

Ottawa Police Services Board
Human Resources Committee
Minutes 6

Wednesday, 5 February 2020, 1:00 PM

Heritage Boardroom

Krista Ferraro, Executive Director

(613) 560-1270

Krista.Ferraro@ottawa.ca

Present: Members: D. Nirman, L.A. Smallwood (Acting Committee Chair), S. Valiquet

Others: Board member C. Meehan; Executive Director K. Ferraro; Chief P. Sloy; Deputy Chief S. Bell; Deputy Chief U. Jaswal; CAO J. Letourneau; Executive Officer J. Dunlop; Director J. Steinbachs; Inspector M. Patterson; Inspector P. Burnett; L. Fenton.

CONFIRMATION OF AGENDA

That the Human Resources Committee confirm the Agenda of the 5 February 2019 meeting.

CONFIRMED

CONFIRMATION OF MINUTES

Minutes #5 from December 2, 2019 (*Public & In-Camera*)

That the Human Resources Committee confirm Minutes 5 from the 2 December 2019 meeting.

CONFIRMED

DECLARATIONS OF INTEREST

There were none.

INQUIRIES

There were none.

ITEMS OF BUSINESS

1. DRAFT EXECUTIVE COMMAND PERFORMANCE EVALUATION FRAMEWORK

Report from Lansdowne Consulting Group Inc

The Canadian Police Knowledge Network, Canadian Association of Chiefs of Police, and Canadian Police College are currently doing a national consultation on Police Chief competencies. The Committee discussed whether, in light of this consultation, the Board should continue its work on modifying the performance evaluation framework. It was decided that since the framework is made up of two parts – process and what you are actually evaluating against (competencies) – work could still continue on fixing the process.

Some specific feedback was given on the draft framework, namely:

- Broaden “crime statistics” to include other measures of police performance.
- Consider weighting of different measures and how this should/will impact the overall sliding scale indicating performance.
- Be mindful of assumptions, i.e. public survey is only every three years currently while evaluation is annual.
- If you divide feedback from sworn and civilian members, you need to be mindful that some members of Executive Command (EC) have more or less members of each group.
- Community and member satisfaction should be a team performance measure.
- The Board can increase its interaction with members of the EC to facilitate evaluation by attending meetings. Board will be made aware of meetings through the Chief’s office.

- In later evaluations (perhaps not pilot year), evaluations can include a 360 review where a random sample of OPS members are solicited for input.
- When conducting the evaluations, the Board can either see how members of EC rated themselves first or, evaluate them and then see what the member indicated after; the Committee indicated it would prefer to rate and then see the self-evaluation.
- The importance of face-to-face discussions on expectations was noted. The Board needs to meet with each member of EC first to set expectations; then to check-in mid-way through; and finally to do the final evaluation.

That the Human Resources Committee receive this item for discussion.

RECEIVED

2. EQUITY, DIVERSITY AND INCLUSION ACTION PLAN

Draft Equity, Diversity, and Inclusion Strategic Action Plan

It was acknowledged that both the Board and the Service need to have a thorough understanding of what equity, diversity and inclusion (EDI) means. EDI should also be a part of discussions by the Board's Policy & Governance Committee.

The Service has engaged Trevor Wilson of TWI to provide a session on EDI to the senior leadership team of the Service and the Committee asked that the Board be invited to attend as well.

Hamlin Grange of DiversiPro was also suggested as a resource on this topic. It was noted that Gérard Etienne, Vice Co-Chair of the Community Equity Council, is an associate of DiversiPro.

The Committee would like to see the action plan specifically note that the Community Equity Council (CEC) will be included in EDI update reports to the Board, as an independent voice from the community. The Service will share upcoming meeting dates of the CEC so the Board may attend.

Another stakeholder that was suggested to the Service was CALACS, a francophone group focused on violence against women.

A discussion also took place on the outreach and recruiting strategy being

used to hire new officers, particularly now that 100 additional officers have been approved.

The Service has made a number of changes to its process that are resulting in more applicants from diverse communities (i.e. Day in the life event, Champions Program with the CEC, mentoring, etc). They have identified some of the barriers for women and diverse applicants and are continuing to look at how they can remove them. A presentation will be coming forward to the Board on this topic at the February meeting.

That the Human Resources Committee receive this item for discussion.

RECEIVED

OTHER BUSINESS

There was no other business.

ADJOURNMENT

The meeting adjourned at 2:30 pm.

NEXT MEETING

To be determined.