

Chief's PSB Verbal Report

February 24, 2020

Bonsoir à tous/good afternoon everyone.

Since the new year, we have made a series of announcements last month that will set the path for the Ottawa Police Service for the next 5 years. I want to thank the Board for your support on these initiatives – as well as from the CEC, OPA and SOA. We made significant steps to increase frontline staffing, boost overall organizational morale, double our investment in Neighbourhood Policing, and advance Equity, Diversity and Inclusion in the OPS.

These changes will impact and improve almost everything we do as an organization, both internally and externally.

These decisions are important to building up the OPS' effectiveness and our members' resiliency while also improving organizational transparency and accountability. It's important that these changes are something we do, together, as part of the mandate handed down to me by members of the Board. As we move into the full implementation of these initiatives, we will need a full effort from all of you, all of our Service members and all of our City of Ottawa residents...because everyone has skin in the game.

Video

After my first 100 Days on the job as Chief, I recorded a video for all members that I wanted to share with the Board as well as with those who are present in the audience. The video outlines in greater detail the work we have done together to move this Service forward and to address the needs of our members and the community.

ANAT TO PLAY VIDEO (PAUSE)

I hope the video provided additional insights and information into the nature of the initiatives that we are undertaking.

Accelerated Hiring Plan

You will soon hear from Acting Superintendent Patterson and his team who will have a presentation on the Accelerated Hiring Plan! We are well underway with our recruitment process that will see 100 new officers added to our ranks by the end of 2020. To-date we have received **700** applications since the start of the year, and we are reviewing against the highest standards to ensure that we get the highest quality and the most diverse list of candidates possible. We have also ensured that supports are in place for the entire recruiting, hiring, training, equipping process to accommodate this record-breaking number of hires – 173 in 2020.

Serving & Protecting

To Protect: Morale and hope are up regarding hiring and NRT...so are the efforts of our frontline officers to protect and serve. Our Neighbourhood Resource Teams continue to demonstrate that investing in community policing is yielding results. Just last week our South end team seized a handgun during a traffic stop. I was one of **20** crime guns that our service has seized this year.

To Serve: NRT Constable Paddy Magill, has made it her mission to make meaningful changes for those she serves and protects. She has started to work with residents living out of the Carling Avenue Motel, introducing them to support services that

will help them. Cst. Magill learned about a summer intern program with the City and thought that one of the teenagers at the hotel might be an ideal candidate. She worked with the young lady to create a resume.

This led to the idea of creating a workshop for all residents of the motel to firm up and revamp their resumes so that they could apply for jobs. She also contacted “Dressed for Success,” a local charity that provides professional clothing for anyone in need, as well as working with the residents of the motel to identify barriers they were experiencing to gaining meaningful employment. While she hasn’t heard back on whether the young lady has secured the summer job, it’s thoughtful and more

importantly, compassionate approaches like these by Office Magill that make lasting differences in people's lives.

Letters from the Public

Our Victim Services Unit is a group of compassionate individuals who help people out during some of their most darkest moments. Whether it's making things easier for a child of abuse to tell their story, or responding to residents in the aftermath of the tornadoes that touched down in Ottawa, our VCU members are a veteran team of professionals who know how to provide the right supports at the right time. We recently were called to an apartment building in downtown Ottawa after a long-term occupant committed suicide. Several

residents were traumatized by the incident and the building manager reached out to OPS to get some help. Our VCU team responded and provided supports for those struggling after the death.

We received a letter from a mental health worker who was assisted by our officers on a difficult call for a client :

“Both Constables Stephane Dacquay and Jeremie Brazeau were extremely empathetic and compassionate towards my client. They made efforts to engage her and managed to have her agree to go willingly to hospital; no easy feat for this young woman.”

Finally, a mom wrote us to thank us for the care we gave her daughter during a mental health crisis:

“I want to thank and commend the officers who helped my daughter during a mental illness crisis. They kept her safe and were very empathetic, respectful and professional.”

And these are only a few of the dozens we receive every month. It’s part of the reason why I’m so proud to be their chief.

Challenges & Opportunities Ahead

- Indigenous Protests (Wet'suwet'en Demo)
- Coronavirus (COVID 19)
- Gilmour Case (Shootings & Street Violence)
- Hate Crime Case – Jewish Memorial
(Suspect outstanding)
- Collective Bargaining
- Sleep Initiative with OPA

Thank you. Merci beaucoup.