

Report to / Rapport au:

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

24 February 2020 / 24 février 2020

Submitted by / Soumis par:

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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 approve the Ottawa Police Service Equity, Diversity, and Inclusion Action Plan, as amended, that was originally tabled and presented at the Board meeting on 27 January 2020.

RECOMMANDATIONS DU RAPPORT

Que la Commission de services policiers d'Ottawa approuve le Plan d'action sur l'équité, la diversité et l'inclusion du Service de police d'Ottawa, tel que modifié, qui a été déposé et présenté pour la première fois à la réunion du 27 janvier 2020 de la Commission.

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 measureable progress and move from reports and recommendations to greater action.

DISCUSSION:

At our fifth Annual Human Rights Learning Forum on December 4th, 2019, OPS made a commitment to community and police members that we would continue our leadership and partnership work on EDI and release a strategic action plan in January 2020.

OPS delivered on that commitment by tabling and presenting the Draft EDI Action Plan 2020-2022 at the January 27th, 2020 Board meeting.

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 committees 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

This Action Plan has been developed in consultation with our community and the members of the OPS. The OPS tabled and presented the draft EDI Action Plan at the January Board meeting to allow time for the Board and public to review the actions it contains and provide feedback.

The OPS undertook an engagement plan to ensure city-wide distribution of the draft Action Plan to allow internal and external stakeholders to review and provide feedback:

- Email distribution to hundreds of community partners and stakeholders via the OPS community policing mailing list known as Partnership in Action;
- Social media and media release and subsequent media coverage;
- Distribution to police and community participants who attended the Human Rights Learning Forum;

- Meetings and presentations with the Community Equity Council (CEC), the Anti-Racism Committee of the CEC, and the Board's Human Resources Committee.
- Distribution to the entire OPS membership via email and Chief's video.
- Posting of the draft Action Plan on internal and external websites.

A small amount of feedback was received especially in relation to the action items already in progress. For example, there was positive feedback from stakeholders regarding the announcements to reintroduce the Hate Crime Section, expand the Neighbourhood Resource Teams, and increase hiring and diversity.

Amendments to the Draft EDI Action Plan:

As a result of the feedback period, several specific amendments were made to the EDI Action Plan. They include:

- "Stakeholders will continue to be involved in the implementation and monitoring of the action plan. We will develop a joint accountability and monitoring framework with the Community Equity Council (CEC) and the Police Services Board, and we will invite the CEC to provide updates and progress reports to the Police Services Board as an independent voice from the community" (Page 2, Letter from OPS Executive; Page 3, "Overview").
- Initiate community dialogue and work with stakeholders for more effective mental health response (including training) with an interagency and intersectional approach – that address gaps, improves service delivery, builds collective action, and contributes to community safety and well-being (Page 2, Letter from OPS Executive, Action Item #8, Formerly Action Item #6; Also amended on page 4).
- List of Action Items was reordered. Please note that the originally ordered list as well as the new ordering of the action items does not denote priority and sequential order. All ten action items are priority action items this year (Page 2, Letter from OPS Executive, Priority Action Items).
- The "House" image reflecting the "EDI Action Plan – Key Focus Areas of Work" was amended to include "all levels of members" (all sworn and civilian ranks); Member Support and Inclusion was amended to "Inclusivity & Member Support" (Page3) .

These amendments are highlighted in the amended and attached EDI Action Plan dated February 14, 2020.

Following approval of the EDI Action Plan, a similar distribution and engagement plan will be implemented to ensure community and police member awareness of the plan.

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 (amended version, February 14, 2020)

CONCLUSION

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.