



Ottawa Police Services Board

Minutes 22

Monday, May 25, 2020 4:00 PM

By Zoom

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Board Members:

Present: L.A. Smallwood, Councillor C. Meehan, D. Nirman, R. Swaita, Mayor J. Watson

Regrets: Councillor D. Deans (*medical leave of absence*)

CONFIRMATION OF AGENDA

That the Ottawa Police Services Board confirm the Agenda of the 25 May 2020 meeting.

CARRIED

CONFIRMATION OF MINUTES

Minutes #21 of the 27 April 2020 meeting

That the Ottawa Police Services Board confirm Minutes #21 of the 27 April 2020 meeting.

CARRIED

DECLARATIONS OF INTEREST

There were no declarations of interest.

COMMITTEE MEETINGS: REPORTS FROM COMMITTEE CHAIRS & MINUTES

Policy and Governance Committee Minutes #6 of 11 May 2020

Finance and Audit Committee Minutes #9 of 12 May 2020

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

RECEIVED

INQUIRIES

There were no inquiries.

ITEMS OF BUSINESS

1. CHIEF'S VERBAL REPORT

Chief's report

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

The Chief was commended on the speed enforcement being conducted by the OPS and encouraged to continue the enforcement. It was noted that those

wishing to report speeding can do so through the OPS Call Centre or through Councillor offices.

A question was raised as to how many OPS officers had been diagnosed with COVID-19 and the answer was three; one member contracted the virus through community spread and two cases were work-related.

A question was also raised as to how the OPS tracks incidents of racism at the OPS and what sort of follow-up occurs once these incidents are reported. The Chief indicated the OPS's ability to receive report and track incidents needs improvement however they will be making investments to improve these areas, and these investments will be outlined in the presentation to follow on item three on the agenda.

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

RECEIVED

2. NATIONAL CAPITAL AREA CRIME STOPPERS: SEMI-ANNUAL UPDATE

Report from R. McMullen, President, National Capital Area Crime Stoppers

Following a question from the Board, Mr. McMullen indicated that Crime Stoppers had initially received fewer tips post mid-March however the number of tips quickly stabilized, and they did not experience a dramatic decrease in tips as a result of the pandemic.

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

RECEIVED

3. ORGANIZATIONAL PRIORITIES AND CHANGES

Presentation

The Board received a presentation for information.

With respect to the Joint Strategy on Workplace Sexual Violence and Harassment, while the Acting Chair will be sitting on the External Advisory Group, it was recommended that a member of the Board's Human Resources Committee sit on the Core Working Group. Acting Chair Smallwood

recommended that Member Nirman represent the Board on that group and the Board consented.

A question was raised as to what message can be given to OPS members who are afraid to come forward with allegations of sexual harassment. These members will continue to be encouraged to come forward and reminded that they are not alone and do not have to continue to be victimized. It was acknowledged that it is a very difficult decision to make. The OPS will be exploring different options for members to report these incidents.

The Chief was asked whether tougher penalties are needed when members are found guilty of sexual harassment and/or violence in the workplace. It was noted that all elements need to be addressed more seriously from reporting, to providing support, protecting members from reprisals, conducting investigations and other interventions. More penalties will not solve the full problem alone. We need to look at the full range of tools.

With respect to the organizational changes, a question was raised as to whether they were all within the current budget. The Chief confirmed there will be no increase to the budget as a result of these changes. There are no new FTEs; existing positions will be converted.

On the question of whether members names are released when they are charged with sexual assault or harassment, the Chief noted that when members are criminally charged their names are released. The names of members involved in internal matters are not shared.

That the Ottawa Police Services Board receive this presentation for information.

RECEIVED

4. BOARD COMMITTEE APPOINTMENTS

Executive Director's report

That the Ottawa Police Services Board approve the appointment of C. Meehan to the Policy and Governance Committee and the Human Resources Committee and D. Nirman to the Thomas G. Flanagan Scholarship Award Selection Committee.

CARRIED

5. DEVELOPING THE 2021-2023 STRATEGIC PLAN

Chief's report

That the Ottawa Police Services Board approve Option A (Extend/Adjust Existing Plan) as endorsed by the Policy and Governance Committee.

CARRIED

6. APPOINTMENT OF SPECIAL CONSTABLES: OTTAWA POLICE SERVICE

Chief's report

That the Ottawa Police Services Board approve the re-appointments of Ottawa Police Service employees listed in Document 1 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. SOUTH PROJECT PHASE A UPDATE AND INCREASE TO PRIME CONSULTANT CONTRACT

Chief's report

It was noted that with respect to the changes being requested, they were done to reduce cost overruns and implement value engineering designs into the previous design. As work progressed on the site, there were significant challenges with the soil necessitating changes to the foundation. Options were developed to address the challenges, which weren't contemplated in the original contract. Lots of soil analysis was done prior but as we dug deeper and in different areas, there were challenges. It was noted that the original design was two buildings, and now we are looking at one building with a third floor to make more effective use of the site and create a more inclusive campus approach for members.

The project started in 2010 and there has been a significant amount of work in the last five years. The OPS had planned to tender by now but couldn't as a

result of the pandemic. In working with the City, it was agreed to get everything tender ready and wait for the most advantageous pricing.

In terms of the recent shifts taking place to remote work, this building was designed with remote workplace strategies in mind. It was also highlighted that this building is not incremental to the OPS footprint – two buildings are being decommissioned due to age and road widening – Leitrim and Greenbank.

In terms of the interior, though it has not been designed yet, one of the design principles is flexibility to allow for the space to be adapted as needed. For more, increased desk spacing can be accommodated.

With respect to the possibility of a second wave of the pandemic and whether the tendering should be delayed, it was noted that the Facilities Team has been working closely with the City and it has been recommended that despite the uncertainty, it is best to move ahead. Should there be a further delay, the exterior design will not change much and there is flexibility on the interior design so the risk is low. There would only be incremental costs associated with the delay if anything.

There are contingencies built into the construction contracts should there be delays. The first phase is all outdoors and will last 14 months. The OPS has consulted with the construction companies and they are confident they can work outdoors if there is a second wave. There will be protection language in the contract nonetheless to ensure we are protected.

That the Ottawa Police Services Board approve an increase to Moriyama & Teshima's (M&T) and CS&P Architects' contract of \$1,190,000 (excluding HST) for a total contract value of \$6,228,000. The increase includes \$790,000 to implement value engineering changes to the contract documents and a \$400,000 contract contingency for execution of the construction phase.

CARRIED

8. WORKFORCE MANAGEMENT REPORT: 1ST QUARTER 2020

Chief's report

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

RECEIVED

9. HUMAN RIGHTS AND RACIAL PROFILING POLICY ANNUAL REPORT
Chief's report
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That the Ottawa Police Services Board receive this report for information.

RECEIVED

10. EQUITABLE WORK ENVIRONMENT ANNUAL REPORT
Chief's report
-

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

RECEIVED

11. FINANCIAL STATUS REPORT: 1ST QUARTER 2020
Chief's report
-

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

RECEIVED

12. PERFORMANCE REPORT: 1ST QUARTER 2020
Chief's report
-

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

RECEIVED

13. LEGAL SERVICES STATUS REPORT – 2020 FIRST QUARTER

Board Solicitor's report

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

RECEIVED

14. OUTSTANDING BOARD INQUIRIES & MOTIONS – MAY 2020

Executive Director's report

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

RECEIVED

15. LETTERS OF COMMENDATION

Chief's report

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

RECEIVED

OTHER BUSINESS

Notice of Motion by Member D. Nirman

Member D. Nirman introduced the following motion to be considered at a subsequent meeting of the Board:

WHEREAS Article 1(1) of the United Nations Human Rights, Office of the High Commissioner, International Convention on the Elimination of All Forms of Racial Discrimination defines racism as, “Any distinction, exclusion, restriction or preference based on race, colour descent or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms, in the political, economic, social cultural or any other field of public life.’

WHEAREAS Subsection 5(2) of The *Ontario Human Rights Code* states, “Every person who is an employee has a right to freedom from harassment in the workplace by the employer or agent of the employer or by another employee because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, age, record of offences, marital status, family status or disability.”

WHEAREAS The Board Policy Number: CR-16 – “Human Rights and Racial Profiling”, states that “the purpose of this policy is to state the Board’s commitment to policing that respects and adheres to the principles contained in the *Canadian Charter of Rights and Freedoms* and the *Ontario Human Rights Code*, and to set out the Board’s expectations with regard to respecting human rights in the delivery of police services.”

WHEREAS since the introduction of the Equity, Diversity and Inclusion (EDI) Action Plan, Chief Sloy and the Ottawa Police Service (OPS) have taken a further step of creating the Directorate of Respect, Values and Inclusion, led by a Superintendent, to strengthen the ability of the Service to advance the 2020 goals and organizational culture more broadly. Also, in partnership with the Ottawa Police Services Board (OPSB) the OPS has launched a special committee to address sexual violence and harassment in the workplace.

AND WHEREAS the OPSB and OPS have a demonstrated commitment to promoting the values of “diversity, equity and inclusion” and in continuing to build a workforce that is reflective of all of the communities and neighbourhood it serves, and based on a review of the work that has been completed and now planned and to ensure there is no gap in activities addressing “systemic racism” which requires overt and sustained attention.

THEREFORE BE IT RESOLVED that Chief of Police be directed to act on the following set of recommendations:

1. The efforts of the OPS to address its culture and structural inequalities, should be a whole-of-organization initiative, that is inclusive of all members, both women and men, indigenous and LGBTQ+, civilian and sworn. And further, the approach to this work must demonstrate an understanding and appreciation of the unique contributions that every member makes in support of a safe, healthy and inclusive City of Ottawa and their equally critical roles in creating a more equitable and resilient culture within the OPS.
2. Redesign the long-standing structures and systems that exist within the OPS to ensure they are more equitable and inclusive for all members by leveraging the OPSB, the CEC, key community stakeholders and all members.
3. Task the new Respect Values and Inclusion Directorate to track incidents of discrimination and bias within the OPS that are not currently accounted for through our

formal complaint systems. A system to identify, track and report on these incidents, should be developed or comprehensively heightened in partnership with the OPSB, CEC and other key stakeholders, with results being reported to the OPSB through regular updates on the EDI Action Plan.

4. The OPS Racial Profiling Policy should be reviewed to ensure that it is current and reflective of leading practices. The policy should also be evaluated to ensure that systems and supports are in place or in the alternative strengthened for members and supervisors to identify, report and intervene in a timely and constructive manner, with incidents of concern.

TABLED

CONSIDERATION OF MOTION TO MOVE IN CAMERA

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. LEGAL SERVICES STATUS REPORT – SETTLEMENTS, FIRST QUARTER 2020

ADJOURNMENT

The meeting adjourned at 6:10 p.m.

NEXT MEETING

Regular Meeting - Monday, June 22 2020 - 4:00 PM

Note: Please note that any written or verbal submissions (including your name but excluding personal contact information) will form part of the public record and be made available to City Council and the public.