

Report to / Rapport au:

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

22 June 2020 / 22 juin 2020

Submitted by / Soumis par:

**Executive Director, Ottawa Police Services Board / Directrice exécutive,
Commission de services policiers d'Ottawa**

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SUBJECT: OUTSTANDING BOARD INQUIRIES & MOTIONS: JUNE 2020

**OBJET: DEMANDES ET REQUÊTES DE LA COMMISSION EN SUSPENS:
RAPPORT POUR JUIN 2020**

REPORT RECOMMENDATION

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

RECOMMANDATION DU RAPPORT

Que la Commission de services policiers d'Ottawa prenne connaissance du présent rapport à titre d'information.

BACKGROUND

All inquiries and motions raised at meetings of the Ottawa Police Services Board that require follow up action or response are recorded and monitored. Once a response is received at a subsequent Board meeting, the outstanding inquiry or motion is removed from the list of outstanding inquiries and motions.

At the 19 December 2005 meeting, the City of Ottawa's Auditor General submitted a report to the Police Services Board on the results of his Governance Audit of the Board.

The Audit Report contained 27 separate recommendations for improving the governance practices of the Board, including Recommendation 9.1: *that a report be presented as a regular agenda item at each board meeting that lists all the outstanding inquiries and resolutions*. The Police Services Board approved this recommendation as part of a comprehensive plan for implementing the Auditor's recommendations, and the first monthly report was submitted to the Board in March 2006. A similar report has been submitted to the Board at each meeting since that time.

At present there are three outstanding inquiries, set out in Document 1, and one outstanding motion set out in Document 2.

SUPPORTING DOCUMENTATION

Document 1 – Outstanding Inquiries as of 22 June 2020

Document 2 – Outstanding Motions as of 22 June 2020

CONCLUSION

Document 1 contains the current list of outstanding inquiries and Document 2 contains the current list of outstanding motions.

Document 1

OTTAWA POLICE SERVICES BOARD
OUTSTANDING INQUIRIES AS OF 22 JUNE 2020

| Inquiry # | Description | Meeting Date | Raised by | Assigned to |
|-----------|--|--------------|--------------|-----------------|
| I-17-01 | On Duty Officer Attire - provide policies and a report that outlines the equipment that officers wear, as well as the risk assessment prior to execution of any warrant and how decisions are made regarding officer attire. | 27-Mar-17 | S. Smallwood | Chief of Police |
| I-20-05 | Protocols used by the OPS to get rid of old police cruisers - what are the protocols the OPS follows to get rid of police cruisers and whether, once discarded, they could be outfitted to resemble a police cruiser | 27-Apr-20 | D. Nirman | Chief of Police |
| I-20-06 | Community outreach to prevent gender based violence, particularly outreach to racialized women - How is OPS is conducting its outreach to the community to raise awareness around gender based violence, particularly during the pandemic. In particular, t outreach to racialized women. | 27-Apr-20 | D. Nirman | Chief of Police |

Document 2

OTTAWA POLICE SERVICES BOARD
OUTSTANDING MOTIONS AS OF 22 JUNE 2020

| Motion | Motion | Meeting Date | Assigned to | Status |
|---------|---|--------------|-------------|--------|
| M-20-02 | <p>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.”</p> <p>WHEAREAS Subsection 5(2) of The <i>Ontario Human Rights Code</i> 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.”</p> <p>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 <i>Canadian Charter of Rights and Freedoms</i> and the <i>Ontario Human Rights Code</i>, and to set out the Board’s expectations with regard to respecting human rights in the delivery of police services.”</p> <p>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.</p> <p>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.</p> <p>THEREFORE BE IT RESOLVED that Chief of Police be directed to act on the following set of recommendations:</p> <ol style="list-style-type: none"> 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 LGTBQ+, 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 | 25May2020 | N/A | Tabled |

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| | <p>partnership with the OPSB, CEC and other key stakeholders, with results being reported to the OPSB through regular updates on the EDI Action Plan.</p> <p>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.</p> | | | |
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