

OTTAWA POLICE SERVICES BOARD

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HUMAN RESOURCES COMMITTEE MEETING

14 NOVEMBER 2016 – 2:00 P.M.
COLONEL BY ROOM, OTTAWA CITY HALL

Committee Members: E. El-Chantiry (Chair), L.A. Smallwood, S. Valiquet

Present: E. El-Chantiry, L.A. Smallwood, S. Valiquet

CONFIRMATION OF AGENDA

That the Human Resources Committee confirm the Agenda of the 14 November 2016 meeting.

CARRIED

CONFIRMATION OF MINUTES

That the Human Resources Committee confirm the Minutes from the 11 October 2016 meeting.

CARRIED

ITEM OF BUSINESS

1. GENDER AUDIT (PHASE 1 and 2)

Presentation and reports issued at the meeting

Chief Bordeleau introduced the report on the Gender Audit and provided background information. As part of a settlement with the Human Rights Commission (HRC) to resolve a complaint filed by a female Ottawa Police Service (OPS) officer, the OPS agreed to undertake a series of actions. The first were: Phase 1 – analyze the OPS 2012 Workforce Census to determine representation by gender and/or family status; and Phase 2 – conduct a gender audit. These two phases had to be delivered to the HRC by November 4, 2016. The results of the first two phases were released at this meeting in a report from

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Chief Bordeleau accompanied by separate reports on the two phases. Chief Bordeleau stated the results show the Service has a significant amount of work to do to support female employees and ensure they have equal opportunities.

Director General Frazer introduced Dr. Carina Fieldeldey-Van Dijk, President of ePsy Consultancy, who analyzed the 2012 OPS Workforce Census and conducted the Gender Audit. Dr. Fieldeldey-Van Dijk then went through a 26-page presentation (held on file with the Board Executive Director and available online) on the results of Phase 1 and Phase 2.

Concluding the presentation, Director General Frazer stated it is important to accept the results and to assure members that the OPS will respond, is committed to gender equality, and will be reaching out to members to take the next steps which include: Phase 3 – development of new and/or amended policies or procedures that relate to job placement and promotions, including a draft human rights accommodation policy; and Phase 4 – implementation and training related to Phase 3 results. Phase 3 is due by May 4, 2017 and Phase 4 by November 4, 2017.

This report will also be submitted to the full Board at its meeting on November 28, 2016.

Chief Bordeleau thanked the OPS member who brought this issue forward, the members who participated in the audit, and the team who worked on it. He reiterated his commitment to making women feel they are valued and supported members of the organization.

The Chief and Dr. Fieldeldey-Van Dijk then responded to questions from the Committee members. Among the topics discussed were:

- The role of supervisors in achieving gender equality.
- The small increase (1.1%) in female recruits between 2005 and 2012 and the need to do better.
- The emphasis on weapons and use of force, and whether that is a factor in not recruiting more women.
- The need to not only recruit more women, but to address the issues that stand in the way of them thriving and succeeding.
- Of the 20 members interviewed, 8 were men at all ranks. It was noted that men are integral to changing the culture of the organization but that both

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women and men need to change their perspectives.

- Addressing gender diversity during the recruit interview process.
- How to improve women's success in promotional panels.

Chair El-Chantiry stated that after the conclusion of Phase 4, he would like the Committee and the Board to receive semi-annual updates on progress towards achieving equality in the police service – not just gender equality but diversity in general. He concluded by thanking the Chief and his staff for their work, noting there is much work left to be done.

That the Human Resources Committee receive this report and forward it to the Ottawa Police Services Board for information.

RECEIVED

CONSIDERATION OF MOTION TO MOVE IN CAMERA

That the Ottawa Police Services Board's Human Resources Committee adjourn the public portion of its meeting to move In Camera to discuss confidential items pertaining to personnel matters, in accordance with Section 35(4)(b) of the *Police Services Act*.

CARRIED

ADJOURNMENT

The public portion of the meeting adjourned at 3:20 p.m.