

OTTAWA POLICE SERVICES BOARD
HUMAN RESOURCES COMMITTEE MEETING

MINUTES 8

16 May 2017, 1:30 p.m.

Honeywell Room, 2nd floor, Ottawa City Hall

Present: Chair: E. El-Chantiry
Members: A. Hubley, S. Valiquet
Others: Board Member C. Nicholson, Police Chief C. Bordeleau, Deputy Chief S. Bell, Director General D. Frazer, M. Rathwell, J. Steinbachs, L. Bianco, Executive Director K. Ferraro, Board Assistant L. Kennedy, B. Sjaarda

CONFIRMATION OF AGENDA

That the Human Resources Committee confirm the Agenda of the 16 May 2017 meeting.

CARRIED

CONFIRMATION OF MINUTES

That the Human Resources Committee confirm the Minutes from the 25 March 2017 meeting.

CARRIED

ITEMS OF BUSINESS

1. GENDER PROJECT - PHASE III

Following the staff presentation, the following points of clarification were made:

- 24% of sworn officers at the Service are female; Montreal Police Service stands at 33%. It was suggested that staff contact the Montreal PS to find out what they are doing differently. Ultimately, the Service's goal is to be representative of the community, which is a significant goal. The bar has to be set high and they must work hard to remove the barriers.
- The current police culture needs to be reviewed and changes need to be made in how women are treated while they are part of the Service. This will make the police service more attractive. Recruiting more women into a broken system won't help.

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- The Ottawa Police Association must be brought in to the discussion to discuss the workforce model and current Association rules. Policing is one of the only professions that does not have part-time employment options. Many women find working part-time helps with balancing family responsibilities. This change could help mitigate the 20 year span it appears to take women to move up in the organization.
 - A draft mandate has been developed for the new Equity, Diversity and Inclusion (EDI) Office. It will be staffed by subject matter experts. The office will also help educate employees about the new Equitable Work Environment Policy, advise the OPS Executive, and respond in a timely way to all matters related to human rights, many of which are beyond the scope of the existing programs within the OPS. The location of the office within the organizational structure has yet to be determined, but it will report to the Chief of Police.
 - Board Chair E. El-Chantiry read a letter received by the Board from the Ontario Human Rights Commission commending the Ottawa Police on the work they've done.
 - Direction was given to staff to prepare 5 or 6 slides to present at the Board meeting on 29 May with the full report.

That the Human Resources Committee receive this presentation for information.

RECEIVED

OTHER BUSINESS

NEXT MEETING

August 14, 2017, at 10:00 a.m.

ADJOURNMENT

The meeting adjourned at 2:35 p.m.