



Ottawa Police Services Board
Policy and Governance Committee

Minutes 10

Thursday, 12 May, 2022, 3:00 PM

Honeywell Room

Krista Ferraro, Executive Director

(613) 560-1270

Krista.Ferraro@ottawa.ca

Committee Members: M. Doucet, E. El-Chantiry, S. Fakirani

Board Members: J. Leiper, S. Valiquet

Others: Executive Director K. Ferraro, I/Chief S. Bell, Manager C. Lavigne, A/Director D. Koepke, Director A. Slobodian, CEC Member J. Riggs, Inspector J. Leblanc, Dr. L. Foster, Dr. L. Jacobs, A/Deputy P. Burnett, Superintendent D. Zacharias, Manager L. Fenton, M. Conley, Board Assistant H. Logan

ELECTION OF COMMITTEE CHAIR

Moved by E. El-Chantiry

That M. Doucet serve as Chair of the Finance and Audit Committee.

CARRIED

CONFIRMATION OF AGENDA

That the Policy and Governance Committee confirm the Agenda of the 12 May 2022 meeting.

CARRIED

CONFIRMATION OF MINUTES

MINUTES #9 OF 10 JANUARY 2022

That the Policy and Governance Committee receive the Minutes #9 from the 10 January 2022 meeting.

RECEIVED as amended

BUSINESS ARISING FROM MINUTES

There was no business arising from the minutes.

ITEMS OF BUSINESS

1. 2020 USE OF FORCE RACE DATA REPORT

Presentation

The Service, representatives from the Community Equity Council, and data collection experts from York University delivered a presentation on the OPS' use of force race data.

It was noted that the Service had engaged Dr. Lorne Foster and Dr. Les Jacobs of York University to undertake a large race-based data project, intended to reveal inequities and systemic barriers. The data showed a disproportionately high incidence of use of force involving Black, Middle Eastern, and Indigenous people.

The Committee then heard from the below registered public delegation.

PUBLIC DELEGATIONS

1. ROBIN BROWNE, 613-819 BLACK HUB (HE / HIM)

Some of the points made by the delegation included:

- Concern that he had previously requested use of force race data from the OPS, however had not been provided it.
- A request that an independent firm be hired to conduct a performance review of the Board.

Following the delegation, the Committee had an opportunity to raise their questions.

A question was raised regarding anticipated changes to provincial requirements of race data collection. The Service indicated that no provincial announcements had yet been made regarding how data should be collected, however it was clear to the Service that the eventual provincial requirements would be the minimum.

The Service noted that although other police services do not collect this data, the OPS would be able to begin comparing their data collection to previous years of data for benchmarking purposes. It was further noted that the OPS would continue to work with the York University data collection experts.

A question was raised regarding what would be gained through collecting gender and age data. It was explained that the communities most affected by use of force see a high concentration among young, black men, however they do not have the data to confirm that since age and gender are not collected. The need for an intersectional framework was noted.

A question was raised regarding how the use of force race data compared to the race data collected at traffic stops. The numbers were disproportionate within the use of force race data, like the traffic stop data, however the use of force race data provided a more intricate view. It was noted that robust data is required to gain a clear picture and the York University experts indicated not yet having that, given that they were working with a single year of data.

Dr. Les Jacobs of York University noted that police services are often a microcosm of all public services. Systemic racism is not an issue unique to the OPS, and it is embedded in different units, including the 9-1-1 call takers. The difficulty in addressing implicit bias was raised. Further, the need to rethink policies to ensure that policing practices are scrutinized through the right lens was noted. Data collection is the tool with which systemic racism can be exposed.

Dr. Lorne Foster advised that training to eliminate implicit bias has seen

inconsistent results. The need for dedication to self-reflection in order to identify our own implicit biases was pointed to. Dr. Foster suggested that new recruits tend to bring less problematic implicit biases on the matter of systemic racism, and as such, over time, overall implicit biases of OPS members will lower.

A terminology question was raised pertaining to “perceived as being black” and “perceived as being middle eastern.” It was explained that their data collection is not aimed at measuring race, but rather racism, and as such it considers the race that is perceived.

A question was raised regarding whether the Service could work with the Community Equity Council throughout the recruitment they were engaged in. The Service advised that they would be working with the CEC’s hiring and training committee throughout.

That the Policy and Governance Committee receive this item for information.

RECEIVED

2. STRATEGYCORP PROPOSAL – USE OF FORCE POLICY REVIEW

Presentation by StrategyCorp Inc.

Prior to the meeting, the Policy and Governance Committee was provided with a proposal document however it was not presented as it contained proprietary information.

StrategyCorp representative Matt Conley provided a verbal presentation, with support from his colleague Matt Torigian who was available by phone.

Mr. Conley indicated that StrategyCorp was proposing a 9-week process in which they would conduct an environmental scan to assess what might be working for other police services boards. Midway through the process, they intended to provide an update. Mr. Conley advised that StrategyCorp would incorporate data collection and any other public consultation data. The result would be a written report for the Board’s use. It was noted that they would enable the Board to outline the policy that would determine how often the Service provided them with use of force information.

A question was raised regarding what StrategyCorp might change in its proposal based on the recent presentation from the Service. Mr. Conley noted that they

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would first sit down with the Service and discuss their presentation in depth. They would conduct a gap-analysis of what was happening nationally, and ensure their recommendations were in keeping with best-practices.

In light of the in-depth presentation provided by the Service prior to this item's consideration, a point was raised that the Board had essentially received what it required in terms of use of force information. While a decision needed to be made on a reporting schedule, there was hesitancy in bringing on StrategyCorp without clarity on how they would add value.

The Service noted not having enough data, however they had a starting point. They would take the data and begin to work out what had transpired and identify areas of implicit and explicit bias. The Service proposed that they report use of force data on a quarterly basis to the Board.

Mr. Torigian noted that StrategyCorp would be an impartial third party conducting an environmental scan on behalf of the Board. They would assess the types of policies other boards have and provide an external lens to see if there are policy applications that could benefit the Board that had not yet been considered. It was noted that StrategyCorp had previously reached out to the larger boards in Ontario in 2021, so an initial scan had already been conducted, however they would endeavor to gain a fuller picture by contacting larger boards Canada-wide.

A point was raised that historically, police board policies are often written by their representative services due to under-resourcing issues. Emerging oversight best practices suggested that police boards themselves need to write their own policies. StrategyCorp would ensure that the Board's policies were independent of the Service.

It was noted that the Board's policies were quite similar to other jurisdictions.

A question was raised regarding whether StrategyCorp had policy experience specific to use of force. Mr. Conely advised that while they did not directly have use of force experience, StrategyCorp had a history of governance work. He noted being confident that their team would have the skills to adjudicate use of force policy.

The original recommendation was considered; however, the Committee chose to receive StrategyCorp's presentation, rather than to recommend that the Board procure the firm at this stage. It was felt that additional information was required.

That the Policy and Governance Committee receive the proposal from StrategyCorp consulting firm.

RECEIVED as amended

3. NEW BOARD POLICY – DISCONNECTING FROM WORK

Executive Director's Report

Executive Director Krista Ferraro advised that recent legislative changes required the OPSB to have a Disconnecting from Work policy.

Most police services boards were made aware of this only in early May. The Toronto Police Services Board had however developed a policy in consultation with both legal and human resource professionals. As such, their policy was referred to in developing the OPSB's. Ms. Ferraro had also worked with the OPS labour relations and policy staff to finalize the policy and ensure alignment with the Service.

It was noted that the Board's policy is both a policy for the Board, and direction to the Chief to complete an OPS policy that achieves the desired outcomes. The Service anticipated that all deadlines would be met.

The policy applies only to civilian members.

That the Policy and Governance Committee recommend that the Ottawa Police Services Board approve the new proposed Board Policy, "Disconnecting from Work."

CARRIED

OTHER BUSINESS

Following the consideration of the agenda items, discussion ensued as to how the Service ought to present on use of force race data at the Board's upcoming May meeting. It was noted that the same representatives would be in attendance, as well as others.

The Committee suggested that the numbers need to be contextualized. A point was raised that not everything has a policing solution. The need for additional community housing and social services in conjunction with policing was noted.

Community Equity Council member Joan Riggs suggested that Ottawa is further ahead on this because of the recognition that it is a city-wide issue, not just an OPS issue.

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Work under the Community Safety and Wellbeing Plan was also referenced.

The Service advised that would be hiring a race data specialist to assist in the collection and organization of data.

NEXT MEETING

To be determined

ADJOURNMENT

The meeting adjourned at 4:57 p.m.