

OTTAWA POLICE SERVICES BOARD
POLICY & GOVERNANCE COMMITTEE MEETING

MINUTES 14

21 November 2018, 2:00 p.m.

Champlain Room, 110 Laurier Avenue West, Ottawa

Present: Members: A. Blaustein, L.A. Smallwood, S. Valiquet
Others: Board Chair E. El-Chantiry; Chief C. Bordeleau; Deputy Chiefs S. Bell and U. Jaswal; Director General D. Frazer; Superintendent J. Dunlop; General Counsel C. Huneault; Director R. Mar; Director J. Steinbachs; Manager Planning, Policy & Research D. Millar; Evaluation and Research Specialist J. Ghadiali; Research Analyst P. White; Manager Media Relations C. Lavigne; Executive Director K. Ferraro

ELECTION OF CHAIR

Moved by S. Valiquet

That L.A. Smallwood serve as Chair of the Policy & Governance Committee.

CARRIED

CONFIRMATION OF AGENDA

That the Policy and Governance Committee confirm the Agenda of the 21 November 2018 meeting.

CARRIED

CONFIRMATION OF MINUTES

Minutes of 11 September 2018

That the Policy & Governance Committee confirm the Minutes from the 11 September 2018 meeting.

CARRIED

BUSINESS ARISING FROM MINUTES

There was no business arising from the minutes.

ITEMS OF BUSINESS

1. 2018 PUBLIC RESEARCH

Presentation

The Chief introduced the first presentation by providing context around the overall strategic planning process, which will be informed in a large part by the public, member and census data. He advised that each member of his Executive Command had been assigned to lead one of the three key work packages:

- Deputy Chief Bell was assigned community service
- Director General Frazer was assigned member support
- Deputy Chief Jaswal was assigned equity, diversity, and inclusion

The Service will be looking to engage the Board in working groups that will develop the draft plan, including objectives. The target date for completing the draft plan is the end of February 2019.

Sandra Guiry, Senior Vice President of Ipsos Public Affairs, went on to present the results of the 2018 Public Research.

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

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2. 2017 MEMBER CENSUS

Presentation

Michael Bach, Chief Executive Officer of the Canadian Centre for Diversity and Inclusion presented the results of the 2017 Member Census.

In terms of comparisons with other police services and in response to a question from the Board, the presenter noted that off the top of his head, Ottawa is on the lower end or average in some areas but there are no areas in which the OPS is leading the pack.

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

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3. 2018 MEMBER SURVEY

Presentation

Norm Baillie-David, Senior Vice President of Talent Map presented the results of the 2018 Member Survey.

In response to questions, the following points were made:

- The strategic/business plan needs to include performance measures to assess progress made in various areas, such as diversification of the workforce. The OPS needs to work with the Board on developing these measures. There are some data collection challenges however access to quality data is improving as systems evolve.
- The strategic/business plan also needs to be linked to the Chief's performance evaluation.
- The OPS reports on the business plan twice a year, or every six months.
- There is an opportunity to engage the new Community Equity Council in helping us assess/monitor movement on some of our goals, such as diversification.
- The benchmarks used for the member survey include mid to large size Canadian municipalities, including police services.
- The goal of the OPS is to make all members feel included, regardless of gender or origin.
- The Gender Audit that was undertaken highlighted that women were not treated with equal opportunities and a number of policies and procedures have since been changed to improve equal access. For example, all hiring panels receive bias-neutral training; observers are present for interviews; there is a policy to increase representation of women in different parts of the organization if women choose to self-identify (and all qualifications have been met); there are measures in place to assist with family status accommodations and resources; etc.
- Montreal has more female representation in its police service in a large part due to the different recruiting system they have. Individuals can go from CGEP to police college, without an offer of employment. Ontario uses the Constable Selection Process which has inherent barriers (for example, of 7000 women that apply in the

province, only 42% are successful; the pool available at a local level is even smaller at around 20% of successful candidates).

- New data has been released on the process which will allow the province to look at any potential barriers. The system needs to change dramatically to help supply police services with quality, diverse candidates.
- It is difficult to compare gender representation within police to other first responder professions.
- The Canadian Forces are also using a new strategy to help diversify their recruitment.
- In terms of the member engagement feedback, there is more work to be done to improve transparency, equity, understanding, and confidence in promotional processes. This work will involve all levels of the organization and the Board.
- There are plans to create 48 positions for Patrol to improve access to development opportunities.
- In terms of accommodations, which are reported quarterly to the Board, a working group made up of the OPS, SOA, OPA, and Board is being established to come up with potential solutions for the pressures that are being encountered. There is an opportunity to do more proactively to reach out to those on accommodations through Health, Safety and Lifestyles, but we need to ensure members continue to feel supported and comfortable coming forward if they have challenges.
- A suggestion was made to develop a summary of how policing has changed in the past 20 years to help the public better understand how the role of police has evolved over time.

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

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OTHER BUSINESS

ADJOURNMENT

The meeting adjourned at 4:08 p.m.

NEXT MEETING

December 12, 2018 2:00pm

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