

Ottawa Police Services Board **Policy and Governance Committee**  
Agenda 7 -Thursday, 14 January, 2021  
COMMUNICATION: *Email dated January 7, 2021 from Jaron Chalier*

-----Original Message-----

**From:** Jaron Chalier

**Sent:** January 07, 2021 8:40 PM

**Subject:** Re: Inquiry about Jan.14 Meeting

Hello,

With regards to racial awareness training that the OPS has dedicated itself to in its new budget, it is important to note the research that finds these trainings do not provide the trainees with the intended results. An [article](#) in the Journal of Personality & Social Psychology synthesized evidence from 492 studies, involving 87,418 participants, on procedures to change response biases. They found that the effects are weak, and the changes that do occur do not necessarily translate into changes in behaviour. The [Harvard Business Review](#) similarly found that "the positive effects of diversity training rarely last beyond a day or two [...] and can activate bias or spark a backlash." This is partially why myself and the countless others joining in on OPS meetings are not satisfied with OPS giving itself an increased budget for these trainings. Bias training for police was placed into context in this news [article](#).

The Black Lives Matter movement in Canada, at this link I encourage you to view <https://blacklivesmatter.ca/defund-the-police/>, has made several demands that OPS and the City of Ottawa have not met. These demands include defunding the police to fund shelters and mental health services both without a police role. They also include funding social housing, free transit, and food security; funding these services would mean no need to use police to evict people from their home for not paying rent, nor enforcing fines for people too poor to afford a car trying to use OCtranspo. In a December 2020 budget meeting, one of the board members said that one reason he supports the budget increase is that he did not hear of a source for that funding to go to, though 2 speakers did mention sources and I trust there is a recording of that meeting that can be reviewed. The current lack of funding leading to a lack of services that the Ottawa community is asking for, is not an excuse not to provide funding to either create or support these services. There have been 2 instances in North America, [here](#) in 2014 and [here](#) in 1971, where police went on strike or reduced operations to only the bare essentials. Crime either decreased or did not change, though neither of these instances occurred in Ontario. I encourage the OPS and the City of Ottawa to evaluate whether their services are actually needed.

It is interesting to note that the Nishnawbe Aski Police Service, described [here](#) as Canada's largest Indigenous police force, situated in Northern Ontario, has "never shot and killed anyone and no officer has died in the line of duty." They are similar to the OPS in that, as mentioned at many public meetings, they also operate over a very wide area ([2/3](#) of the entire province), but are different, because they have a budget so small they do not have sufficient resources to operate at full efficiency. Officers have been charged and fired for excessive use of force. The article also describes how no amount of cultural sensitivity training will help officers fully manage issues in racialized communities. Considering this information, it is another explanation why the Ottawa community is not satisfied with the OPS's response to calls for change. I encourage the OPS to learn from the NAPS's leading example of keeping people alive with a very restricted budget and treating racialized communities appropriately.

Sincerely,  
Jaron Chalier