



Ottawa Police Services Board

Minutes 39

Monday, May 31 2021, 12:00 PM

Via Zoom

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Board Members:

Councillor D. Deans, B. Johnson, Councillor R. King, Councillor C. Meehan, D. Nirman, L.A. (Sandy) Smallwood, R. Swaita

CONFIRMATION OF AGENDA

That the Ottawa Police Services Board confirm the agenda of the 31 May 2021 meeting.

CONFIRMED

CONFIRMATION OF MINUTES

MINUTES #38 OF 26 APRIL 2021

That the Ottawa Police Services Board confirm Minutes #38 of the 26 April 2021 meeting.

CONFIRMED

COMMITTEE MEETINGS: REPORTS FROM COMMITTEE CHAIRS & MINUTES

HUMAN RESOURCES COMMITTEE - DRAFT MINUTES #11 OF 19 MAY, 2021

Human Resources Committee Chair Nirman provided a brief update on the OPS' Talent Development Strategy, presented to the Committee on 19 May 2021.

That the Ottawa Police Services Board receive this item for information.

RECEIVED

DECLARATIONS OF INTEREST

There were no declarations of interest.

PUBLIC DELEGATIONS

The Board heard from the following public delegates on a range of topics. The Board welcomed delegations to provide their preferred pronouns and the phonetic pronunciation of their names.

1. ROBIN BROWNE (*he / him*)
2. XUE XU
3. KATE NOYES
4. ~~JACK BELLEMARE~~ *registered but could not attend*
5. ~~SAM HERSH~~ *registered but could not attend*
6. ~~CASSIE SLACK~~ (*she / they*) *registered but could not attend*
7. JULIA HAMER
8. JUNE GIRVAN, Founder, J'Nikira Dinqinesh Education Centre – Every Child Is Sacred (*Jni-Kee-rah Din -Ki – Nesh*)
9. ~~JEN, Chinese Canadian Collective~~ *registered but could not attend*

Some of the topics and feedback expressed during the delegations included:

- Concerns with the budget.
- Concerns with the earlier start time of the meeting and the impact on public participation.

- Praise for the Board's decision to return to a 4 p.m. meeting start time, effective as of June.
- The thin blue line flag still being flown outside the Ottawa Police Association even after the Board had sent a letter asking if it could be taken down as a result of community concerns.
- Support for the Board's endorsement of the United Nation's Decade for the People of African Descent.
- Concerns with Neighbourhood Resource Teams.

INQUIRIES

Member Rawlson King, School Resource Officers

1. What are the key performance indicators for the SROs? Are there terms of reference available for the program?
2. What is the role of the SRO within the Neighbourhood Resource Teams? Are they solely assigned to school related duties and do they log information back to the NRT team?
3. Can the service please provide the Board with statistics about the SRO program – e.g. interactions, how many incidents requiring intervention, how many referrals to diversion programs, etc.?
4. How is the funding for the SRO program apportioned? Is there a cost sharing arrangement between school boards and the OPS or is it funded entirely by the OPS?
5. What specific training is provided to SROs that are not given to other members of the OPS?
6. School Resource Officers have been in Ottawa for 20 years and in the Human Rights Policy Report presented to the Board March 22 of this year and EDI update in September 2020 there was mention of a review of SROs. What is the status of this review, who will conduct it and when was the last time a review of the SRO program was completed?

Member Carol Anne Meehan, Road Safety Measures

Many Ottawa residents remain concerned about city-wide speeding and aggressive driving. In addition to already implemented Project Noisemaker and the work underway

by Safer Roads Ottawa, is the OPS considering wider use of speed and red-light cameras, or exploring other initiatives to address these ongoing concerns? Please bring back a report with Service recommendations.

ITEMS OF BUSINESS

1. CHAIR'S VERBAL REPORT

Chair's report

Chair Deans delivered a verbal report, in which she spoke to Ottawa's increase in gun violence, the coordination of the Mental Health Response Strategy, input on proposed regulations under the Community Safety and Policing Act, and the Ontario Police Memorial and Police week. In addition, she offered an update on the CAO recruitment process that is presently underway. Lastly, she recognized Acting Deputy Chief Mark Ford who will be retiring.

Her full report can be read [here](#).

That the Ottawa Police Services Board receive this report for information.

RECEIVED

2. CHIEF'S VERBAL REPORT

Chief's report

A copy of the Chief's verbal report is available [online](#).

That the Ottawa Police Services Board receive this report for information.

RECEIVED

3. OPS RESPONSE TO GUN VIOLENCE

Presentation

Prior to hearing from the delegations registered under this item, the Service provided an overview of the current status of the OPS Response to Gun

Violence, while speaking to the three shootings which resulted in four deaths between Friday, May 28 and Sunday, May 30.

The Board then heard from the following public delegation, and the subsequent Council delegations:

PUBLIC DELEGATIONS

1. FARNAZ FARHANG

COUNCIL DELEGATIONS

1. MAYOR JIM WATSON
2. COUNCILLOR TIM TIERNEY
3. COUNCILLOR JEAN CLOUTIER

Some of the points raised by the delegations were:

- Concerns over fear-based criminalization of marginalized communities.
- Concerns regarding the community surveillance encouraged by youth programs.
- The need for broad systemic analysis to prevent reactionary responses and ineffective policy solutions.
- The need for the Ottawa community to support Chief Sloy and his team through Crime Prevention Ottawa and Crime Stoppers.

Chief Sloy responded to a question regarding OPS patrols on interprovincial bridges leading to Quebec. The OPS continue to assess the bridge monitoring needs daily in consultation with Chief Medical Officer of Health Dr. Vera Etches. The OPS has been steadily reducing the resources sent on bridge patrols.

The Service further clarified that the past weekend's crimes were not related, nor specific to any one neighbourhood.

It was also noted that the OPS are a part of the provincial Guns, Gangs and Violence Reduction Strategy and that the 2022 budget cycle will explore allocating additional funding to the youth strategy.

Following the delegations, Board Members had an opportunity to raise their questions.

It was explained that online monitoring has revealed an increase in demand for firearms, and that firearm trafficking levels remain consistent despite border closures.

The various social determinants of crime need to be explored, and the Service admittedly has a limited impact on socio-economic factors. Current strategies need to be reviewed to identify what has been lacking. Pre-charge diversion was referenced as a way police can refer people through community supports rather than into the justice system.

Following the past weekend's shootings, there was a community expectation for a fulsome and prompt police response. This was noted as being representative of the challenge faced by the OPS and the Board in reconciling budgetary pressures with service delivery requirements.

That the Ottawa Police Services Board receive this presentation for information.

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4. UPDATE ON THE OPS VIOLENCE AGAINST WOMEN STRATEGY

Presentation

Prior to hearing from the delegation registered under this item, the Service provided a brief overview on the current status of the Violence Against Women Strategy.

The Board then heard from the following council delegation:

COUNCIL DELEGATION

1. COUNCILLOR THERESA KAVANAGH

It was suggested that the Violence Against Women Strategy needs to be a community partnership rather than an OPS led strategy. Questions were raised regarding the engagement of the Ottawa Aboriginal Coalition as well as on the strategy's timeline.

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

A question was raised regarding language barriers that could impede community members' interactions with OPS members. The Service relies on Ottawa Community Immigrant Services Organization for their translation needs.

It was explained that hiring a Senior Advisor will be the next step towards implementation of the VAW Strategy. The strategy will be based on the needs

identified by the community, while being linked to the City-wide Women and Gender Equity Strategy.

Once implemented, the Service will rely on community feedback to measure the strategy's success. The strategy will be evaluated on an ongoing basis, while considering a variety of priorities measurable in statistics.

That the Ottawa Police Services Board receive this presentation for information.

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5. PRESENTATION ON OPS DE-ESCALATION TRAINING

Presentation

It was noted that once Covid-19 restrictions ease, the Board, the Community Equity Council, and members of the media will be invited to observe an OPS de-escalation training session.

A question was raised regarding calls for service where translation is required but not immediately available. It was explained that the Service has implemented non-verbal signal instruction alongside their use of force and de-escalation trainings. Further, creating time for negotiations is a key element instructed through those trainings. By creating time, the OPS allow for the arrival of translation services, with the original purpose being to enable containment, evacuations, and to develop a communications plan.

It was also mentioned that language skills of on duty-officers are logged in the OPS' daily rosters, which allows dispatchers to deploy a member with fluency in the required spoken language where possible. The most recent class of OPS recruits brought with them an additional 20 languages that the OPS staff did not previously speak.

The significance of non-verbal signals and how they can contribute to de-escalating a situation were discussed. It was noted that the police uniform can act as a threatening symbol. The Staff Sergeant Major workplan includes a review of uniformed members' outfitting.

That the Ottawa Police Services Board receive this presentation for information.

RECEIVED

6. FEEDBACK REGARDING PROPOSED REGULATIONS UNDER THE
COMMUNITY SAFETY AND POLICING ACT, 2019

Executive Director's report

That the Ottawa Police Services Board provide the feedback outlined in this report, developed in consultation with the Ottawa Police Service, to the Ministry of the Solicitor General regarding proposed draft regulations under the Community Safety and Policing Act, 2019.

CARRIED

7. PROCUREMENT RELATED TO COMMUNITY ENGAGEMENT PROCESS

Chair's report

That the Ottawa Police Services Board approve the procurement of PACE Public Affairs & Community Engagement consulting firm to support the Board in its development of a community engagement process.

CARRIED

8. REAPPOINTMENT OF SPECIAL CONSTABLE: RCMP

Chief's report

That the Ottawa Police Services Board approve the re-appointment of RCMP employee, John Graziano, as Special Constable pursuant to Section 53 of the Police Services Act, in accordance with the terms and conditions set forth in the attached Approval of Appointment Form.

CARRIED

9. CORPORATE TELEPHONE SYSTEM UPGRADE

Chief's report

That the Ottawa Police Services Board approve TELUS quote #760765 to upgrade the corporate telephone system at a cost of \$141,558.26 before tax and associated maintenance (financial year 2021).

CARRIED

10. 2020-2022 EQUITY, DIVERSITY AND INCLUSION ACTION PLAN UPDATE

Chief's report

A comment was offered that an EDI lens should be applied to everything, including to the promotions process.

That the Ottawa Police Services Board receive this report for information.

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11. WORKFORCE MANAGEMENT REPORT: FIRST QUARTER 2021

Chief's report

The budgetary impacts of Workforce Management (WFM) were noted. The report anticipates 28 sworn officer hires in 2021, which raised questions related to the cost of new recruits and their effect on the 2022 budget.

It was clarified that the WFM report is an update on the first quarter of 2021, and that the projected hiring plan anticipates upcoming retirements, while indicating the hires that'll be required to replace the projected retirees. There is a 10-month lag before newly hired officers are trained, and in order to have an adequate number of trained recruits to replace the projected 2022 retirements, 28 sworn officers need to be hired by the end of 2021.

It was explained that no hires are anticipated to be made before the 2022 budget is approved. The WFM report is a working document and amendments are made throughout the year.

That the Ottawa Police Services Board receive this report for information.

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12. FINANCIAL STATUS REPORT – FIRST QUARTER 2021 & DRAFT 2022
BUDGET PROCESS

Chief's report

A question was raised regarding the Service's intention to hold consultations with members of Council during May and June, as outlined in the report. The Board's Finance and Audit Committee working group had not previously been made aware of these meetings, and they requested that they be invited, provided that their presence would not impede discussions. It was noted that there will be two rounds of meetings; the first had already been scheduled throughout early June, and the second is anticipated to take place during the OPS' budget build. The intention is to balance Council expectations.

That the Ottawa Police Services Board receive this report for information.

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13. PERFORMANCE REPORT: FIRST QUARTER 2021

Chief's report

That the Ottawa Police Services Board receive this report for information.

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14. RESPONSE TO INQUIRY I-21-09: STATISTICS RELATED TO MENTAL
HEALTH CALLS FOR SERVICE

Chief's report

That the Ottawa Police Services Board receive this report for information.

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15. RESPONSE TO INQUIRY I-21-10: WAIT TIMES AND FEES ASSOCIATED
WITH THE MUNICIPAL FREEDOM OF INFORMATION AND PROTECTION OF
PRIVACY ACT

Chief's report

That the Ottawa Police Services Board receive this report for information.

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16. RESPONSE TO INQUIRY I-21-11: COACH OFFICER REQUIREMENTS AND
TRAINING IN ADVANCE OF APPOINTMENT

Chief's report

It was clarified that Coach Officer's receive the latest in all trainings, including de-escalation training. De-escalation is the cornerstone of all training packages delivered by the OPS.

That the Ottawa Police Services Board receive this report for information.

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17. RESPONSE TO INQUIRY I-21-12: PRE-CHARGE DIVERSION – FOLLOW UP TO I-20-07

Chief's report

That the Ottawa Police Services Board receive this report for information.

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18. RESPONSE TO INQUIRY I-21-13: FARE EVASION AND ENFORCEMENT OF FARE PAYMENTS BY OC TRANSP0 SPECIAL CONSTABLES

Chief's report

That the Ottawa Police Services Board receive this report for information.

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19. OUTSTANDING BOARD INQUIRIES & MOTIONS: MAY 2021

Executive Director's report

That the Ottawa Police Services Board receive this report for information.

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20. LETTERS OF COMMENDATION

Chief's report

That the Ottawa Police Services Board receive this report for information.

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OTHER BUSINESS

There was no other business.

CONSIDERATION OF MOTION TO MOVE IN CAMERA

That the Ottawa Police Services Board adjourn the public portion of its meeting to move In Camera to discuss confidential items pertaining to legal, labour relations and personal matters in accordance with Section 35(4)(b) of the Police Services Act.

IN CAMERA ITEMS

1. Update on Communications Contract
2. Legal Matter
3. Legal Matter
4. Labour Relations Matter
5. Labour Relations Matter
6. Labour Relations Matter
7. Labour Relations Matter
8. Update on CAO Recruitment
9. Personnel Matter

ADJOURNMENT

The public meeting adjourned at 3:55 p.m.

NEXT MEETING

Regular Meeting – Monday June 28, 2021 - 4:00 PM