

Report to / Rapport au:

**OTTAWA POLICE SERVICES BOARD
LA COMMISSION DE SERVICES POLICIERS D'OTTAWA**

28 June 2021 / 28 juin 2021

Submitted by / Soumis par:

Chief of Police, Ottawa Police Service / Chef de police, Service de police d'Ottawa

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**SUBJECT: RESPONSE TO INQUIRY I-21-08: MAY 2020 RACIST MEME
OUTCOMES IN LIGHT OF RECENT TIKTOK VIDEO**

**OBJET: RÉPONSE À LA DEMANDE DE RENSEIGNEMENTS I-21-08:
INCIDENCES DU MÈME RACISTE DE MAI 2020 À LA LUMIÈRE D'UNE
VIDÉO RÉCEMMENT PUBLIÉE SUR TIKTOK**

REPORT RECOMMENDATIONS

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

RECOMMANDATIONS DU RAPPORT

**Que la Commission de services policiers d'Ottawa prenne connaissance du
présent rapport à titre d'information.**

INQUIRY

Please detail the disciplinary measures taken following the release of the May 2020 racist meme and its subsequent redistribution.

RESPONSE

On February 8, 2021, a hearing officer (Retired Deputy Chief Terence Kelly, formerly of the York Police Service) found an Ottawa Police Service (OPS) officer guilty of Discreditable Conduct x 1 and Insubordination x 1 under the Police Services Act (PSA), in relation to that officer creating and distributing a meme which depicted a number of

racialized members. Hearing Officer Kelly accepted a plea on an Agreed Statement of Facts filed by the OPS member and the police service.

The disposition included a demotion in rank from First Class Constable to Second Class Constable for a period of nine months in accordance with section 85(1)(c) of the PSA, and a requirement to participate in a Restorative Justice Process in accordance with section 85(7)(c) of the PSA.

In delivering his decision, Hearing Officer Kelly commented that the public must have confidence that the police will strive to set an example for those in the community. Anything short of this is seen as a contradiction and serves no other purpose but to undermine the efforts of all serving officers and the explicit goals of the Police Service.

To learn from this unfortunate event and advance our EDI strategy, the OPS committed to a “Whole of Service” effort, coordinated through our Respect Values and Inclusion (RVI) Directorate. This strategy is intended to increase our capacity as a police service in understanding the key issues related to bias, discrimination, systemic racism, and other relevant EDI issues faced by police in Canada and all areas of Canadian society.

Key components of this strategy are:

1. A series of directed and constructive conversations with OPS members, from frontline through to Executive Command, to create awareness of the impact of the meme on racialized OPS and community members;
2. An Anti-Black racism and Anti-Indigenous racism training strategy, co-developed by police, community, academics and subject-matter experts for delivery to our members in Q3 2021; and
3. OPS Senior Officers and Executive Command Team completed individualized Intercultural Development Inventories to gain insight on of cultural differences and commonalities. They are further participating in an individualized Intercultural Development Plan to identify targeted, developmental efforts to increase their intercultural competence.

A structured plan to educate our members and leaders as well as enhance their cultural competencies will help the entire organization become more diverse, equitable and inclusive.

Further details about our ongoing EDI Action Plan can be reviewed in the update report submitted to the Board on May 31st, 2021.