

Chief's Verbal Report
Ottawa Police Services Board – September 27, 2021

September 30th – National Day for Truth and Reconciliation

Merci beaucoup/Thank you Chair. And miigwech/thank you to Grandmother Irene for your beautiful song “Wildflower” and for your prayer in which you honoured our OPS members as “Warriors”.

The peoples of the Algonquin Anishinabe Nation have lived on this territory for millennia. Their culture and presence have nurtured and continue to nurture this land.

Our Service honours all First Nations, Inuit and Métis peoples and their valuable past and present contributions to this land.

In June of this year, the federal government announced September 30th as a new annual statutory day to commemorate the history and ongoing trauma caused by Canada’s residential school system.

The National Day for Truth and Reconciliation is an opportunity for us all to reflect on the legacy of the residential school system and treatment of Indigenous peoples in Canada. It is a time to honour those who were lost as well as the survivors, families and communities who continue to grieve and deal with the traumas experienced.

It is also a time to look at how, both individually and collectively, we will change the future.

All Canadians and our institutions must deeply reflect on our relationships with Indigenous peoples and meaningfully commit to doing all that is possible to achieve reconciliation.

The OPS is demonstrating our commitment to reconciliation by working to ensure we implement the spirit and recommendations of the Truth and Reconciliation and Missing and Murdered Indigenous Women & Girls reports.

All members of our Service are taking Indigenous Cultural Awareness Training to build on their understanding of our Indigenous community, their culture, the challenges and mistreatment they have faced and their current needs.

Earlier this year, we updated the Board that we were hiring two full time positions dedicated to Violence Against Women (VAW) including a VAW Senior Advisor and an Indigenous Women's Safety Advisor.

I am pleased to announce that we have been working with the Ottawa Aboriginal Coalition to fill this important position and Shirley Cuillierrier has been contracted by OPS to be the interim Indigenous Women's Safety Advisor.

Shirley is a member of the Mohawk First Nations and is a retired Assistant Commissioner with the RCMP. She was the officer in charge of the RCMP's response to the National Inquiry on Missing and Murdered Indigenous Women and Girls, among other work including work as a task force member of the Canadian Women's Foundation examining human trafficking of women and girls. She has devoted much of her life empowering women and supporting children who have been victims of violence.

As well, after a great deal of discussion with the Violence Against Women Advisory Committee, I am very proud to announce that Melanie Winwood has accepted the position of OPS VAW Senior Advisor. Melanie is the co-chair of the OPS VAW Advisory Committee. She comes to OPS from Western Ottawa Resource Centre with an extensive background and experience with Violence Against Women.

Both of these women have a vast array of experience, community partnerships and relationships to help us better advocate for and provide culturally appropriate services for Indigenous women and all women in our community.

The OPS will continue to reach out to the Indigenous people in our city to learn more, to engage better and to form more effective partnerships.

Badge Ceremony

We have focused on modernizing the OPS by first and foremost changing the culture of the Service. One of the best ways we can do this is to recruit and hire a more qualified and diversified workforce. Bringing in new people with new ideas, new skills, new perspectives will help us deliver new and better police services.

This week we will host a "Badge Ceremony" in which we will officially welcome the 96 officers who were hired in 2020.

The standards for becoming a police officer are the most stringent they have ever been. At the same time, we have worked hard and continuously

to remove unfair and unnecessary barriers that have previously kept excellent potential police applicants from all communities from successfully completing our hiring processes.

This approach has been successful in bringing in very qualified, high quality candidates who reflect the skills and enthusiasm we need and the community we serve.

These changes have had a massive impact on the quantity, quality and diversity of the police recruit applicant pool such that the December 2020 class of 48 recruits was the most diverse class in the history of the OPS.

1. 40% identify as women
2. 50% identified as a member of a racialized group
3. 6% identified as an Indigenous person
4. 5% identified as being 2SLGBTQQIA+
5. 46% speak French plus an additional 20 different languages spoken by the remaining recruits
6. 87.5% of the recruit class have one or more valuable diversity assets that will enhance the OPS' service delivery to our increasingly diverse residents of and visitors to the nation's capital

The group is also highly educated with university and/or college degrees and they bring a wealth of experience ranging from previous careers or volunteering in social work, the John Howards Society, the Ottawa Distress Centre, mental health case work and youth outreach. We could not have done this without the support of this Board, the work of our recruiting teams, and, perhaps most importantly, the support of our community partners who encouraged us, guided us, and sent us qualified and skilled candidates for these positions.

This is a success formula that we will build upon in all other aspects of police service delivery.

Because of the outbreak of the global COVID pandemic in 2020, we could not do this ceremony to honour these new recruits, their families and the communities that supported them.

This Badge Ceremony is long overdue - BUT - it will be completely compliant with COVID regulations.

This is not the next generation of officers. This is a truly new generation of officers who will help lead the OPS into a brighter better future.

I look forward to seeing members of the Board at the Badge Ceremony events!

August and September

It has been a very busy two months for our Service as our call volume year to date in 2021 has returned and even exceeded pre-pandemic levels.

Here is a brief snapshot of some of the efforts of our OPS members since the July Board meeting;

- NRT/ESU officers safely managed 24 demonstrations in August and another 31 demonstrations to date in September. The demonstrations ranged from 25 participants to over 4,000 participants
- Front Line Policing and NRT officers administered 14 doses of naloxone helping each of the affected 14 people to recover.
- Traffic Services officers wrapped up Project Noisemaker with a total of 2,204 charges. 157 of these charges were stunt driving charges. Stunt driving offences doubled during last year's Noisemaker from 78 in 2020 to 157 in 2021.
- Robbery Unit members investigated 80 robberies, solving 26 with criminal charges laid against these violent offender
- Uniform and plainclothes officers seized 13 crime guns and investigated 18 shootings
- Homicide Unit investigators laid charges in three homicides cases from 2021

Byward Market Shooting

While Ottawa remains one of safest big cities in Canada and anywhere in the world, there are real and present dangers from violent offenders who reside in or frequent our beautiful city.

Once such example occurred over the Labour Day long-weekend, when an out of town man was denied entry into a Market area bar.

In a brazen act of criminal violence, the male then took out a handgun and fired several shots two of which struck a member of the bar's security team in the leg. OPS officers who had been assigned to the Market Safe program and the Market NRT were steps away from the incident and immediately responded.

One officer immediately went to the shooting victim and applied lifesaving first aid.

The remaining officers pursued the suspect on foot through the crowded Market. During the foot pursuit, the suspect turned and fired his handgun at the pursuing officers narrowly missing one of them.

After an extremely difficult and dangerous foot pursuit, the officers arrested the suspect and recovered the crime gun.

The arresting officers discovered that the crime gun apparently jammed which meant that the violent suspect could have intended to engage in an even more dangerous firefight in his attempt to evade arrest.

The man was charged with attempted murder, pointing a firearm and several other firearms-related offences.

The security guard suffered non-life-threatening injuries.

Without regard for their personal safety, our officers ran towards danger, saved the life of the victim and arrested an extremely violent and dangerous offender.

I cannot underscore my pride and gratitude to all the officers involved in this harrowing event – their teamwork and bravery resulted in the arrest of a dangerous offender, saved the shooting victim’s life and protected countless other innocent people who were in the Market that night.

HATE-MOTIVATED OFFENCES

I spoke to you in July about hate-motivated incidents and wanted to provide an update on those efforts.

We have seen nearly a 25% rise in hate crime reporting through the first three quarters of 2021.

In the past two months, OPS Hate Crime Unit officers have charged four individuals with 13 counts of hate-motivated offences targeting LGBTQ+, South Asian and Black communities.

In one investigation, a young woman was targeted at uOttawa. Both accepted responsibility for their actions. As a part of the agreed terms, the victim was paid an amount in restitution and the accused—both 19 years of age—also went through cultural/race training with Dr. Reverend Anthony Bailey.

Budget Directions Report

I now want to draw your attention to the Budget Directions report on the agenda this evening.

Since late 2020 we have been working on the development and design of the 2022 Draft Budget. This report is just the next step in that budget development.

The OPS has heard the community's calls for change. We have been investing and implementing needed changes.

That is why in November 2020, the OPS presented a multi-year "Change Budget" which was approved by Board. These investments will allow the OPS to make more needed changes to improve Duty of Care, Public Trust and Community Safety and Well-Being.

We have been focused on using the 2021 budget to make the following advancements in our culture, structure and service delivery capacity;

- Two new Neighbourhood Resource Teams that will serve suburban and rural areas starting in November
- A new anti-racism curriculum for all members including the launch of Indigenous Cultural Awareness Training, Foundational Anti-Racism training launching and anti-black racism training by December
- The formation of a new Community Safety and Well Being Branch, aimed to guide an integrated approach to policing, community, and city services under the core principles of community safety and wellbeing. A job competition for a civilian Director of CSWB is expected to be released in the coming weeks.
- The establishment of a Guiding Council for an improve Mental Health Strategy that now is being led and coordinated within the City of Ottawa's Community Safety and Wellbeing plan
- We have enhanced our De-escalation training as part of a larger review of use of force training

In addition, much work has been initiated to build a more safe, healthy and inclusive workplace for our member – we have been working hard to "fix our own house" by;

- Engaging in difficult but needed discussions with our members in which we are listening and acknowledging how we need to change internally.
- Making further investments to improve access of wellness supports for our members (both at work and on leave) which includes the building of an integrated Wellness portal.
- Addressing the issues of workplace sexual violence, workplace harassment, systemic racism and bullying via plan that have been

informed by external experts and is being designed by our members for our members

Budget

OPS has worked with the Board and its Financial Advisory Committee to support the development of the 2022 budget.

Regular updates on this work have been provided to the Board in public meetings.

Per the Board's direction, the OPS conducted a months-long analysis to identify the service and cost impacts of three different budget scenarios – a 0% increase, 1.5% increase and 3% increase. This was presented to Board at the July FAC meeting. At the Board's July 27th public meeting, the Board approved an extensive community consultation plan for the 2022 Budget which the OPS has been fully and faithfully implementing.

The financial pressures that the OPS is facing are significant and real. The main pressures are being driven by factors that are beyond our control such as the increase cost of living and and the ongoing CBA negotiations being led by the Board with the OPA/SOA.

To complete our 2022 budget submission, we are seeking formal direction from Board for the OPS to:

1. Prepare a Draft 2022 Budget that:
 - a) Assumes a 0 per cent increase as its base, with a detailed explanation of any additional funding beyond the 0 per cent (including any related inflationary and/or collective bargaining increases), required to ensure the provision of adequate and effective policing in the city of Ottawa in 2022; and,
 - b) Provide a detailed option plan for investments in 2022 and beyond that will lead to the optimal allocation of current resources to match workload and the effective engagement of community assets to share response to specific service demands. The option plan will include investments required to achieve the Board's strategic priorities, as well as to continue the implementation of the OPS' multi-year plan for organizational and cultural change.
2. Continue to work with the Board's Finance and Audit Committee (FAC), the FAC's Working Group and the Board's consulting firm, StrategyCorp in the development of the Draft 2022 Budget.

Upon Board approval of these recommendations, the OPS will be commencing using a zero-based budget process to complete and submit our recommended 2022 budget to the Board on November 3rd.

The OPS' final budget submission to the Board will be significantly informed by the Board approved community consultation process.

By way of update, there have been 4,400 surveys completed. If anyone still wishes to participate in the public survey, there is still time to do so as the survey closes on October 1st. The survey can be accessed at ottawapolice.ca/2022Budget.

We also held a "Town Hall" style community consultation meeting by Zoom.

We are in the process of interviewing all members of City Council to get their viewpoints on the needs of their constituents.

While the response so far has been strong, we will continue our efforts into October. In particular, we will continue to focus on our diverse communities, religious groups, community agencies and agencies and individuals involved in responses to mental health, poverty and homelessness.

To better understand the current social safety net in Ottawa, we have commissioned Helpseeker to produce a social impact audit to map all the social services (including the OPS) that exist in Ottawa. This audit will assist the City of Ottawa and all social service providers to identify all funding sources and all service gaps – this will in turn guide the collective implementation of innovative and effective models of integrated service delivery while enabling better service delivery outcomes for all individuals, families and communities.

The results of this HelpSeeker study will be publicly released at the October Board meeting as part of the final comprehensive report to the community consultation.

MEMORIAL

Earlier in this report I spoke about the Badge Ceremony, a heartfelt celebration of our new recruits' efforts as well as the support they have received from their families and the communities they grew up in.

Yesterday, the nation paused to recognize the 44th annual Canadian Police and Peace Officers' Memorial – to celebrate a tragically growing list of heroes in life, not in death.

It is somber celebration of the inherent dangers in a policing career – it is part of a national duty to recognize the sacrifices of these fallen heroes and to keep their memories alive for future generations of Canadians.

The tradition of the Canadian Police and Peace Officers' Memorial actually started following the death of Ottawa Police Constable David Kirkwood in 1977.

Since then, more than 900 names are now on the Memorial tablets. This year, sadly, there were four more Canadian police officers who died in the line of duty:

1. Cst. Marc Hovingh, OPP, November 19, 2020
2. Sgt. Andrew Harnett, Calgary PS, December 31, 2020
3. Cst. Shelby Patton, RCMP, June 12, 2021
4. Cst. Jeffrey Northrup, Toronto PS, July 2, 2021

May their souls rest in peace and may their families and loved ones find a greater peace in his life.

The Ottawa Police Service is a key supporter of this event. I want to recognize Ceremonial Sergeant Steve Boucher and all the other serving and retired OPS members who contributed to this year's Memorial events.

I now want to recognize the 14 officers who died in the line of duty within the boundaries of the current city of Ottawa:

Cst. Hiram O'Callaghan
Sgt. David Tuckey
Cst. Robert Maki
Cst. Jeffery Armstrong
Cst. Miles Campbell
Cst. Harold Dent
Cst. David Kirkwood
Cst. Kenneth Swett
Cst. John Montgomery
Cst. Russell O'Connor
Cst. David Utman
Det. Thomas Stoneman
Cst. George Constantineau
Cst. Eric Czapnik

We also recognize and remember all OPS members who have tragically taken their own lives. Including Constable Thomas Roberts death on this day which is the 2-year anniversary of his passing.

This year's Memorial event was limited due to the need for COVID related compliance. That said, it was still a critically important opportunity for the families of those fallen officers to feel and see the local and national recognition of their loved one's selfless sacrifice.

I ask that the Board, all Ottawans and all Canadians to remember all the police officers and peace officers who serve and protect communities across this great country of Canada every day and every hour of the day.

Thank you. Merci beaucoup.