

2021 Budget Consultation

Summary Report

September 14, 2021

Prepared for Ottawa Police Service Board and Ottawa Police Service

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**OTTAWA POLICE SERVICE
SERVICE DE POLICE D'OTTAWA**

*A Trusted Partner in Community Safety
Un partenaire fiable de la sécurité communautaire*

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Executive Summary

Budget Consultation

Ottawa Police Service Board & Ottawa Police Service

The Ottawa Police Service Board (OPSB) and the Ottawa Police Service (OPS) virtually hosted a budget consultation on September 14, 2021. The event's objectives were to inform community members of the legislative and policy obligations for the police budget; hold space for meaningful dialogue on community trends, desires, and priorities; and ensure that OPSB and OPS are prioritizing funding, resources and initiatives in line with community needs.

The three-hour event was held on a virtual Zoom platform and drew 115 registrants representing 71 neighbourhoods in Ottawa. Among participants, 35 identified as community members and 36 as part of a community organization. This event was one part of a multi-faceted community consultation strategy currently being undertaken by the OPS and OPSB which includes an online survey, in-person interviews, small focus groups, and other outreach methods to gather feedback and input. As with previous community forums, it was facilitated by Lise Clément from Lansdowne Consulting Group.

The virtual forum was opened with OPSB Chair Diane Deans, Chief Peter Sloy, and Saulteaux Elder Irene Compton. Lise Clément invited participants to engage in an online poll about the OPS budget. Results showed that 33% described the current budget was not enough, 4% said it was about the right amount, 56% said it was too much, and 7% indicated they did not know.

Chair Deans gave a brief presentation on the legislated responsibilities of the OPS to explain the broad stroke of the police budgeting process, as well as all of the obligations that it must meet. She acknowledged the on-going conversations around 'de-tasking' the police and transferring roles and responsibilities to other service providers in the community and noted that this community consultation had been designed to assess what programs and services the police should prioritize, and where the OPS might look for efficiencies.

OPS A/Chief Accounting Officer, Deputy Chief Steve Bell and OPS Chief Financial Officer (CFO) Cyril Rogers then presented an overview of the OPS budget and offered some context for the budget discussion. For example, they noted that, in Ottawa, the number of sworn officers per 100,000 citizens has decreased from 145 in 2009 to 121 in 2021. They also noted that the OPS face challenges in its service provision, such as the need to provide services to a large urban and rural geographic area and an increase in 'crime severity.' A 25-minute Q&A opportunity was offered for feedback and clarification of the information shared during these presentations.

Following the Q&A, there was a 10-minute health break, after which participants reconvened and were divided into two virtual discussion groups. Prior to the transition to breakout sessions, there was a 'zombombing' incident in which the meeting was disrupted with the intrusion of a racist slur.

In their breakout groups, participants were invited to choose the priorities they would like the OPS to focus on in the coming year. Through a 'pairwise' exercise and subsequent discussion, they chose their top concerns from a list of 11 priorities previously identified through community consultations:

1. Creating an alternative model for mental health response so that calls for service are referred to external partners/service providers rather than the OPS
2. Violence Against Women - investments to provide a more victim-centred and trauma-informed response
3. Community Policing - expansion of Neighbourhood Resource Teams to Suburban and Rural communities

Discussion on these and other priorities in the breakout sessions included wide spectrum of views, ranging from those voicing support for existing police services, those hoping to see more cooperation and integration with community organizations (particularly with regard to mental health and youth), to those calling for complete disengagement of police. However, a vocal minority of participants indicated dissatisfaction with the consultation process and the ranking of pre-determined priorities.

After the breakout sessions ended, participants returned a virtual plenary space where Chair Deans, DC Bell, and Ms. Clément acknowledged and apologized for the 'zombombing' incident and the trauma this may have caused to participants. The breakout facilitators then shared some of the key findings from their sessions. The event closed with a closing song from Elder Compton, who acknowledged the stories and lived experiences that had been shared during the previous three hours and expressed hope for future learning and growth.

This report provides a brief overview of the virtual consultation, with the aim of reflecting the input and perspectives of the participants and their diverse points of view. The report begins with an overview of the presentations provided to participants on the police budget process, followed by feedback offered by participants during the breakout session. It ends with a brief summary of the closing remarks. Three appendices provide detailed breakdowns of participants' comments.

Budget Consultation Overview

The Ottawa Police Service Board (OPSB) and the Ottawa Police Service (OPS) virtually hosted a budget consultation on September 14, 2021. The event's objectives were to inform community members of the legislative and policy obligations for the police budget; hold space for meaningful dialogue on community trends, desires, and priorities; and ensure that OPSB and OPS are prioritizing funding, resources and initiatives in line with community needs.

The three-hour event was held on a virtual Zoom platform and drew 115 registrants representing 71 neighbourhoods in Ottawa. Among participants, 35 identified as community members and 36 as part of a community organization. This event was one part of a multi-faceted community consultation strategy currently being undertaken by the OPS and OPSB which includes an online survey, in-person interviews, small focus groups, and other outreach methods to gather feedback and input. As with previous community forums, it was facilitated by Lise Clément from Lansdowne Consulting Group.

Opening Remarks & Presentations

The virtual forum was opened with OPSB Chair Diane Deans and Chief Peter Sloly, who welcomed participants and expressed a desire to receive input from the community in order to guide budget development. Saulteaux Elder Irene Compton from the Keeseekoose Band in Saskatchewan also welcomed participants with the Eagle Song.

Lise Clément from Lansdowne Consulting Group explained the format of the evening's consultation and invited participants to engage in an online poll about the OPS budget. Results showed that 33% described the current budget was not enough, 4% said it was about the right amount, 56% said it was too much, and 7% indicated they did not know.

In her opening comments, Chair Deans acknowledged the on-going conversations around 'de-tasking' the police and transferring roles and responsibilities to other service providers in the community. She noted that the OPSB had previously asked the OPS to look for ways to reduce or freeze the budget. Given that this will involve cuts to staff and services, community consultation had been designed to assess what programs and services the police should prioritize, and where they might look for efficiencies. This evening's forum was part of a Board directed multi-faceted, broad based, four-month long community consultation plan.

Chair Deans gave a brief presentation on the legislated responsibilities of the OPS to explain the broad stroke of the police budgeting process, as well as all of the obligations that it

must meet. The aim was to ensure participants understood what aspects of the budget can be affected through community consultations and which aspects can only be altered through others means (i.e., legislation).

Next, OPS A/Chief Accounting Officer, Deputy Chief Steve Bell and OPS Chief Financial Officer (CFO) Cyril Rogers presented an overview of the OPS budget and offered some context for the budget discussion. They noted that, in Ottawa, the number of sworn officers per 100,000 citizens has decreased from 145 in 2009 to 121 in 2021. They also noted that the OPS face challenges in its service provision, such as the need to provide services to a large urban and rural geographic area and an increase in 'crime severity.' The presentation also indicated that 81% of the OPS budget is direct to salaries and benefits and that given fixed costs such as facility maintenance, hardware/soft, equipment, vehicles and uniforms, there is little discretionary spending or room for change.

A 25-minute Q&A opportunity was offered for feedback and clarification of the information shared prior to and during this event. Questions from participants included asking how crime is 'coded,' in police reporting metrics, how data on mental health calls are captured, and what the associated costs are with regard to bringing new police officers on to the service.

Following the Q&A, there was a 10-minute health break, after which participants reconvened and were divided into two virtual discussion groups. Prior to the transition to breakout sessions, there was a 'zombombing' incident in which the meeting was disrupted with the intrusion of a racist slur.

Breakout Discussions

The two breakout rooms which were facilitated by Lansdowne's professional facilitators. These sessions began with a 'Pairwise' exercise in which participants were advised that the OPS has prioritized 11 areas of investment in improvements and reforms over the next few years. The list of these 11 priorities is reflective of concerns and priorities identified by the community through past consultations, surveys, projects and collaborative initiatives. In those consultations, feedback has often focused on service delivery models, strategic priorities, and realignment of services. The OPS 2021 "Change Budget" was the direct result of those community consultations. It included additional resource investments in Violence Against Women (VAW) and Gender- Based Violence (GBV), Neighbourhood Resource Team (NRT) and member health and wellness.

The pairwise exercise showed participants two community-identified priorities and asked them to select which one of these was more important to them. Repeated pairing and selection generated a ranked score of wins over losses (see Box 1 for results of how participants ranked the OPS priority list and Appendix A for further details.)

Box 1: OPS priorities list, ranked by participants

- Alternative Model for Mental Health Response
- Violence Against Women
- Community Policing
- Partnership with the Indigenous and Inuit Communities
- Respect Ethics and Values Initiatives
- Youth Strategy
- Hate and Bias Crime Unit
- Diversification of OPS Workforce
- Traffic Safety
- Unsolved Homicide Unit
- Modernization

While the majority of participants engaged in the pairwise exercise, some indicated that that given list of priorities did not correspond with their own and that the exercise of ranking pre-determined priorities did not feel like genuine consultation. Twelve participants expressed frustration through chat text, describing the activity as 'frustrating,' 'biased,' and not meaningful.

Following the pairwise exercise, moderators asked participants to reflect on the ranked priorities and identify measures which the OPS could take to improve service in these areas. Discussion about individual priorities and service recommendations met resistance from a vocal minority who rejected the parameters of the discussion and said they "don't want to see any of these priorities under the purview of OPS" (see Appendix C for comments from participants about the forum and the pairwise exercise).

Yet while some participants expressed dissatisfaction with the consultation process and dominated the chat with critiques of the OPS, of priority areas, and of those who spoke in support of the police, there were robust discussions in both breakout groups. In almost every priority area, widely diverging views were expressed. For example, one participant noted, "I

am opposed to community policing programs and would ask that their funding be spent on existing/grassroots community services." Another said, "I'm in full support of community policing - expanding it to more communities. It has been highly successful in the past."

Three priority areas in particular generated the most discussion: alternative models of mental health responses, violence against women, and youth strategy (see Appendix B for full list of participant comments on each of the OPS priorities).

Regarding **alternative responses to mental health**, a common theme was that the current approach is not working. That said, there were expressions of support for continued police engagement in mental health calls, including increased staffing and resources, particularly through an integrated model of police paired with trained mental health professionals. For example, one participant noted, "I am all for the team approach of an officer with a mental health worker. Turning these calls over to community groups is problematic, as many calls could escalate to the point of safety concerns." Another remarked that "interdisciplinary cooperation works well." However, other participants expressed a desire to see police disengage from mental health calls. "We do not want the police to respond to mental health," one said. Another noted that seeing an armed officer is "scary" when they are in a "very vulnerable state," and another remarked that "mental health needs to be treated as a health issue, not a criminal and police matter." There was also a request for increased transparency by the police, such as disclosure of how many calls for service come in related to mental health, and how these are responded to and resolved.

With regard to **violence against women**, there was somewhat of a consensus what women were not being adequately supported. However, as with responses to mental health, there were some who suggested the OPS needed to increase their capacity, such as by having officers with specialized training on VAW, while others said, "VAW should be tackled by outside agencies and their funding should be unconnected from OPS."

With regard to a **youth strategy**, there were a few participants who expressed support for police engagement with youth and even their presence in schools. However, other participants expressed strong views against having police interact with students and youth. The majority of recorded comments indicate a desire to see a youth strategy "with organizations that are working in partnership with youth" and a transfer of funding to community organizations. (Comments on other priorities can be found in Appendix B.)

In addition to comments on the OPS priority list, some participants expressed a desire to see the budget frozen at current levels, others indicated they wanted it decreased, while still others expressed support for an increase (see Appendix B). Other comments included calls for diversification of OPS staff as well as diversity training, a harm reduction approach to drug use, and increased accountability and transparency.

Concluding Plenary

After the breakout sessions ended, participants returned a virtual plenary space where Chair Deans, DC Bell, and Ms. Clément acknowledged and apologized for the 'zombombing' incident and the trauma this may have caused to participants. Contact information for community support services were voiced and shared in the chat for anyone requiring follow-up care. Given that incident and other disruptions during the breakout sessions, engagement features were disabled for the final session.

The breakout facilitators shared some of the key findings from their sessions, both acknowledging the expressed views that the priorities presented in the consultation did not align with those of all participants, and that this process may have actually fueled mistrust and frustration. However, before offering a closing song, Grandmother Irene acknowledged the stories and lived experiences that had been shared during the previous three hours and expressed hope that learning and growth is still possible.

Key Recommendations

This budget consultation was designed to have participants choose the priorities they would like the OPS to focus on in the coming year. Although there was a wide spectrum of views and some expressions of dissatisfaction with the consultation process, participants indicated that their top concerns for the OPS:

1. Create an alternative model for mental health response so that calls for service are referred to external partners/service providers rather than the OPS
2. Provide a more victim-centre and trauma-informed response to Violence Against Women
3. Support community policing through an expansion of Neighbourhood Resource Teams to suburban and rural communities

Appendix A – Ranked Priority List

OPS Priority	Wins	Losses	Score
Creating an alternative model for mental health response - so that calls for service are referred to external partners/service providers rather than the OPS	128	64	66.5
Violence Against Women - investments to provide a more victim-centered and trauma-informed response	127	67	65.3
Community Policing - expansion of Neighbourhood Resource Teams to Suburban and Rural communities	123	82	59.9
Partnership with the Indigenous and Inuit communities - to develop customized and cultural appropriate services and improved access to police services	119	93	56.1
Respect Ethics and Values initiatives to improve both organizational culture and community service, such as Anti-Black/Anti-Indigenous Racism training, sexual violence and harassment prevention initiatives	114	97	54.0
Youth Strategy - youth outreach to reduce victimization and criminality	108	94	53.4
Hate and Bias Crime Unit - enhancements to enable more outreach, education and prevention in addition to current investigation capacity	100	91	52.3
Diversify the OPS workforce - enhancements to recruitment to better reflect the community OPS serves	102	94	52.0
Traffic Safety - including education, enforcement, and new technologies to make our streets safer for all road users	89	131	40.5
Unsolved Homicide Unit - establishment of a dedicated unit to solve cold cases	68	164	29.5
Modernization - Improvement projects related to HR, IT, Financial and Risk Management	54	155	26.1

Appendix B – Feedback on OPS Priorities and Budget

The following comments reflect those of participants that were typed into chats and those that were recorded by moderators and posted on the discussion 'whiteboard.' Comments have been grouped thematically: 1) OPS priorities, 2) the OPS budget more broadly, and 3) additional areas for improvement and general comments.

OPS Priorities

Alternative Model for Mental Health Response

- Mental health teams working with police - not enough training - experiences in Ottawa would suggest that this part of the system is broken - there are solutions in other places
- There are things we don't want! We do not want the police to respond to mental health
- How can we combine mental health services and OPS to create proper records? Police "legitimized my experience" and helped me immensely.
- This needs to be an ALTERNATE model. Funding and organization should take place outside the OPS's direction.
- If you call in an opioid overdose - a police officer shows up - how is that useful?
- A mental health strategy needs to be with community organizations. Responding to mental health is not required under the police services act, but they have taken them on and the increased involvement has then criminalized mental health and addictions as prime example
- if we pump more and more money into the Police Budgets for them to create a Mental Health Strategy / Team the programs and community resources that could support someone to PREVENT a crisis will never be able to meet the needs of the people.
- Alternatives to policing - de-escalation doesn't necessarily have to be a police job
- In terms of responding to mental health calls, I am all for the team approach of an officer with a MH worker. Turning these calls over to community groups is problematic, as many calls could escalate to the point of safety concerns.
- Integrate Mental Health experts NOW to help with calls. We are in it together and interdisciplinary cooperation works well
- Uniformed officers with a gun are intimidating. When I am having a mental breakdown, autistic meltdown, or a manic episode the last thing I need is someone to show up dressed to assault someone. It is scary during a very vulnerable state. I am so privileged that I have a home and a car and many other private places. So many folks have no choice but to have episodes or breakdowns or be symptomatic in public.
- There is a small program in Ottawa where mental health workers go with police to calls. The mental health workers can do the calls on their own. It has existed for over 20 years.
- So in the end, the police are not actually responding to mental health needs, they are responding to brutalize, kidnap, and cage folks in need of mental health care and support. And they do so in ways that systemically target Black, Indigenous and people of colour as well as low-income and unhoused individuals.

- Clearly, the OPS/mental health program isn't working as folks like Abdi, Anthony Aust and Greg Ritchie ended up dead.
- If you want the police to do more, give them the resources to do more, which means an increase in budget. I think the police are ill equipped to deal with mental illness situations. We as citizens should be willing to develop a division of the police force that is specialized in mental illness situations and is integrated into the health care system. Poor service towards those with mental health challenges is the fault of the health care system, not the police. Find a way too fill the gaps the mentally challenged fall through, but be prepared to come up with the money to pay for it.
- I want police to do less with regard to mental illness and crises. I think they are very rarely the right person to respond to a mental health crises. Mental health needs to be treated as a health issue, NOT a criminal and police matter.
- And if we continue to fund them to do that work and underfund the community groups that are providing mental health and addiction services, we will increasingly criminalize mental health and addictions. AND they will continue to disproportionately negatively impact on Indigenous, Black and Brown people
- Police CAUSE mental health issues
- Some people use drug to function, maybe you are talking about mentally ill people. If we talk about drug abusers than it could be different

Violence Against Women

- VAW - historical issues with police, RCMP, military, systemic bias - we still don't have resources to assist women when they are in trouble - women are not supported appropriately
- Only 16% of sexual assaults had charges [reference to historic experiences].
- VAW - in personal experience, the woman was the one in hand cuffs. I don't think male officers are good to handle this situation.
- I believe VAW should be tackled by outside agencies and their funding should be unconnected from OPS. In-house they should focus on firing staff accused of VAW.
- And, in terms of things like "violence against women", I wouldn't want OPS to handle that by spending new money. I would want them to fire the several stalkers/sexual predators on staff and help bring that 81% compensation down
- Sexual assault and OPS not handling the situation well at all.

Community Policing

- We were under the impression that the NRTs would not expand until the results were in - in communities that are already mass-policed, mass-surveilled, mass-incarcerated
- Partnerships - in the community and with organizations
- I am opposed to community policing programs and would ask that their funding be spent on existing/grassroots community services.
- I'm in full support of community policing - expanding it to more communities. It has been highly successful in the past. This will also help in working with youth.

Partnership with the Indigenous and Inuit Communities

- Not necessary from my perspective. Again, I believe flaws in that "partnership" must be fixed otherwise.

- Why are we deciding on Indigenous partnerships when some of us are not Indigenous? This should be up to the Indigenous community
- I'm not keen on choosing groups of people over one another.

Respect Ethics and Values Initiatives

- Not necessary from my perspective. Why would we spend public money on telling adults not to be racist? Fire them if they cannot.

Youth Strategy

- Youth strategy under police is a police strategy, not built by youth - what makes sense for them - a history of OPS getting things embedded - not what the community wants
- Youth Strategy money should be diverted from Police and directed to community-based organizations (that already have the trust, relationships)
- Don't want cops around children
- Could other organizations be involved with youth?
- OPS should remove themselves from youth strategy
- SRO program - OCDSB - review this summer - revealed that police presence - OPS presence within schools - created a human rights abuse towards certain students - created systemic barriers - systemic racism, homophobia, anti-black, GBV, indigenous - brought into schools via officers - about 30 officers who were part of this program, were part of what created harms - and these officers are going to be absorbed into the NRTs - reallocate that 3.6M
- In Surrey, they had police in officers in schools, that drastically reduced crime - they could deescalate situations because of day-to-day rapport. If restorative justice was needed, the officer could get involved.
- This work has already been shown to be a failure in Ottawa. These programs have just ended here and need to stay this way. there have been multiple consultations the biggest school board in Ottawa has already completed on this. look at the work by the Asilu Collective on this topic.
- Not necessary from my perspective. Direct funding to existing non-police youth services
- If we are talking about a youth strategy, that needs to be with organizations that are working in partnership with youth.
- The SROs should not be absorbed by the NRTs but be laid off as the 130-140 included in the 0 tax levy
- I don't want OPS anywhere near youth
- In using a Trauma-Informed Care approach, is OPS the right organization to be leading this work?
- To put this in a budget context, I am wondering if OPS should be directing funds to a Youth Strategy. I would be interested in exploring other organizations that could lead this strategy.
- Youth Strategy money should be diverted from Police and directed to community-based organizations (that already have the trust, relationships)
- Cops doing discipline in schools isn't the right outreach to youth.

Diversification of OPS Workforce

- The problem when people want to put money towards the budget to “diversify” the police force— is your still not getting at the core of the issue of what police do in the community. If they are supposed to uphold specific laws, and the laws themselves are harmful - it doesn't matter what the person looks like.
- There are people that look like us - representative of the community - that's why we keep hitting this roadblock
- Not necessary from my perspective. OPS's problems are structural and not due to the identity of its staff.
- Why do you assume diversity targets are "great"? Diversity targets are window dressing
- If we are talking about hiring more diverse police officers? Could we also talk about the 2004 OPS Report that highlights racialized police officers are leaving at an alarming rate?
- Why would you choose to reduce your diversity hires when there are dozens of violent officers still on payroll?

Traffic Safety

- Not necessary. Funding should go toward abundant road cameras, EMT, and rail/cycle infrastructure.

Unsolved Homicide Unit

- I'd like to see a larger computer forensic capacity for OPS. This would assist and expedite technical investigations.
- While detective work is socially beneficial it need not be conducted by a militarized police service.
- I don't think “Solving homicides” gets us where we need to go in terms of preventing future deaths and harm.
- I'd love to know why Cold Cases was on this list. Maybe it is the timeline. I don't see cases older than 5 years as close to 11th highest priority. 2 years cases such but missing persons cases go back 60+ years.

Modernization

- I am opposed to new capital spending for OPS

Budget

- Many of the strategies aren't under the police services act - shouldn't be budgeted and funded to police - where should it be shifted - what agency/group/resource should be doing this work?
- Trying to work up a budget without realizing that the system is broken. The budget could be used elsewhere - but the funds aren't available
- It doesn't say how you're going to use funds - and we question HOW you are going to use them
- How do we resource the strategies in a very different way?
- Legislative change to redirect money
- How can we do the same with less?

- We need to say "this is the maximum City budget to be spent on OPS"
- How about efficiencies? How can we stop increasing budgets?
- Long term refocusing of resources between police and non-police
- The OPS reduces the budget and reallocates the funding - or freezing it and has real community consultation without predetermined priorities
- We do not want to OPS to get more money.
- Support the 3% increase - the OPS has helped intervene with lived experience during childhood
- My personal biggest beef was there was not hard try to meet the main budget concern - police budget continues to grow its share of total city funds. I had hoped for a no new funds budget but this is not that.
- Budget and OPS operate reactively.
- We want to reduce the ask of the City
- Several of these items should be provided by the community and the community needs the funding to provide these services.
- I hadn't realized everything except the mental health question would require investing more money into the police

Additional areas for improvement/police services

- We need to hire officers who have experienced trauma, are diverse, are women etc.
- Lessons learned from peers of people who have been through highly negative episodes with the police - has to come from a trusted member of their community - to ensure that it won't be weaponized against them
- Ralston King process is a model that OPS should follow - let the group develop and prioritize - not bring finished product to the community
- They keep using Linda Duxbury whose research and intent will serve as a rubber stamp to their wishes. Concerns about her evaluations in other jurisdictions - SRO program. They didn't disaggregate out the data - not representative of blacks and indigenous
- For marginalized communities - we need to better understand (where people came from, where they live, their experiences)
- Within communities that do not trust them, we need to ask "are we the best organization to do this work?" No. Assuming roles and that we are the best organization, this is wrong.
- Police know the marginalized communities don't like them/trust them/respect them
- How do we remove "bad apples?"
- One priority for me is that our police force is a transforming body that other forces look to as a leader. So, this involves doing things that feel uncomfortable for the current leaders and members.
- I'd like legislation to get police out of some responsibilities.
- I see show of the comments in the delegations reflected here but it is a massive budget to shift. Getting mental health (other than officers) in the list is a win for delegations.
- Less vests and guns
- The OPS continues to harm black communities
- Risks are different in different situations - we need specialized units
- What about data? Can this be intelligence-led to gather information about communities?
- We need cultural change.
- We need empathy.

- Anti-discrimination training
- OPS needs sensitivity training
- Harm reduction - for some people, fentanyl is a safer option. What they need is transparency over what is in the drug.
- They community wants safe supply and harm reduction.
- Police should also prioritize listening to community rather than placing the whole onus on city councillors
- Community-driven and sourced information
- accountability metrics need to happen and should be publicly available
- Crime keeps going up in Ottawa, despite OPS budget increases
- Transparency of data - number of calls and types, having places where the public can access it
- Data - showing the # of calls were service and the "types" of calls for service they respond to.
- Voice back to the community
- Accessibility of information about the OPS themselves - not long verbose reports
- Lived Experience Advisory Committee (that is not just convened for "optics")
- OPS listening circles - accountability so that the public knows what actions are coming out of the listening circles
- Mischief gets applied inappropriately - needs to be better conversations about where the funds go, and how they're used

Appendix C – Feedback on consultation process

While one participant used the chat feature to thank the moderator for the opportunity to participate in the forum, five participants posted comments expressing their frustration with the consultation process, such as it beginning in 'webinar' mode and the discussion being split into two private groups. These participants, as well as seven others, expressed frustration with the 'Pairwise' activity during which they were asked to choose between two pairs of OPS priorities. They indicated that the priorities they were asked to rank did not reflect their own priorities and described the activity as 'frustrating,' 'biased,' and not meaningful. (Note that in the comments below, a / indicates a separately typed comment by the same participant.

General feedback of the consultation process

- Thanks for organizing this. I have never had an opportunity to speak about my policing concerns.
- I'm just wondering why we're in webinar mode? I thought this was a consultation? Or is it just a presentation?
- Why are the breakout rooms, and the most important part of the consultations always "private" - why is transparency never a priority in your consultations? / Can we have a collective conversation, as opposed to separate breakout rooms? / It's interesting that the parameters of the consultations are already being dictated and set out in a very specific way.
- Why is this community consultation being safe guarded through a webinar mode? This is not community focused discussion — yet alone the dishonesty around telling the public the link cannot be shared and must be registered under the same email addresses showcases the gate keeping of OPS and OPSB in controlling the dialogue / We have done discussions with over 100+ I think it's important you allow the community to make choices rather than dictate how conversations should be made
- This is the main challenge of the general community consultation. I have privilege. I am comfortable having OPS Board lead the budget discussion. But other folks are not. So they might want community led discussions. We at least need "What we heard" reports when you do listening circles
- This is supposed to be a safe space for community to express concerns about OPS and OPSB / Hard to have "meaningful" conversations when the ONLY consultation session is so poorly designed.

Feedback on the Pairwise activity

- I'm finding this very frustrating to complete.
- Being asked to rank pre-set priorities doesn't feel like a consultation? Also I believe all of these were already part of the survey to fill out?
- This is a very biased exercise / you are asking us to rank OPS's priorities, not "our" priorities. / We have been showing up to OPSB meeting for over a year now and then priorities were never brought up - and in fact delegates asked for the opposite
- People were vocal and unhappy with the presented options
- The survey is bias already / How is this being conducted as a consultation? / I just kept saying I don't like any of these ideas /
- I can't keep ranking these "priorities" because they don't reflect mine

- Perhaps what the police are dictated to do is there, however, the survey then says "people told us they want us to do this" except that we are also wanting to have a different conversation /
- This is not a consultation
- Without the option says the OPS shouldn't be doing these things, this doesn't mean much/ This survey isn't valid as it doesn't give us the option to say we think the OPS shouldn't be doing most of the things mentioned / Survey should have questions like: "Do you think the OPS should be involved in mental health and addiction response and, if so, how?" / The survey is designed in a way to end up with "evidence" to justify increasing the police budget.
- This is window dressing
- For future reference, I do not think you can have surveys like this where you ask what is a priority over something else as many of these priorities are so interconnected.... I really do not see how I can choose one thing that is more important than another / in even a very simple sense, we are choosing between priorities that haven't even been discussed with individually with the community members beforehand. I also continue to not understand how we can choose one priority over another... if we are going to discuss the priorities put forward here, we can at least acknowledge that many of these priorities are so intricately interconnected
- And so for those of us who don't want to see any of these priorities under the purview of OPS, how does this get captured?
- The questions seem like trick questions - and I don't like the format

Other expressions of frustration in chats

- I am frustrated by OPS's demands for community approval despite protecting (and this is what paid suspension is seen as, regardless of law) its "bad apples"
- [After Carol Anne Meehan participated in the discussion] Meehan is an elected official. This is supposed to be a place for the community to speak our truths. Meehan is Meehan is intruding and invalidating.