

Report to / Rapport au:

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

25 October 2021 / 25 octobre 2021

Submitted by / Soumis par:

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

Contact Person / Personne ressource:

Inspector Hugh O'Toole / Inspecteur Hugh O'Toole

OtooleH@ottawapolice.ca

**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 creation and distribution of a racist meme in May 2020 depicting a number of racialized Ottawa Police Service (OPS) members.

Addition to inquiry from 28 June 2021 meeting – Would the Chief please provide a fulsome update once all investigations into the Meme's distribution and redistribution have concluded? This should include the circulation of the Meme with 13 pictures and any other versions.

RESPONSE

On February 8, 2021, a hearing officer (Retired Deputy Chief Terence Kelly, formerly of the York Police Service) found an OPS constable guilty of Discreditable Conduct x 1 and Insubordination x 1 under the Police Services Act (PSA). Hearing Officer Kelly accepted a plea on an Agreed Statement of Facts filed by the OPS member and the police service.

This outcome was the result of an exhaustive investigation by our Professional Standards Unit and rigorous prosecution by the OPS. Two subsequent variations of this original meme were also thoroughly investigated, but the source of origin could not be confirmed.

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 viewed as a contradiction and serve no other purpose but to undermine the efforts of all serving officers and the explicit goals of the OPS.

In addition to formally disciplining the member who created and distributed the meme, the OPS committed to a “whole of service” effort to learning from this unfortunate incident and advancing our Equity, Diversity and Inclusion (EDI) strategy. The resulting updates are reflected in our EDI Action Plan and 2021 Budget.

The Respect Values and Inclusion (RVI) Directorate facilitated a series of directed and constructive conversations with OPS members, from the frontline to the Executive, to create an awareness of the impact of the meme on racialized members and community members. The strategy was intended to increase capacity in their understanding of key issues related to bias, discrimination, systemic racism, and other relevant EDI issues that are being faced by police in Canada and all areas of Canadian society.

OPS Senior Officers were required to complete an Intercultural Development Inventory (IDI) assessment, to identify individual and group placement on the five-stage continuum to achieving cultural competence. Senior Officers were issued an individualized profile report and required to participate in an Individualized Development Plan (IDP), facilitated by a professional coach with the Canadian Centre for Diversity and Inclusion. The IDP is intended to help participants establish intercultural competency development goals, an increased understanding of how their individual

Developmental Orientation impacts perceptions and responses to cultural differences and commonalities, and to identify and engage targeted developmental efforts to increase their intercultural competence in bridging across diverse communities.

The Anti-Black Racism and Anti-Indigenous Racism training strategy was launched in April. Co-developed with the community, leading academics and subject matter experts, this mandatory training for all OPS members will roll-out in Q3 of 2021.

The vision is that a structured plan to educate and enhance cultural competency among OPS members and leaders will help the entire organization become more diverse, equitable and inclusive. Further details about our ongoing EDI Action Plan can be found in the update report submitted to the Board on May 31st, 2021.