



Ottawa Police Services Board

Minutes 44

Monday, October 25 2021, 4:00 PM

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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 25 October 2021 meeting.

CONFIRMED

CONFIRMATION OF MINUTES

MINUTES #43 OF 27 SEPTEMBER 2021

That the Ottawa Police Services Board confirm Minutes #43 of the 27 September 2021 meeting.

CONFIRMED

DECLARATIONS OF INTEREST

There were no declarations of interest.

PUBLIC DELEGATIONS

The Board heard from the following public delegates on a range of topics.

1. SAAMIA AHMAD, VIVIC RESEARCH
2. NORA OTTENHOF, VIVIC RESEARCH
3. INEZ HILLEL, VIVIC RESEARCH
4. FADI SHUREIH
5. LAURA SHANTZ
6. RAYE QUARNAIN
7. CASSIE SLACK
8. SAM HERSH

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

- Mental health response alternatives.
- Reasons to consider expanding the Ottawa Police Service and to increase the police budget.
- Concerns with the proposed CEW purchase.
- Request for an accountability framework with regards to community consultations to measure success.
- Inaccuracies within the OPS budget survey.
- Concerns with the OPS vaccination policy.

INQUIRIES

Member Johnson, OPS' Covid-19 Vaccination Policy

Please provide an update on the key features of the OPS Covid-19 vaccination and safe workplace policy, which was circulated to members on October 22, 2021. Was the policy reviewed by Ottawa Public Health? How many OPS members will require vaccination to remain in compliance with mandatory vaccine policies at Ottawa facilities that they attend during their shift, such as hospitals and the airport?

Addition from Member Meehan: Will vaccination be mandated for OPS members?

Following the raising of the inquiry, the Service noted that they remain in close consultation with Ottawa Public Health, all provincial ministries, and are guided by best practices. It was further stated that only ten members of the OPS have contracted Covid-19 throughout the entire pandemic, and only two of the ten from workplace related activities. The Service is not aware of a single incident where a member was involved in transmitting the virus to a member of the public.

83 per cent of members were double vaccinated as of Friday, October 22. The Service advised further information would be provided in a written response.

ITEMS OF BUSINESS

1. CHAIR'S VERBAL REPORT

Chair's report

Chair Deans delivered a verbal report, in which she spoke primarily to the 2022 budget process currently underway. She noted that the Board has directed the Service to build a budget from a starting point of 0 per cent, with clear and detailed justification of any additional money required beyond that point. Chair Deans indicated the need for upstream supports to divert pressures from the OPS. Lastly, she mentioned that Vice Chair Sandy Smallwood had stepped down from his position on the Board of Directors for the Canadian Association of Police Governance. The Chair has since joined the Board of Directors. 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.

The Board expressed appreciation for the Chief following his verbal report, as it was his two-year anniversary of having joined the OPS.

A question was raised regarding transitioning the militarized policing model into more of a community-based model. The Service noted that they have been and continue to work towards that outcome. The adoption of Community, Safety and Wellbeing Plan legislation by the City was referenced as a large advancement, however the need for the City's continued support was mentioned. The OPS also highlighted their work on Equity, Diversity and Inclusion as well as the culture and organizational changes that are ongoing.

In order to integrate policing into a larger context more focused on community safety rather than policing outcomes, continued efforts and partnerships will be needed.

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

RECEIVED

3. NATIONAL CAPITAL AREA CRIME STOPPERS: SEMI-ANNUAL REPORT

Presentation and Report from the President of National Capital Area Crime Stoppers Richard McMullen

President of National Capital Area Crime Stoppers Richard McMullen delivered a presentation, in which an update on the year-to-date results and outcomes of the Crime Stoppers program was provided. Mr. McMullen noted that Crime Stoppers had taken 4,000 anonymous tips in the first nine months of 2021, which resulted in eight arrests, eight criminal cases, 27 criminal charges, the recovery of \$2,500 in stolen property, the seizure of \$2,000 in illegal narcotics, and the recovery of three illegal firearms all for cash awards approved of just over \$5,000.

The Crime Stoppers Board of Directors will be holding its Annual General Meeting on Thursday, October 28.

Regarding the budget process, Mr. McMullen noted the need for the Service to remain strong and healthy.

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

RECEIVED

4. PRESENTATION FROM PACE PUBLIC AFFAIRS & COMMUNITY
ENGAGEMENT: DRAFT REPORT

PACE Public Affairs & Community Engagement: Draft Report

Prior to hearing from the delegations registered to speak to this item, Greg Joudouin and Dr. Don Lenihan of PACE Public Affairs & Community Engagement offered an overview of their draft report and recommendations.

PUBLIC DELEGATIONS

1. ~~JACK BELLEMARE~~ *registered but did not attend*
2. MANDI P
3. SUSAN R

Some of the points raised by delegations included:

- Disagreement with policing in youth spaces.
- Questions regarding which individuals were interviewed for the PACE consultation.
- Concern with Student Resource Officers having an ongoing presence in schools, despite the program having been cancelled.
- The need for police to be mindful of impacts on children, especially on racialized, male youth.

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

Prompted by a question regarding metrics for measuring success, a distinction was made between consultation and deliberation. It was explained that consultation is a traditional method where decision makers listen to the public, and then retreat to debate among themselves. Deliberation, however, was described as a beneficial tool when an issue has become so entangled that decision makers are not trusted to debate behind closed doors, and instead do

so in the form of deliberation in a public setting with the community. Deliberation introduces a new way of thinking about what is being measured and in doing so creates a second set of metrics. Through deliberation, community and decision makers are brought together to undergo a process to arrive at a different decision together.

It was further noted that for a relationship building exercise to be successful, an environment for genuine engagement must be created. There are then two sets of measurable outcomes – the outcomes in terms of the actions agreed upon, as well as the trust built through the process of deciding on those actions. It was noted that both of those outcomes can be measured and tracked.

A question was raised regarding whether there are examples of public boards or agencies having undertaken the dual stream approach. It was noted that approximately 8 years ago, a similar process was put in place in Nunavut aimed at poverty reduction, where a body was implemented to manage relationships between 26 different communities and the government. In addition, approximately three years ago the New Brunswick government set up a not-for-profit organization responsible for poverty reduction.

PACE suggested that despite this, it would be an innovative step for the Ottawa Police Services Board (OPSB) to create a deliberative round table. The board structure typically does not allow for in-depth engagement. The OPSB currently relies on the Service for the majority of its engagement. Ideally, the OPSB would have the capacity to handle its own deliberation, however the PACE solution put forth is built off the fact that the OPSB lacks the resources to do so.

It was suggested that establishing a task force to help set the round table's terms of reference would be helpful. In terms of timeline, it could take approximately two months to establish a task force. The report recommends having the round table members be nominated by the community and appointed by the Board, which could take another month or two. In considering those factors, the first round table meeting could be expected to occur in roughly three to four months. The first meeting would be very governance related and involve accepting the terms of reference and agreeing on the Board commitments.

In response to concerns that had been raised regarding the formation of another working group as a means to abdicate Board responsibility, it was noted that given the wording in the Police Services Act, none of the Board's responsibility would be transferred to the round table. The responsibility of governance would remain with the Board, and the Board would not be able to delegate to the

deliberative round table.

It was suggested that legal counsel ensure that the creation of the round table would be acceptable within the PSA.

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

RECEIVED

5. ATTENDANCE AT ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS' LABOUR SEMINAR

Executive Director's report

That the Ottawa Police Services Board approve the attendance of D. Nirman, L.A. (Sandy) Smallwood, and K. Ferraro at the Ontario Association of Police Services Boards (OAPSB) Labour Seminar being held virtually on November 18, 2021.

CARRIED

6. LIFECYCLE MANAGEMENT PURCHASE CONDUCTED ENERGY WEAPONS (CEWS) – *deferred from September 27, 2021 meeting*

Chief's report

The recommendation put forth by the Service at the Board's September meeting requested the purchase of 200 replacement Conducted Energy Weapons (CEW) for 2021 at a cost of \$682,112.78 (\$770,787.44 with HST) and the purchase of operational and training CEW cartridges for 2021, which would cost \$354,871.00 (\$401,004.23 with HST), for a combined total of \$1.17 million all inclusive. The modified recommendation requested only the purchase of 3,930 CEW cartridges for training and operational purposes at a cost of \$256,787.40 (\$290,169.76 with HST), while the Service conducts a review of potential efficiencies on the purchase and deployment on CEWs. A report will be presented at the Board's January 2022 meeting.

The 3,900 cartridges requested would ensure the Service has enough to last throughout their review period. It was noted that the legislation is prescriptive in

how OPS officers must be trained in terms of proper qualification.

PUBLIC DELEGATIONS

1. SABRINA GANNON
2. BAILEY GAUTHIER (THEY / THEM)
3. MAE MASON (THEY / THEM)
4. JOTI RANDHAWA

Some of the points raised by delegations included:

- The dangerous nature of CEWs, especially in mental health calls.
- A suggestion from the Board that a presentation be brought forth on the use of CEWs within the OPS.
- Request for an update on the Use of Force policy prior to any purchase of weapons.

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

It was clarified that the Service had undertaken a review on their deployment model. Every sworn member has the ability to be trained and issued a CEW as it stands. The OPS are ensuring that positions that benefit from having a CEW are those that do, rather than units having CEWs that do not require them. There will be a more fulsome presentation on CEW use, training, and all other aspects of the CEW program at the January 2022 Board meeting. The Service noted that the 3,700 of the 3,900 cartridges would be used for training purposes, while the remaining 200 would be available operationally.

The Board raised that this was originally deferred from September because the Service had previously stated that the only way to freeze the 2022 budget would be to let go of diverse new recruits. As such, there as concern with spending any money whatsoever in advance of having gone through the entire budget process. The Service explained that there are actions beyond lay-offs that will assist in reducing the 2022 budget ask, however OPS members must be equipped to perform their duties. The need to examine use of force was raised.

Discussion ensued as to whether it was premature to purchase any cartridges at all, given the upcoming use of force review and budget constraints.

A question was raised regarding whether all cartridge purchases could be deferred until January. The OPS' stock of cartridges has been depleted over 2021. The 3,900 cartridges would supply the Service until the end of the first

quarter of 2022 – a necessary quantity due to supply chain issues. Should the Board approve an additional purchase at their January meeting, the Service would not expect to receive their order until March.

It was explained that scheduled trainings would have to be cancelled without this purchase. During the training sessions, members must operate and successfully load and discharge four live cartridges.

The Service noted that in 2020, the demonstration of a taser deescalated a situation 118 times, while tasers were used 75 times. The Board suggested that for a tool used only 75 times a year, it is extremely expensive.

The Service agreed to explore whether there are Services that do not have CEWs.

Concern was expressed that should the Board deny this purchase, they may in turn impact operational matters, and they would not want to diminish lesser use of force options.

The original recommendation before the Board was amended and replaced with the following:

The Ottawa Police Service reports back on the finding of a review of potential efficiencies on the purchase/deployment of Conducted Energy Weapons at the January 2022 meeting of the Board; and,

The Ottawa Police Services Board delegates authority to the Chief for the immediate purchase of 3,930 CEW cartridges for training and operational purposes at a cost of \$256,787.40 (\$290,169.76 with HST)

CARRIED with Members King and Smallwood dissenting

7. HELPSEEKER INC. REPORT

Presentation and report

Prior to hearing from the public delegations registered under this item, a presentation was delivered by Dr. Alina Turner and Monique Fry of HelpSeeker Inc.

PUBLIC DELEGATIONS

1. MICHELLE HURTUBISE, CENTRETOWN COMMUNITY HEALTH CENTRE
2. ANDREA PONCIA, SOMERSET WEST COMMUNITY HEALTH CENTRE
3. SEAN MEAGHER, RETHINKING COMMUNITY SAFETY

Some of the topics expressed by the delegations were:

- Dissatisfaction that some of the organizations included in the social safety net of Ottawa are international organizations, and although their funding was included in the social safety net, the funds do not go directly back into the Ottawa community.
- Frustration by local agencies that the report suggests \$6.8 billion dollars are invested into Ottawa's social safety net, and yet there is no 24-hour response aside from the police, when a large amount of the money goes towards international development.
- A general feeling that the HelpSeeker report being done "to" rather than "with" community supports.
- A point was raised that the report indicates that health funding from the City of Ottawa has increased by four per cent since 2019. There is no footnote identifying the source of this. This data does not correspond with what the City's framework indicates.
- Comments that the report does not capture the cuts to social services over the last 30 years. in Ottawa.
- Reference to the Rethinking Community Safety report.

Following the delegations, the Board had the opportunity to ask their questions.

A question raised by a delegation at the front of the agenda with regards to the meaning of "divisional supports," and was brought forth by the Board. It was

explained that this refers to the fact that the OPS deploy out of three different units, six different platoons, as well as a fixed operation throughout the city.

The City of Ottawa's social safety net consists of 1,224 agencies that provide 10,000 services and receive \$6.8 billion in funding.

A point was raised that \$570 million of funding in 2021 can be attributed to international non-governmental organizations, which is somewhat meaningless in the context of municipal supports. It was later noted, however, that some international organizations such as the Red Cross do provide local supports. HelpSeeker further explained that the data presented comes from the organizations themselves; organizations must self-characterize in declaration to the federal government. The HelpSeeker report presents what the Canada Revenue Agency has recorded. Although HelpSeeker tried to present funding to Ottawa, they cannot change the classifications that community supports have given themselves. Further, it was suggested that if funding is going to organizations that do not meet the needs of the Ottawa community, or if the classifications are unclear, further conversations and questions are needed. HelpSeeker suggested their report be a tool to prompt deeper exploration of where funding is going, and a call for transparency.

It was explained that in order to establish whether there are duplications or gaps in services provided, clear data is required. For example, how many agencies provide services to the homeless? There is a waitlist of people seeking homeless services, however there is no agency that triages one list.

A question was raised regarding collaboration between the police and other service providers. It was noted that the Mental Health Guiding Council was, in its essence, set up for that exact function. The Service noted that they can continue to work with the Guiding Council in a more collaborative way, however there remains a competitiveness between service providers rather than cooperation.

The HelpSeeker report aims to improve data sharing and allow for partners in the community to advance a common ground. The Service suggested that there is money in the system that could be better used. There must be coordination between various service providers.

Reference was made to Edmonton's system. HelpSeeker explained that it has been successful to some extent. The Edmonton Police Service explored which of their partners would be willing to work with police as well as which partners deliver services that clients actually want. It was suggested that although they have a better system in place to triage clients into services, there are often

capacity issues which leads to clients being referred to several different providers for different needs.

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

RECEIVED

8. BUDGET CONSULTATION REPORT

Chief's report

Member King noted having held a moderated community consultation on October 20, 2021, with diverse communities on the broader subject of the 2022 City budget, with policing as one of the topics. He noted that some participants called for a budget freeze, while others requested greater investments in social services.

Prior to hearing from the delegations registered to speak to this item, the Service delivered a presentation.

PUBLIC DELEGATIONS

1. ROBIN BROWNE, 613-819 BLACK HUB (HE / HIM)
2. ~~MOHAMED MIGUIL~~ *registered but could not attend*
3. MEGHAN POTASSE
4. MAYA BASUDDE

Some of the points raised by delegations included:

- The majority of people in the City of Ottawa are not the ones being disproportionately harmed by police, and as such the majority of survey respondent responses are irrelevant without a breakdown of identifying information.
- A point was raised that the OPS never had the trust of marginalized individuals and as such it will be incredibly difficult to “gain it back” as is often suggested.
- Questions on the legitimacy of the survey given that it does not represent the community members that have the most interaction with policing.

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

The need to use all information provided through surveys and delegation

presentations was noted.

A question was raised regarding efforts made to engage the healthcare sector through community consultation. Throughout the year, the Service invited and curated a group of medical practitioners and service providers to join together under the Mental Health Guiding Council. This has now migrated to Community Safety and Wellbeing Plan.

In the creation of the Mental Health Guiding Council, the Service leveraged relationships with six Ottawa based service providing networks, reaching the vast majority of individual agencies. Through those networks, the Service identified the people who now sit on the Guiding Council. There are regular reports back to the Service. It was noted that there was a combined Mental Health Guiding Council and Community Equity Council meeting on the 2022 budget. The two councils have given an extensive amount of input to the Service.

The Service highlighted that although the budget survey will be a tool used to assist in setting the budget, it admittedly underrepresents certain sectors of Ottawa's population. Those who participated in the survey are not a representative sample of Ottawa's demographic. It was suggested that despite this, the survey remains a useful tool provided it is overlaid with all other pieces of consultation information. The Service noted that they continue to engage community members, they have held focus groups, and have been in contact with a variety of service agencies. Further, the Board has its own efforts underway. All information collected will assist in informing the OPS 2022 budget submission.

It was decided that although the consultation had its limitations, some information contained within it will be of use to the Board. Following the budget tabling, next steps will be determined.

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

RECEIVED

9. COMPLAINTS REPORT – PART V, POLICE SERVICES ACT – THIRD QUARTER 2021

Chief's report

That the Ottawa Police Services Board:

1) **Receive this report for information.**

RECEIVED

2) **Accept the amendments to Complaint Statistics for the First and Second Quarter.**

CARRIED

10. REPORT ON SIU INVESTIGATION

Chief's report

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

RECEIVED

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

Chief's report

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

RECEIVED

12. RESPONSE TO INQUIRY I-21-15: ROAD SAFETY MEASURES

Chief's report

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

RECEIVED

13. RESPONSE TO INQUIRY I-21-22: INCREASE IN WORKPLACE INJURY, ILLNESS & INCIDENT REPORT FORMS, 2018 THROUGH 2021

Chief's report

A question was raised regarding whether this increase in workplace incidents is a trend seen within other police services. The Service explained that they are a part of a provincial group exploring this very issue, and that there are national conversations underway. It was suggested that all services are experiencing similar WSIB issues and face challenges with regards to reintegrating members.

The OPS are completing a review of all WSIB cases. Further, a business performance audit is ongoing to identify best practices from a case management perspective. The Service will seek investments in data analytics in the 2022 budget to try and identify preventative trend issues in order to minimize the number of claims. Further, it was noted that the OPS are looking at appointing a return-to-work specialist and are considering an in-house psychologist to better support their members.

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

RECEIVED

14. LEGAL SERVICES STATUS REPORT – 2021 THIRD QUARTER

Board Solicitor's report

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

RECEIVED

15. BOARD MONITORING REQUIREMENTS STATUS REPORT: THIRD QUARTER 2021

Executive Director's report

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

RECEIVED

16. OUTSTANDING BOARD INQUIRIES & MOTIONS: OCTOBER 2021

Executive Director's report

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

RECEIVED

17. LETTERS OF COMMENDATION

Chief's report

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

RECEIVED

OTHER BUSINESS

There was no other business.

Please note that the in camera meeting was held prior to the public meeting and the following items will be discussed:

IN CAMERA ITEMS

1. Collective Bargaining Update
2. Labour Relations Matter
3. Complaints Committee Report
4. Update on Operational Matter
5. Labour Relations Unit Report: 3rd Quarter 2021
6. Legal Services Report: 3rd Quarter 2021
7. Legal Matter

ADJOURNMENT

The meeting adjourned at 9:21 p.m.

NEXT MEETING

Special Meeting – Budget Tabling - Wednesday, November 03 2021 - 8:30 AM

Regular Meeting – Monday, November 22 2021 - 4:00 PM