

## Justice Abdirahman Coalition Progress Report with the Ottawa Police Service

We request that you revisit these recommendations and provide a progress report. Please provide a written response to each of these stated recommendations and questions within 30 days (Friday, June 15, 2018 @ 11:59:59 PM) at [info@justiceforabdirahman.ca](mailto:info@justiceforabdirahman.ca). We would also like the police to grade themselves a score out of 10 for each recommendation. The community will also provide a score for each recommendation after reviewing the status of each recommendation.

**Status of Implementation:** What concrete steps, have already been taken by the Ottawa Police to accomplish this specific recommendation.

### Addressing Anti-Black Racism in Ottawa Forum Summary Report, February 23, 2017

- OLT added the identified issues and recommendations from this report into their overall outreach analysis of issues and recommendations.
- The Chief provided an update on this report at the Anti-Black Racism Town Hall held on March 21, 2018 where he highlighted 6 key action items being undertaken by OPS in 2018.

Recommendations	Status of Implementation	Progress Evaluation (1 -10)	
		Police	Community
1. Acknowledge the impact of systemic anti-Black racism for clients and staff.	<p>OPS has regularly acknowledges discrimination in all its forms, particularly systemic racism and racial profiling.</p> <p>Whether in policies, training, online, community engagement work, and in speeches (many examples) – we know it’s important to recognize the lived experiences of racialized communities and take a stand against all forms of discrimination.</p> <p>We also know that this is ongoing work, and we welcome feedback and partnerships to continue – listening, acknowledging, and acting together.</p>		
2. Address the barriers that Black community members, including those facing multiple forms of marginalization, experience in accessing services. Provide	<p>OPS has a lengthy history of identifying, addressing, and attempting to address barriers – often in partnership with community stakeholders. We know that this kind of change requires long-term collaborative action over time.</p>		

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<p>services that address the needs of racialized as well as newcomer communities</p>	<p>This is ongoing work that OPS is committed to continuing including investing resources in important projects like the restructuring of COMPAC, Traffic Stop Race Data, and the upcoming diversity audit – to name a few.</p> <p>The Diversity Audit will offer an independent examination of various areas in OPS to help further identify and address barriers.</p>		
<p>3. Improve accountability to service users and the public for appropriate and equitable services.</p>	<p>Ongoing work.</p> <p>The Diversity Audit will also offer an independent examination of various areas in OPS to help further identify and address barriers.</p>		
<p>4. Develop mandatory anti-racism training for all staff that focuses on treatment of clients, staff interactions, hiring, and promotion.</p>	<p>While there is no specific or stand alone anti-racism training currently being delivered at OPS, significant human rights training that addresses many forms of discrimination including racism, sexism, bias, people with disabilities, etc has been introduced in recent years.</p> <ul style="list-style-type: none"> <li>- Respectful Workplace Policy and Training (1/2 day classroom, since 2009).</li> <li>- Racial Profiling Policy and Racial Bias In Policing (E-Learning, since 2011).</li> <li>- Traffic Stop Race Data Collection (E-Learning, since 2012).</li> <li>- Accessibility for Ontario with Disabilities Act (E-learning modules, 2014).</li> <li>- De-Escalation Training incorporated into Use of Force Training (2014).</li> <li>- Fair and Impartial Policing (<a href="#">FIP website</a>, since 2016)</li> <li>- Regulated Interactions Training (Full day classroom; includes human rights training).</li> <li>- Customer Service training incorporated into existing training (ie. Coach Officer and Front Desk Services training, 2017).</li> <li>- Wellness Program/R2MR and Bias-Awareness</li> </ul>		

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	<p>Training (since 2017).</p> <ul style="list-style-type: none"> <li>- Wellness Strategies to be incorporated into use of force training scenarios (2018).</li> <li>- Gender Education and Awareness (2018).</li> <li>- Development of LGBTQ2 training (2018).</li> <li>- Diversity training for all new recruits (DRR, ongoing)</li> </ul> <p>This is also a key area of focus for this year’s Diversity Audit.</p>		
5. Implement employment equity initiatives that include racialized community members at all levels of the organization.	This is ongoing work and will be examined by the diversity audit.		
6. Create an environment and mechanisms for clients and staff to advocate around change within the agency.	<p>OPS has a number of organizational programs and projects underway that focus on culture change and continuing to foster EDI in the workplace including Gender Project, Wellness Project, EDI office development, diversity audit, and bias-neutral policing to name a few.</p> <p>The diversity audit will also examine our organizational leadership and change work from an EDI perspective/lens.</p>		
7. Consult with racialized clients experiencing multiple forms of marginalization (e.g. Black youth, Black residents of low-income housing, Black queer and trans people, Black people who have experienced gender-based violence, etc.), and integrate their needs into improved services.	Ongoing and critical work to providing professional and equitable policing. From projects to training to service enhancements, OPS has a dedicated DRR section, consultation policy, and community engagement toolkit to ensure we are including the diverse lived experiences of the communities we serve. We do this in a number of ways such as advisory committees, public sessions in neighbourhoods, interviews, special events, questionnaires, and by collaborating and consulting with service providing agencies/community networks/coalitions. See #8, #12, #23		
8. Engage with diverse	OPS has done significant engagement work with diverse		

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<p>organizations, including tenant organizations in community housing neighbourhoods, and affordable housing groups; civic organizations led by ethnic and cultural leaders, and religious organizations with large Black populations (e.g., mosques with Black community representation, and predominantly Black churches—Evangelical, Pentecostal, and Orthodox as well as “mainstream” such as United or Anglican); and labour organizations, to more effectively reach out to, engage, and support Black communities.</p>	<p>organizations – both alone and through many partnerships with organizations, networks, and coalitions across the city. Following the new OPS policing model implementation, the Community Development and Diversity and Race Relations sections is closely with the new Community Relations Sections to bolster this partnership and engagement work at the neighbourhood level.</p> <ul style="list-style-type: none"> <li>- See also OLT report and <a href="#">DRR Annual Report</a></li> <li>- Also see #12</li> </ul>		
<p>9. Create accessible, culturally competent, “peer designed” (i.e., community designed) public education sessions for Black community members that explore their concerns in various public service areas, including mental illness as experienced by different Black communities.</p>			

**List of Issues Tabled by Members of the Ottawa Somali Community Meeting with Chief Bordeleau, August 30, 2016**

- OLT added the identified issues and recommendations from this report into their overall outreach analysis of issues and recommendations.

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Recommendations	Status of Implementation	Progress Evaluation (1 - 10)	
		Police	Community
10. Commit to the temporary reassignment of police officers who are under investigation for causing death or serious injury to administrative duty, and prohibiting any form of interfacing with community members until the investigation is complete.	Many factors must be considered on a case by case basis including the impact on the officer and community as well as the specific details of the case.		
11. The Chief, as the leader of the OPS should make a public acknowledgement that there is a crisis within the OPS and authority's interactions with members of racialized communities and citizens suffering from mental health issues publicly and internally.	The Chief has continued to acknowledge the incidents, issues and resulting tensions/frayed trust between police and some communities. This contributed to extending OLT for another six months in order to gather the issues and contribute to a multi-year plan of action. Under an already strained budget, increased staffing and budget resources have been allocated for 2018 action items. OPS has also voiced concerns about increases in mental health related calls for service.		
12. The OPS should avoid tokenism in its outreach efforts and apply more meaningful consultation methods with the Somali community.	<p>The OPS Community Development Section is responsible for reporting on the consultation strategy which includes a lengthy history of working with community organizations and partners often through Partnership in Action.</p> <p>Directly related to their mandate to develop relationships between the police service and racialized communities, Diversity and Race Relations is another section that focuses on outreach and relationship building.</p>		

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	<ul style="list-style-type: none"><li>- Together with the Corporate Communications Sections and many other specialty units/projects and partners, multi-pronged engagement strategies are developed that offer many different opportunities for meaningful engagement with stakeholders and the larger community (not just one off events but surveys, advisory teams, focus groups, community sessions are just some of the examples used to provide opportunities for real input in to OPS projects and decisions).</li><li>- Traffic Stop Race Data Collection Project</li><li>- Street Checks/Regulated Interactions</li><li>- Public Consultation</li><li>- Let's Chat Strategic Priorities (development of next 3-year strategic plan).</li></ul> <p>OPS relies on partnership with key stakeholders to bolster meaningful outreach and engagement including Health and Resource Centres, community groups, and coalitions.</p> <p>To support the Community Policing Model, Partnership in Action, public consultation policy, and international standards, CDS has recently developed an engagement tool kit to ensure OPS sections and major projects are engaging in a meaningful way.</p> <p>Both Community Development and Diversity and Relations welcome the opportunity to meet and discuss opportunities for enhancing community engagement and partnership.</p> <ul style="list-style-type: none"><li>- Also see #8, #23</li></ul> <p>Recent examples and related links:</p>		
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<p>13. The OPS should commit to meetings in the near future as appropriate with interested stakeholders namely; The Justice for Abdirahman Coalition, organizations representing Ottawa’s Black communities and mental health advocacy groups. It is recommended that an open door policy remain for all those interested in engaging the OPS in these matters.</p>	<p>Ongoing – A significant number of meetings and interviews have taken place since Aug.2016. OPS is committed to ongoing community engagement and continues to update and meet with stakeholders on a regular basis. This is done through Community Development-Partnership in Action which has an extensive community engagement list for regular updates and meetings and Diversity and Race Relations whose mandate it is to develop trusting relationships between the police and diverse communities. This is an open door policy, and we encourage diversity at the table and working together to problem solve. The new council replacing COMPAC will also be a key opportunity to work together.</p> <p>The Chief and executive is also committed to attending community meetings and regularly accepts and invites community groups and organizations to meet about issues and opportunities.</p> <p>Bias-Neutral Policing/EDI action planning has taken place over the last 1.5 years with important outreach work from OLT and recommendations from several other reports.</p> <p>Other upcoming opportunities include the Let’s Chat Strategic Pories (development of next 3-year strategic plan), Diversity Audit and the new council that will be replacing COMPAC.</p> <p>- Also see #8 and #12.</p>		
<p>14. The OPS should commit to the ongoing collection and publication of race-based data for all police interactions.</p>	<p>Immediately following the release of the Traffic Stop Race Data Collection Report in October 2016, OPS committed to ongoing collection and publication of race based data for</p>		

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<p>Moreover, as a means to oppose the perpetuation of degrading images/narratives of racialized communities. The OPS should avoid:</p> <ul style="list-style-type: none"> <li>a) associating crime with the ethnic origin of the individual suspect;</li> <li>b) sensationalizing arrests;</li> <li>c) leaking unnecessary police history of deceased individuals to the media.</li> </ul>	<p>street checks/regulated interactions and traffic stops. We don't currently have the resources or capacity to collect race based data for other police interactions at this time, but we are reviewing our options and are staying in regular contact with the Anti-Racism Directorate's and the Ontario Human Rights Commission work in the area of race based data collection and anti-racism policy.</p>		
<p>15. The OPS should commit to a pilot program, targeting a specific community to be determined. That pilot program, in conjunction with comprehensive data collection, will serve as a precursor to a wider body-cam program when fiscally feasible. This localized pilot program will also prove significantly more affordably than an immediate move to a city wide body-cam initiative.</p>	<p>Following a careful review of Toronto Police's body worn camera pilot project, OPS will not be conducting a body worn camera pilot project in the near future – due to lack of resources, IT constraints, and difficulties/lack of IT readiness within the criminal justice system (courts).</p> <p>We welcome other opportunities to engage and build trust with our communities.</p>		
<p>16. The OPS should dismantle COMPAC and explore a more effective feedback mechanism that allows on-going opportunity for the community to provide feedback and oversight of initiatives that effect racialized community in general and the Somali community in particular.</p>	<p>Based on feedback from COMPAC members and other stakeholders, COMPAC was disbanded late last fall, and restructuring work began right away. Find the report <a href="#">here</a>.</p> <p>An open application process for the newly created council is expected to launch in July. It is anticipated that the first council meeting will take place in September. The pilot project will be evaluated after one year of operation.</p>		



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<p>Regarding the Somali community, quarterly meetings with stakeholders would be an excellent means to assess the community's satisfaction with relevant policing initiatives.</p>	<p>Diversity and Race Relations will continue to be responsible for coordinating this work and strongly encourages the Coalition to not only help with outreach during the application process in July but consider joining the new Council.</p>		
<p>17. The OPS should dismantle COMPAC and explore a more effective feedback mechanism that allows on-going opportunity for the community to provide feedback and oversight of initiatives that effect racialized community in general and the Somali community in particular. Regarding the Somali community, quarterly meetings with stakeholders would be an excellent means to assess the community's satisfaction with relevant policing initiatives.</p>	<p>- DUPLICATE (see #16).</p>		
<p>18. The OPS should conduct an audit of its current hiring process and remove systemic barriers to ensure the OPS is reflective of the diverse community it serves. In addition, the OPS should commit to disclosing reasons for rejection of job applications to prospective candidates and archive data on hiring, particularly with respect to the Somali community.</p>	<p>A number of reviews have occurred since this original report.</p> <p>As recently presented to the Police Services Board, Outreach Recruitment has been working hard to identify and address barriers and have implemented new training for background investigators.</p> <p>A brand new outreach recruitment campaign entitled "<a href="#">Make Ottawa Your Best Decision</a>" launched this spring.</p> <p>This will also be a key area of focus for the diversity audit</p>		

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	<p>being conducted this year.</p> <p>See #29, #31</p>		
<p>19. The OPS should conduct a public review of the Guns and Gangs Unit’s gang suppression strategy and provide opportunity for community resource leaders and experts in youth criminal behavior to offer input on developing updated strategies and protocols.</p>	<p>OPS is working closely with Crime Prevention Ottawa and other partners on the Ottawa Gang Violence and Gangs Strategy to ensure a coordinated approach that is reviewed by stakeholders and subject matter experts. This work, recent reports and evaluations is available <a href="#">online</a>.</p> <p>A fuller response to #19 and #20 is coming.</p>		
<p>20. The OPS should clearly define “gang associate” and create mechanisms for youth wrongly identified as gang associates be removed from that database. As for those youth who have disengaged from criminal activity, the OPS should provide reform opportunities and means to remove their names from the database.</p>	<p>See #19.</p>		

**Race Data and Traffic Stops in Ottawa, 2013-2015: A Report on Ottawa and the Police Districts, October 24, 2016**

- Immediately following the release of the report, OPS committed to more than actioning the report recommendations by creating a multi-year plan for professional and equitable policing that would consider this report and reports and consultations efforts from other related projects and issues (OLT did much of this analysis). See Board Reports: [Diversity Audit and Bias-Neutral Policing Action Plan](#) and [Traffic Stop Race Data Report](#).
- OLT added the identified issues and recommendations from this report into their overall outreach analysis of issues and recommendations.

Recommendations	Status of Implementation	Evaluation of Progress 1 -10	
		Police	Community
21. Determine the sources of the disproportionately high incidences identified in this study through additional research on psychological, organizational, and social issues within the Ottawa Police Service – systemic biases in police practices; police leadership and corporate culture; organizational policing strategies and tactics; human resources policies and practices; institutional mindsets about the association between race and crime; the diversity of the Ottawa Police Service workforce; and race relations dynamics with the diverse communities that constitute the City of Ottawa.	<p>This is a key area of focus for the diversity audit being conducted this year.</p> <p>Deployment changes have already taken place. See below.</p>		
22. Develop and implement			

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<p>solutions to address the anomalies of disproportionately high incidences through a review of research findings gathered through the implementation of Recommendation # 1 in consultation with stakeholder groups, race and ethnic communities, and the public.</p>	<p>The TSRDCP report created important conversations with community and senior staff about “increased police presence” and how we deploy officers to neighbourhoods following a shooting or other serious crimes.</p> <p>The audit will be exploring this and making recommendations.</p>		
<p>23. Increase positive police-community contact by holding monthly, or regular, relationship-building meetings; train officers and community members together; promote joint police and community committee work particularly in advisory areas; and hold “critical incident” discussions and trainings and annual conferences on police-community relations.</p>	<p>OPS is committed to continuing and enhancing community outreach and engagement. The need to enhance outreach and community engagement is a key theme we identified as a result of OLTs outreach and analysis work (<a href="#">See PSB report</a>), particularly with racialized youth, in neighbourhoods with residents, and for critical incidents.</p>		
<p>24. Continue collecting race data in traffic stops with improved tools and processes; monitor regularly traffic stops issues; place data reports as a regular agenda item on meetings at the level of staff, senior management, and board; and communicate data related to race and traffic stops regularly to the public through quarterly bulletins, press releases, annual</p>	<p>OPS has committed to ongoing data collection, and the next two year report and data will be released in the fall.</p> <p>We are exploring potential improvements to make it easier for officers to collect the data, but we’re restricted by the software and resources we have.</p> <p>We’re looking at ways to enhance some of the existing quality assurance and monitoring measures to improve awareness and data collection.</p>		

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<p>reports, and other media.</p>	<p>Also being examined this year, we are looking at ways to extract and review the data more regularly.</p>		
<p>25. Build on its extensive and successful experience with community engagement and develop a multi-year action plan to address the issues of racial disparities in traffic stops raised in this report.</p>	<p>In October 2016, the Chief committed to developing an action plan that more than addresses the report recommendations in order to create a more integrated and coordinated approach with other similar/like areas of work. The draft framework for this action plan and diversity requirements were presented to the <a href="#">Police Services Board</a> and communicated to stakeholders on a number of occasions in 2017 (ongoing). This work is ongoing in 2018 with several key action items being undertaken.</p>		
<p>26. Make readily available the data collected for this research project on race and traffic stops. The raw data made available should allow for analysis that goes beyond the scope and methodology of this report, but within the legal limits of the Freedom of Information and Protection of Privacy Act and the Municipal Freedom of Information and Protection of Privacy Act.</p>	<p>OPS committed to releasing the data early in the project. Two data sets were uploaded to the web site on the same day as the report was released on October 24, 2016.</p>		

**Outreach Recruitment Project Research Findings and Recommendations Making the Ottawa Police Service an "Employer of Choice for All", November 22, 2004**

- OLT added the identified issues and recommendations from this report into their overall outreach analysis of issues and recommendations.
- The Ottawa Police Service completed or attempted most of these recommendations. The [report](#) along with several update reports are available [online](#). Many other projects, reports, and reviews have been undertaken since this landmark historical work was originally completed.
- The Outreach Recruitment Section continues to identify and address barriers and make improvements to the process. In addition, the section recently launched a new outreach recruitment campaign.

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Recommendations	Status of Implementation	Evaluation of Progress 1 -10	
		Police	Community
27. Add an Organizational Value that states the Ottawa Police Service is committed to a diverse and non-discriminatory police service.	<p>Completed many years ago and continues in various places on our web site.</p> <p>This will also be considered as part of our next three year strategic plan development currently underway (OPS mission, vision, values statements).</p> <p>This will also be an area of examination for the diversity audit this year.</p>		
28. Create a permanent Ottawa Police Service “Diversity Advisory Council” (DAC), whose role will be to ensure that diversity is an integral part of every aspect of the Ottawa Police Service management policies and practices.	<p>This was attempted following the report and is being examined as part of the multi-year BNP/EDI strategy.</p>		
29. Develop a comprehensive internal and external communications strategy in support of the goals for the diversification of the Ottawa Police Service.	<p>As reported to the Police Services Board, a comprehensive multi-year internal and external communications strategy called “our community, our inspiration” was carried out. Link to PSB <a href="#">report</a>.</p> <p>Outreach Recruitment has been working hard to examine and address barriers. A brand new outreach recruitment campaign entitled “<a href="#">Make Ottawa Your Best Decision</a>” launched this spring.</p>		
30. Establish measurable diversity goals and tracking mechanisms.	<p>Following this original report, OPS conducted its first ever workforce census in 2006.</p> <p>OPS conducted its third workforce census last fall. It will further examined by the recently hired Diversity</p>		

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	Audit Team.		
31. Perform a comprehensive review of Ottawa Police recruitment processes, with the objectives of removing barriers to diversity hiring and compile data on unsuccessful applicants, from all stages of the Ottawa Police recruitment process, including ATS testing stages.	See #18		
32. Review the recruitment processes for Civilian employees to ensure that it is consistent and bias-free.	<p>In 2009, the OPS undertook a major project to review and revise the Civilian Promotion Process. This project was called the Civilian Career Initiative (CCI) and was launched in 2010. A key goal of the project was to ensure a fair and transparent process existed for Civilian competitions, and to provide a more rewarding career for our civilian employees. This project remains the cornerstone of our Civilian Staffing Process along with our Civilian Competition Policy. Mandatory Training for Hiring Managers is part of this program, and training is also offered to candidates to support them in the competitive process.</p> <p>OPS has also established Job Evaluation Plans for all Civilian Employees that are bias-free in their design and application to adhere to the legislation.</p>		
33. Develop a plan to review all policies and procedures to ensure that they are fully inclusive and respect diversity.	<p>A number of policy review and reports have been produced over the years since this report.</p> <p>The diversity audit will be examining policies and procedures as a key area of focus.</p>		
34. Develop a formal Employee Orientation Program for all new employees.	OPS does not have a formal orientation program for all new civilian employees, but this is a priority and should be part of the wider OPS Modernization project.		



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35. Develop a formal Employee Orientation Program for all new employees.	DUPLICATE. See #34		
36. Review dependant-care initiatives that reflect the needs of Ottawa Police Service employees.	This has been and continues to be an area of focus for employee surveys and the workforce census. A number of projects and supports have been put in place since this report including a member wellness project, Real You holistic health program, enhanced employee assistance services, and some increased benefits.		
37. Establish processes and a framework to support supervisory accountability to address inappropriate employee behaviour with respect to workplace harassment and discrimination.	OPS created a Respectful Workplace program in 2008 which included mandatory classroom training, policy, and Respectful Workplace Manager.  In 2016, the program evolved and expanded to a two person unit called Respect, Values, and Conduct.		
38. Integrate diversity content into all Ottawa Police training.	See response #4.		
39. Bolster existing or, where warranted, establish formal and informal mediation mechanisms for public complaints.	As stated at our May meeting, the Professional Standards Section does now have access to informal mediation process for complaints.		
40. Bolster existing or, where warranted, establish formal and informal mediation mechanisms for public complaints.	DUPLICATE. See #39.		
41. Research and review the option of reimbursing recruit-training costs, contingent on a fixed term of service.	Improvements have been made since 2004 – more detailed response coming.		

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### General Questions:

1. On August 12, 2016, the Ottawa Police Service has launched a new outreach group to engage members of the city's Somali community.
  - a. Why has that 2017 report not come out publicly yet?
  - b. Are you planning to do a community presentation of your findings?
- An overview of the OLT work, key findings, and need for a multi-year action plan was included in the [report](#) to the Board last year. In addition to sending the Board report out to the community, a follow-up stakeholders meeting was held on July 27, 2017 to provide an overview of the report findings and discuss next steps/action planning.
- A full report was professionally designed late last year. It was provided at our May 14 meeting. Arrangements are being made to put it online.
2. On January 23, 2017, the Ottawa Police Service promised to do a diversity and equity practices audit.
  - a. When will the results of the audit be public? Please provide an exact date.
- OPS has made several Board and community updates on the Diversity Audit since January 2017 including the consulting on the development of the audit requirements/scope, outreach announcement for the request for proposals posting and process, and announcement of the diversity audit team.

Excerpt from Chief's Verbal Report to the Board in May 2018 (posted online):

#### ***Diversity Audit Team: Contract Awarded to Graybridge Malkam***

***Following a competition process and a thorough analysis of five proposals by a diverse evaluation team that included members of the Ottawa Police Service, Ottawa Police Services Board, and Community, I am pleased to announce that the contract for the diversity audit has been awarded to Graybridge Malkam, who will begin work right away.***

***A local firm founded here in Ottawa in 1989, Graybridge Malkam brings a vast experience to OPS including conducting employment equity and diversity reviews - for policing, safety and public-serving organizations in Ottawa and nationally. They have deep subject matter expertise in diversity, equity, and inclusion and respectful workplaces - with particular focus areas that align well with OPS current work on bias-awareness, anti-racism, and gender equity.***

***The Graybridge Malkam Diversity Audit Team will work closely with Ottawa Police members, stakeholders and other community partners to design and deliver the audit this year. A report and recommendations are tentatively due by the end of the year.***

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*They will make a public presentation to Ottawa Police Services Board at next month's meeting on June 25th.*

3. On October 11, 2017, a review of the Community and Police Action Committee (COMPAC) was conducted with the intent to develop a new community based committee that can support the Ottawa Police Service to serve and work more effectively with diverse Ottawa communities, including Indigenous, racialized and faith based communities.
  - a. When will the first meeting of this committee take place?
- DRR is managing this process and anticipates posting the new council opportunities next month. It is expected that the new committee will be up and running this September.
4. On numerous occasions, the Police Chief indicated that the communities with high a police presence asked for more police deployed in their communities.
  - a. Is there any official paper work for this request?
  - b. We have requested this before.

This is a fluid process that evolves quickly from numerous sources, especially following a major incident such as shootings (calls for service, calls from various representatives to areas of the organization, social media).

Following the release of the release of Traffic Stop Race Data Collection Project report and data in October 2016, there were some important conversations with police and community about police presence requests that led to changes in how we deploy officers to neighbourhoods following a shooting or other serious crime.

5. It's been more than a year since Ontario released new rules restricting the practice of arbitrary police street checks.
  - a. Will Ottawa Police Service keep existing databases collected directly from carding before January 1, 2017?
  - b. If so, what is this data used for today?

While the legislation does not apply to street checks conducted prior to January 1, 2017, OPS committed resources to review five years of street check data records (2012-2016). The historical street check data is used for intelligence purposes.

For more information visit [ottawapolice.ca/regulatedinteractions](http://ottawapolice.ca/regulatedinteractions) or check out the latest [update report](#) to the Police Services Board.

6. Criminal history of Black and Arab Canadians are regularly released to the press when they are victim of a homicide, similar press leaks are not done for Caucasian victims of crime before a trial or a court case.
  - a. What measures are OPS taking that ensure that future leaks of victim's background do not occur?

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- b. Will your members continue providing information to the media that the victims are “known” to the police?

OPS does not release a victim’s criminal history to the media; however, the media can easily obtain this information from various avenues including court proceedings and documents, social media, etc.

We would be happy to have a conversation with examples about this.

7. Why is there a lack of diversity in the following departments?
  - a. Major Crimes
  - b. Gangs and Guns
  - c. Drugs (Narcotics)
  - d. Robbery

OPS conducted a workforce census of our membership last November. The Diversity Audit Team will review this census and do further audit work to explore the reasons for the lack of diversity in the organization.

8. In the last two years, how many lawsuits did the Ottawa Police receive related to race issues?
  - a. If settled, what is the total cost of these lawsuits (Including lawyer fees)?
  - Response pending. I wasn’t able to get a response in time.

9. In the last two years, how many human rights complaints did the Ottawa Police receive related to race issues?
  - Response pending. I wasn’t able to get a response in time.

10. We been hearing from the community that the Ottawa Police private members only page contains extremely racist comments.
  - a. What is the Ottawa Police Service doing to address this issue?

Laurie sent an email asking for more clarification on this one.

A social media policy has been created and issued to members, and complaints about member behaviour on social media is taken seriously.

11. What is the difference between the Diversity Race Relation (DRR) Section and the new Equity, Diversity, and Inclusion (EDI) Office Development?