



Report Community Equity Council January 15th, 2019 Meeting

A. Welcome

First Nation Elder, Irene Compton opened the meeting.

Deputy Chief Steve Bell, OPS Chair provided opening comments. CEC Facilitator Joan Riggs reviewed the Four Agreements as the Code of Conduct and the outline of the agenda. A round of introductions was done.

B. Selection of the new Community Chair and Vice Chair

Three candidates put their name forward: Sahada Alolo, Gérard Étienne and Rawlson King. The results of the election were:

Community Chair - Rawlson King
Community Vice-Chair – Sahada Alolo

The third candidate, Gérard Étienne was asked to also sit on the Leadership Committee because the voting was very close and reflected the strong support for all the candidates.

C. Abdirahman Abdi case

The case of Abdirahman Abdi will be in the courts and in the media starting February 2019. A presentation was provided to the CEC by the facilitator, based on the different news stories from CBC and the Ottawa Citizen about the case. (Powerpoint and handout provided in separate documents).

The CEC had the opportunity to develop a number of draft key messages that can support the CEC media spokespersons when they speak to the media:

- a) The Community Equity Council extends our condolences to Mr. Abdi's family, friends and community. The Council is committed to learning from the death of Abdirahman Abdi.
- b) The CEC recognizes that the court process that will begin in February of 2019 will be difficult for both community and OPS members. The CEC will learn from what comes out of this court case and have it inform our work plan.
- c) As CEC members, from the community and the police services, we are all committed to improving the Ottawa Police Service as a service that supports all citizens of Ottawa.
- d) While we do not have all the facts at this time, the death of Mr. Abdi raised a number of issues that many of our communities are grappling with and that we will be working with the Ottawa Police Services to address.

- e) The Ottawa Police Services, like many other public services, need to continually be improving on their ability to work effectively with the diversity of community members.
- f) Specifically, police services, like all other institutions in society, continue to have racist practices and systems that impact community members and police members. We are committed to working with OPS to address systems change and shift the values and behaviours of individuals in the OPS to be bias neutral. There is no place for racism in any public institution where all citizens in Ottawa have a right to access.
- g) The CEC will also be looking at how the police engages with community members who have with mental health issues.
 - o Mental Health is a serious issue in Canadian society. We know that one in five Canadians are suffering from mental health issues.
 - o Since the death of Mr. Abdi, police officers have increased their training to respond, assess mental distress and have ways to deescalate situations. We will be looking at whether that is sufficient to respond appropriately to the diversity of community members that the police face.

Action: The draft messages for the Abdirahman Abdi case will be circulated to all CEC members for input and finalized at the leadership meeting in February.

Action: CEC members receive media training.

D. Committee Updates

Only one committee met between CEC meetings.

1. Communications Committee

The Social Media Policy was presented and approved, after some discussion and amendments.

Decision: The social media policy, with the amendments, was approved.

Social Media Policy

The Community Equity Council (CEC) will establish and maintain an official social media presence, which will be maintained by the Ottawa Police Service Diversity and Race Relations section.

The social media presence will represent official communications, issued on behalf of the Community Equity Council, by CEC Co-Chairs.

Social media will be used to convey official statements such as media releases.

Media releases issued by the CEC Co-Chairs will be relayed to all CEC members before transmission.

All community members are free to comment and speak on all matters that affect their community or upon which they have expertise or working knowledge, by way of their own social

media accounts, but acknowledge that only the CEC Co-Chairs are official spokespersons for the Council and that other Council members are personally responsible for the content they publish.

CEC Members in their capacity as community members may be asked for official comment on issues concerning the CEC. If the comment requires a collective response, these requests should be redirected to the CEC Co-Chairs.

CEC Police Members (sworn officers or civilian members) acknowledge that they are subject to Ottawa Police Service Policy 2.22 which governs social media.

CEC Members should follow common sense social media engagement guidelines, which generally include: relaying timely and accurate information in a respectful and honest manner, while being sensitive to the privacy of others.

CEC Members should be mindful that social media is public space and that any statement, no matter inconsequential or obscure, can be seen by the public and the media and reflect upon the integrity of the CEC.

E. Updated CEC Committees – Master List January 2019

The communications committee and the Indigenous committee have meetings planned for February. The facilitator will organize the first meeting for all of the other committees for February 2019.

First Meeting for Indigenous Relations will be: February 5th, 4-6 pm, 488 Gladstone Avenue.

CEC Leadership Committee	
	Role
Steve Bell	OPS Chair
Rawlson King	Community Chair
Ian Hayes	OPS Vice Chair
Sahada Alolo	Community Vice Chair
Gerard Etienne	CEC Community Member
David Snoddy	CEC OPS Member
Joan Riggs	CEC Facilitator

CEC Communications Committee		
	Members	Chairs
Malik Ayass	Community Member, CEC	
Hector Addison	Community Member, CEC	
Joan McKenna	OPS Member, CEC	OPS Co-Chair
Rawlson King	Community Member, CEC	Community Co-Chair
Gerard Etienne	Community Member, CEC	

CEC Anti-Racism Committee		
	Members	Chairs
Deb Hoffman	Community Member, CEC	
Chris Renwick	OPS Member, CEC	OPS Co-Chair
Jo MacQuarrie	Elder, CEC	
Séverin Jr César Ndéma-Mousa	Community Member, CEC	Community Co-Chair
Ketcia Peters	Community Member	

CEC Indigenous Relations Committee		
	Members	Chairs
Jamie Dunlop	OPS Member, CEC	
Heidi Langille	Community Member, CEC	
Teresa Edwards	Community Member, CEC	
Irene Compton	Elder, CEC	
Jo MacQuarrie	Elder, CEC	
Lila Shibley	OPS Member, CEC	
Debra Frazer	OPS Member, CEC	

Bias Neutral Committee		
	Members	Chairs
Sahada Alolo	Community Member, CEC	
Huda Alsarraj	Community Member, CEC	
Hector Addison	Community Member, CEC	
Rawlson King	Community Member, CEC	
Sterling Hartley	OPS Member, CEC	
Mark Ford	OPS Member, CEC	
Jo MacQuarrie	Elder, CEC	
<i>Lisa Bianco</i>	OPS Member, CEC	
<i>Carl Cartright</i>	OPS Member, CEC (Alternate?)	
<i>Uday Jaswal</i>	OPS Member	
Laurie Fenton	OPS Member	
Ketcia Peters	Community Member	
Robert Yip	Community Member	

Issues Committee		
	Members	Chairs
Jamie Dunlop	OPS member, CEC	
Teresa Edwards	Community Member, CEC	
Lisa Bianco	OPS Member, CEC	
Chris Rheume	OPS Member, CEC	
Steve Bell	OPS Member, CEC	
Dave Zackrias	OPS Member	
Séverin Jr César Ndéma-Mousa	Community Member, CEC	

Ketcia Peters	Community Member	
Huda Alsarraj	Community Member, CEC	
Teresa Edwards	Community Member, CEC	
Ian Hayes	OPS Member, CEC	

The LGBTQS2+ committee will not begin until the Liaison Committee process has been completed. Membership will then be determined at that time.

Action: Catalyst will organize the first meeting of the bias neutral, anti-racism and issues committees.

F. Community Equity Council Community Visits

The CEC identified different community groups and areas that they want to visit.

1. Somali Community
2. Overbrook Community
3. Front Line police officers
4. South Keys
5. Lowertown (St. Patrick area and shelters)
6. Racialized youth
7. Arabic Black youth
8. McNabb community centre (Skateboard youth)
9. Bells Corner
10. OCISO – new Canadians
11. Carleton University – International student association and Indigenous association
12. Algonquin College – International student association and Indigenous association
13. Ottawa University – International student association and Indigenous association
14. Asian community
15. Part of the LGBTQS2+ engagement process
16. Ottawa Aboriginal Coalition.

Action: The community visits chart will be circulated to CEC members. Each member can identify possible organizations, contact people and interest in attending a community meeting.

G. Other Business

The community input for the OPS Diversity Audit is coming to a close at the end of February and the OPS would like to get input from the CEC. It was agreed that

Action: Organize a separate meeting for community members of the CEC to contribute to the Diversity Audit in February.

H. Closing

First Nation Elder, Irene Compton closed the meeting.

Attendance – January 15th (CEC Membership and Alternatives)

Community Members	
1. Hector Addison	X
2. Sahada Alolo	
3. Huda Alsarraj	X
4. Malik Ayass	X
5. Teresa Edwards	
6. Hodan Egale	
7. Gerard Etienne	X
8. Debbie Hoffman	X
9. Rawlson King	X
10. Heidi Langille	X
11. Jalil Marhnouj	
12. Severin Mousa	X

Elders	
13. First Nation Elder Irene Compton	X
14. Inuit Elder Reepa Evis Carleton	
15. Métis Elder Jo McQuarrie	X

Police Members		Alternatives	
16. Steve Bell	X		
17. Jamie Dunlop			
18. Mark Ford	X	Heather Lachine	
19. Sterling Hartley	X	Mark Patterson	
20. Joan McKenna	X	Ken Bryden	
21. Chris Renwick	X	Tim Hodgins	
22. Chris Rheaume	X	Debbie Miller	
23. David Snoddy	X		
24. Ian Hayes	X		
25. Lisa Bianco		Laurie Fenton	X

CEC Supports	
26. Joan Riggs, Facilitator	
27. Zoye Poulin, DRR	
28. Lila Shibley, DRR	

Guests

- Debra Frazer, Director General, OPS
- Gabriel, DRR student

Actions and Decisions Tables – January 15th, 2019 meeting

Decisions	Follow-up Actions
The social media policy, with the amendments, was approved.	Catalyst will include in the Terms of Reference

Action	Person/Committee	Timeline
The draft messages for the Abdirahman Abdi case will be circulated to all CEC members for input and finalized at the leadership meeting in February.	CEC Facilitator	Before February 1 st . February 6 th is the Leadership meeting
CEC members receive media training.	Leadership Cmte	To be determined
Catalyst will organize the first meeting of the bias neutral, anti-racism and issues committees.	CEC Facilitator	Before February 1 st
The community visits chart will be circulated to CEC members. Each member can identify possible organizations, contact people and interest in attending a community meeting.	CEC Facilitator	
Organize a separate meeting for community members of the CEC to contribute to the Diversity Audit in February.	Diversity and Race Relations and Laurie Fenton	For February or early March
Media release announcing the CEC Chair and Vice Chair	CEC Facilitator and Diversity and Race Relations	Before February 1 st .