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Memo

To: Community Equity Council members
From: Joan Riggs, CEC Facilitator
Date: March 15th, 2019

CEC updates between the January 15th, 2019 and March 19th, 2019

We have not yet established a place where CEC members can easily share information and a place to coordinate that information. This memo is intended to provide an overview of CEC activity over the last two months (between the CEC meetings). This can support CEC members to have the same foundational information for our discussions.

- 1. Community Chair and Vice Chair of the CEC:** Rawlson King, the elected Community Chair of the CEC announced in early January that he was running for Councilor in the by-election for Rideau-Rockliffe. Sahada Olola, the Vice Community Chair will be the acting Community Chair in the interim. Gérard Étienne, the other CEC member that ran for Community Chair or Vice Chair has been asked to join the Leadership Committee to support the capacity of the CEC.
- 2. Committees of the Community Equity Council:** All of the committees of the CEC have met at least once, except for the LGBTQ2S+ committee. Some of the committees have made the decision to meet monthly. (see the Committee chart)

Most of the committees have also indicated that they are ready to accept additional OPS and community members. The starting threshold is that committees will accept up to six community and six OPS members. For some committees, they have reduced that number because of the size of the existing committee. Diversity and Race Relations are establishing criteria for selection of committee members. Some committees are using the criteria that the OPS members on the committee will vet the potential OPS members.

A decision of the Leadership Committee is that the CEC Chairs and Vice Chairs will not officially sit on any one committee but will be available to come to a specific CEC committee upon request or as needed.

- 3. Content Management of Committees:** Most of the work of the CEC will be done at the committee level. Given that the leadership committee will not be sitting on

committees, there is a concern that content management can become disjointed and opportunities lost.

The recommendation is that the Co-Chairs of the CEC committees meet at the end of the month before the CEC meetings to discuss the themes of the conversations and help identify any necessary discussion items for the CEC agenda.

4. **Adherence with the Relationship Framework:** There are two members who have not been able to attend the first three meetings for personal reasons. Both members are still interested in being part of the CEC and will be participating as soon as possible.
5. **Administration:** The Community Equity Council is a committee within the Ottawa Police Services and the administration is through the Director of Community Development, primarily through the Diversity and Race Relations (DRR) office. The Director, Staff Sergeant responsible for DRR and the CEC Facilitator has outlined the new administrative processes to support the Community Equity Council and the committees.
6. **Mr. Abdi's Trial:** The trial began the first week of February and was suspended for a period of time (February 6-25th). The Anti-Racism committee requested a meeting with the Justice for Abdi coalition. They declined at this time through the former COMPAC Community Chair, Ketcia Peters. They indicated that they would consider meeting after the trial.

The Acting CEC Community Chair, Sahada Olola has attended the trial.

7. **Greg Ritchie's death:** After Greg Ritchie's death, a meeting was held at Wabano with the Indigenous Relations committee, OPS leadership, CEC leadership and members of the Indigenous community. The Leadership committee followed up with a meeting with Marc Maracle, Chairperson for the Ottawa Aboriginal Coalition. He extended an invitation to the CEC to attend an OAC Community Forum (May or the Fall of 2019).
8. **Media Releases:** There has been one media release that has come out of the CEC and that was the announcements of the Community Equity Council community chair and vice chair.

A process has been developed to support media releases being prepared by the CEC:

1. The CEC, the Leadership table and any committee can identify the need for a media release.
 2. They will provide key messages to DRR who will draft a media release.
 3. DRR will circulate the draft media release to the Leadership table members.
 4. If we do not have a consensus at the Leadership table, it does not move forward.
 5. DRR will use the OPS system for translation and distribution.
9. **Communication strategy for the CEC:** At a leadership meeting, clarification was provided by the OPS that the CEC as a committee of the OPS would need to follow OPS guidelines around media. A number of thoughts were shared at the meeting including:

- CEC community members need to have credibility with the community. Part of that is being able to show that the CEC is able to provide a critically constructive look at the OPS while working with the OPS. How can that be made evident? Suggestions included:
 - CEC community members could have their own social media accounts.
 - There be a CEC community members social media account. (e.g twitter)
 - CEC community Leadership members could make themselves available to media and that would be coordinated so that Communications knows who is available at different times for media calls.
 - Establish a consistent schedule where CEC members would participate in post-secondary education and cultural local talk radio shows.
- There was the suggestion that there be a CEC twitter account that tweets fact based information such as meetings, events and salutations or notices. There was discussion as to who would be responsible for this twitter account.
- Where the web page for the CEC is situated was discussed. Currently it is situated within the Diversity and Race Relations, which is within Community Development within the OPS website.

Action: These discussions will move forward to the CEC Communications Committee

10. Media Visibility of the Community Equity Council: The media presence for the CEC in the last few months was minimal and included:

- March 3th, CBC. Announcement of the 17 candidates running in the Rideau-Rockcliffe byelection identifies Rawlson King as a member of the CEC.
- February 17th, Ottawa Business Journal. Article about the gala for Ottawa Black History month and organized by African Canadian Association of Ottawa, noted **Sahada Alolo**, co-chair of the Ottawa Police Service's new Community Equity Council was in attendance.
- February 13th, The Citizen and CBC. Articles about the final report by the OPS Outreach Liaison Committee references the Community Equity Council.
- February 2nd, The Citizen. Article about the case of Constable Daniel Montsion references the CEC and quotes Ketcia Peters, the former COMPAC Community Chair.

11. Community Listening Circles: There has been limited response to the community listening circles. Two are planned in the next few months and there is a need for interested participants. A reminder that these meetings are intended to listen to the community about what they see as the current relationship between community and the OPS and improvements that they would like to see. The two being planned are:

- a) Somali community: To organize for April, May
- b) Community Police Officer Quarterly Meeting – April 17th, 10:00 am (1 hour)

12. Update on the Liaison Committee renewal: The GLBT Liaison Committee is also going through a renewal. Part of that renewal includes a survey to the LGBTQ2S+ community and OPS members. To date, there have been 150 responses. One of the questions on the survey provides four structural options for the relationship between OPS and the community, of which one option is to be the LGBTW2S+ community within the CEC. The survey results indicate that option is the third desired option.