



Community Equity Council

Report Community Equity Council September 15, 2020 Meeting (via Zoom)

A. Opening

First Nation Elder Irene Compton provided the opening.

B. Welcome

OPS Community Chair Sahada Alolo and OPS Chair Deputy Chief Steve Bell welcomed everyone. Sahada acknowledged that the role of police is a difficult one when people do not trust you. The partnership embodied in the CEC is critical to navigate such times, and it is important to renew our commitment to working together. She is encouraged by the way the CEC has played a key role.

Steve thanked Sahada for her acknowledgement of the police, and agreed that the situation has reached a difficult point. He thanked Grandmother Irene and said that there could not have been a better opening for the times in which we find ourselves. The last two months, and especially the last two weeks, have been hard because we are in the midst of change, and the CEC is needed now more than ever, to give good advice to move us forward.

Joan Riggs, facilitator, provided an overview of the meeting, including the agenda and materials, and a reminder of the Code of Conduct. The list of participants at the meeting is provided in Appendix A.

C. Actions and Updates since the July 21st Meeting

The following updates and reports were provided to the CEC in advance or at the meeting:

- Update Report July – September 2020
- 2020 EDI Action Plan: Progress Report – September 2020
- 2021 Strategic Plan: Inputs and Process, September 8, 2020
- Report of the July 21, 2020 CEC Meeting
- OPS Culture Shift Strategy, draft working document, September 1, 2020

Ottawa Police Association President and Executive have publically stated that they do not see systemic racism in the OPS. Will need a strategy to educate the broader OPS membership around systemic racism.

D. Discussion Question: The CEC's Role in supporting the organizational change process in OPS

Gérard provided an update on a session he facilitated with the senior leadership of OPS on September 8th. CEC members were provided with the powerpoint presentation.

The session discussed the strong reaction to the Chief's statement that systemic racism existed within the OPS. It had three purposes:

- a) put processes in place to air grievances and allow voices to be heard,
- b) address terminology and issues,
- c) engage everyone in the conversation moving forward.

In Gerard's view, three things were achieved during the session:

- It identified that there was a problem of communication, not a problem of discrimination.
- It achieved cohesion among the Chief and senior leadership, and confirmed the commitment to EDI.
- It clarified the role of the CEC. OPS felt they had been under attack, and it is easy to polarize in situations like that, to create an "us-and-them" atmosphere. However, the CEC were identified and affirmed as critical and constructive allies of the police.

Systemic racism exists in the OPS but is denied because people will take the statement personally, rather than understanding it as an institutional, systemic challenge. This misunderstanding is not limited to OPS personnel, as evidenced by recent comments from Premier François Legault and RCMP Commissioner Brenda Lucki. Education and communication is needed to explain what systemic racism is.

We need to find the middle ground in our conversations.

The role of the CEC in this process can include:

- 1) Communication between community and the OPS to provide strategic advice,
- 2) Education within the OPS around systemic racism,
- 3) Education amongst ourselves around institutionalized, systemic racism,
- 4) Have middle ground, "centred" conversations.

In this process, we need to understand distinctions among various groups, including activists/protesters, formal community organizations, informal community groups, and individual community members.

Discussion

Steve started the conversation by asking us to continually focus on what are the things that the our community needs the OPS to do? There were a number of observations of where OPS needs to go next:

Centering our Conversations

- Need to have a future focus.

- Need a series of conversations to reach a point of understanding, with a lot of sharing of perspectives.
- Two-way dialogue is important, in which people listen to understand.
- We have to internally experience what systemic racism means.
- Commitment to do better, to improve the police.

Foundational Knowledge to our Conversation

- How do we define how systemic racism manifests? We need to come up with a way that people can understand it.
- Can we apply an Intercultural inventory?
- Systemic racism is rooted in systems. What are the pieces of our system that look like systemic racism to outsiders?
- How do we meet the needs of our community? Do we need to get rid of certain systems?
- Change will take time.
- Communication and dialogue are needed throughout the process.
- We need Diversity champions in OPS– they do not need to be racialized.
- To see how change is happening at OPS, create an inventory of tangible examples, within OPS and between OPS and the community.
- The Anti-Racism Committee is moving from addressing bias to addressing racism.

Language

- Terminology: sometimes the jargon sounds like government-speak. We need to keep our terms and explanations to a Grade 7 or 8 level or people will not necessarily understand our concepts.
- Use concrete examples, and design these examples internally and between OPS and community.
- The average officer may not be familiar with the terms and definitions. What does it look like? How does it play out at OPS? They may think of individual racist acts rather than systemic racism.
- We need to provide definitions, education, examples, data.

Outside Pressures/Opportunities

- Media are playing a destructive role, painting some citizens or some police as “bad”.
- OPS Business Plan/Strategic Plan
- Police Services Board – designed to build on existing strategic plan.
- EDI

Community Equity Council

- Use our Committees to have these conversations
- Promote these conversations within our networks
- Position the role of community in the OPS.

<p>Action: Develop clear definition and specific examples of what systemic racism is and what it looks like within OPS.</p>
--

<p>Action: Develop consistent organizational messages around systemic racism and what it looks like from the community’s perspective.</p>
--

Action: CEC – OPS process when community issues occur that relate to racism
--

Proposed Action for OPS: Diversity champions throughout the organization

E. OPS Strategic Plan

The CEC reviewed the background information provided about the OPS Strategic Plan process and discussed the next stages in the process.

- 1) Does the CEC want to have input into the survey instruments that will be used to get feedback into the updated OPS Business Plan?
- 2) Does the CEC want to review and provide input into the stakeholder list?
- 3) Does the CEC want to promote the survey to your network?
- 4) Does the CEC want to review the raw material for analysis?
- 5) Are there other roles that the CEC would like to do as part of this process?

Action: CEC participate in the OPS strategic plan (all steps identified)

F. OPS-EDI Plan Update

Laurie Fenton presented an update on the EDI Action Plan.

Action: Reactivate the EDI Committee	
---	--

G. CEC 2020 Work plan

Updates from the CEC Committees were discussed.

1. Communications:

- Positive messaging is being developed around the CEC and the positive impact within the OPS.
- Community messaging: what the CEC is about, and what we do.
- Share the websites.
- Doing messages about what the CEC is about and what we do. Individual CEC members have been interviewed and are on the internal communication platform. Developing a splash page about the CEC.

Action: Develop a strategy to introduce the CEC to the broader OPS membership	To Leadership for further actions. – There has to be some positive messages about the CEC, about the work with the community and about addressing systemic racism as an organization.
Action: Share the CEC website and social media platforms to internal members and external OPS partners and stakeholders.	Ian sent to Hamid for external distribution.

2. Anti-Racism

- Committee discussed the impact of the video.

3. Hiring and Training: No report

4. Indigenous Relations

- Inuit Listening Circle is planned for October 8th.

5. Trending Issues: No report

Malik suggested that it would be timely to have a zoom Listening Circle with the Asian community. The BIA and Grace Xin could assist with the Listening Circle.

Action: Organize a Listening Circle with the Asian Community

H. CEC Administration

We need to set up meeting time that work for everyone.

Action: identify the best time and day for CEC meetings.	Joan will circulate a doodle poll to see availability.
--	--

I. Closing

In final comments, Sahada emphasized the role of the CEC in providing strategic advice, and the importance of being willing to listen and be better. We have the opportunity to sit here and see different sides of the question. These issues are hard to discuss and others do not see it. Steve thanked Sahada for her leadership, and commented that he does not see community and police, but rather one team working to move ahead.

Métis Elder Parmalia Burgie closed the meeting.

Attendance – September 15, 2020 (CEC Membership and Alternates) -

Community Members	
1. Hector Addison	X
2. Noura Ahmed	Regrets
3. Sahada Alolo	X
4. Huda Alsarraj	Regrets
5. Malik Ayass	X
6. Teresa Edwards	X
7. Hodan Egale	X
8. Gerard Etienne	X
9. Debbie Hoffman	X
10. Heidi Langille (arrived late)	X
11. Jalil Marhnouj	X
12. Séverin César Ndéma-Moussa	X

Elders	
13. First Nation Elder Irene Compton	X
14. Inuit Elder Aigah Attagutsiak	Regrets
15. Métis Elder Parmalia Burgie	X

Police Members		Alternatives	
16. Steve Bell	X		
17. Ian Hayes	X		
18. Jamie Dunlop	X		
19. Mark Ford	X		
20. Mark Patterson	Regrets		
21. Joan McKenna	X		
22. Chris Renwick	X		
23. Chris Rheaume	X		
24. David Snoddy	Regrets	Laurie Fenton	X
25. Paul Burnett	Regrets		
26. Deborah Aarenau	Regrets		
27. Isobel Granger	X		
28. Peter Sloly	X		

CEC Supports
29. Joan Riggs, Facilitator

Actions and updates out of the September 15th, 2020 CEC meeting

Actions	Updates
Action: Develop a strategy to introduce the CEC to the broader OPS membership	<p>Communications Cmte: Doing messages about what the CEC is about and what we do. Individual CEC members have been interviewed and are on the internal communication platform. Developing a splash page about the CEC.</p> <p>To Leadership for further actions. – There has to be some positive messages about the CEC, about the work with the community and about addressing systemic racism as an organization.</p>
Action: Leadership team meetings attend committee meetings to provide support and direction.	<p>Committees:</p> <ol style="list-style-type: none"> 1. Anti-Racism September 29th 2. Communications September 23rd, 2-3 3. Trending Issues October 14th, 12- 1:30 4. Indigenous Relations October 14th & Listening Circle October 8th 5. EDI Implementations October 15th 6. Hiring and Training (No update)
Action: Develop clear definition and specific examples of what systemic racism is and what it looks like within OPS.	<p>To Anti-Racism Committee</p> <p>Make the language accessible and inclusive.</p>
Action: Develop consistent organizational messages around systemic racism and what it looks like from the community's perspective.	<p>To Anti-Racism Committee</p> <p>Make the language accessible and inclusive.</p>
Action: CEC participate in the OPS strategic plan (all steps identified)	<p>Suggestion: All committees and CEC Community members review the survey and the list of stakeholders and provide input.</p> <p>All CEC members received the survey.</p>
Action: CEC – OPS process when community issues occur that relate to racism	<p>Proposed process: Anyone on Leadership can identify as an issue and the CEC facilitator will send out an e-mail to get feedback. Committees can organize meetings if they want to respond.</p>
Action: Listening Circle with the Asian Community	<p>Malik coordinated a meeting with Grace Xin and Joan and Joan. Meeting is planned for late in November.</p>
Proposed Action for OPS: Intercultural inventory	No action taken
Proposed Action for OPS: Diversity champions throughout the organization	No action taken

Action: identify the best time and day for CEC meetings.	Joan will circulate a doodle poll to see availability.
Action: Share the CEC website and social media platforms to internal members and external OPS partners and stakeholders.	Ian sent to Hamid for external distribution. Hamdi distributed to his list. Outstanding – OPS distribution