

CEC Community Members Evaluation

Issues and Recommendations table (January, 19, 2020)

Issue	Recommended Solution
<p>1. The organizational culture of the OPS is a significant player in the work that we are doing yet it is not explicitly discussed including in the documents that the CEC has seen or had presented to them around moving forward. As Gérard so clearly says “Organizational culture eats strategy for breakfast.” It is the core conversation that needs to be discussed by leadership.</p>	<p>There needs to be a values exercise by the OPS Leadership. Some of the questions that need to be answered through this exercise includes:</p> <ul style="list-style-type: none"> • What organizational culture are you seeking to develop and nurture? • Why are you doing this change? • What is the intended role of the CEC? <p>(Incorporated into the EDI discussions and into the CEC submission)</p>
<p>2. Language for our discussions are not grounded and consistent.</p>	<p>The CEC needs to use the language of intercultural competency. We do not want OPS members to be culturally competent in every culture in Ottawa. In fact, people can only really be competent in our own culture. Ottawa needs OPS members to have intercultural competence – starting with a respect for the diversity of cultures they will be working with, both internally and in the community.</p> <p>(Incorporated into the EDI discussions and into the CEC submission – specifically around training of OPS members – emphasis on competencies around building relationships)</p>
<p>3. Meetings are dominated by the OPS – content of the meetings; who talks and who attends.</p>	<p>There were a number of suggestions to address this:</p> <ol style="list-style-type: none"> a) Strictly adhere to the Terms of Reference and replace Community Members when they do not attend. (Have had discussions with people who have missed 2 or more meetings – asking that everyone recommit to the 6 meetings at the CEC) b) Establish alternates for the CEC community members as the OPS members have alternatives. (To be discussed at the CEC) c) Have the committees and community members from the CEC and their organizations do presentations in balance with the OPS content. (To be discussed at the CEC)

4. Measuring our progress	<p>There were a number of suggestions:</p> <ul style="list-style-type: none"> a) Have the CEC work plan be more prominent at each meeting. b) Identify ten things we are going to work on next year, assign to committees and monitor the progress. c) At each CEC meeting have the committee reports be on the outcomes. <p>(To be discussed at the CEC)</p>
5. Recognizing the CEC Community members contribution.	<ul style="list-style-type: none"> a) Continue to pay for parking including committee meetings. Done b) Continue to provide meals when meetings are over meal time. Done c) Hold the meetings during times so that community members can attend. Committees are adjusting timing
6. Listening Circles	<p>The Listening Circles are really effective tools to connect with community but we need to have a tighter turn around.</p> <ul style="list-style-type: none"> a) The report goes to the leadership table to review recommendations and direct to the appropriate committee. b) Follow up meeting with organizers within one month. c) Answer the questions that are raised in some other format within the first two weeks. <p>(Leadership has agreed to be the lead on this process)</p>
7. Effective external communication that reflects the OPS – Community partnership within the CEC.	<p>There needs to be regular messages out of the CEC including:</p> <ul style="list-style-type: none"> A) Twitter presence B) Website presence that includes the work plan and quarterly updates and the Listening Circle reports. C) Logo – recognition of the partnership. D) Community Listening Circles online CEC platform <p>(CEC discussion that will go to the Communications Committee)</p>
8. Enhanced communication and engagement of the CEC	<p>There was a suggestion to move the CEC meetings from every 2 months to every month or every six weeks given the amount of work that we want to cover and the need to build relationships to have these discussions.</p> <p>(CEC discussion)</p>

9. Accountability	<p>Should the CEC have a direct accountability to the Police Board on specific areas of change? It does seem that there needs to be a higher body to report to as a partnership. Otherwise, we are reporting to our partner – our other half.</p> <p>(CEC discussion – also been included in the EDI contribution)</p>
10. Incidents in Racialized, Faith based and indigenous communities	<p>The OPS engage the CEC when a situation arises that relates to a Racialized, Faith based and indigenous community. Maximize the use of the CEC member to support the relationship between community members and the OPS. (CEC discussion)</p>