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2020 EDI Action Plan Update

Ottawa Police Services Board Meeting September 27, 2020



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Meaningful Progress on Equity, Diversity, and Inclusion:

Creating a Police Service that Community and Police Members Deserve

Draft Strategic Action Plan: 2020 – 2022

Version 1.2 | Focus on Year One – 2020 Action Items

Release Dates: 1.0 Tabled – Jan.27/2020; 1.1 Revised – Feb.14/2020; 1.1 Approved – Feb.24/2020; 1.2 Revised – March2020



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The EDI Action Plan



- Building on recommendations and engagement efforts we released a strategic three year **Equity, Diversity, and Inclusion (EDI) Action Plan** in January 2020 (approved in February)
- The 2020 plan contains **ten priority Action Items** that we are in the process of implementing right now in partnership with Community Equity Council, city partners and other stakeholders.



The EDI Action Plan



- The goal of the plan is to **prevent, identify, and eliminate all acts and forms of discrimination** in our workplace, and in the way we deliver service to the public.
- This is particularly important in the **current climate**, with the OPS facing challenges due to **COVID-19** and **public calls for action** on systemic racism, gender discrimination, MMIW,
- The Action Plan is a roadmap through **2022**, focusing on
 - **Removing barriers;**
 - **Improving systems;**
 - **Building a culture that embraces equity, diversity, and inclusion.**
 - **It's about creating a police service our police and community members deserve**

EDI Action Plan – Key Focus Areas of Work

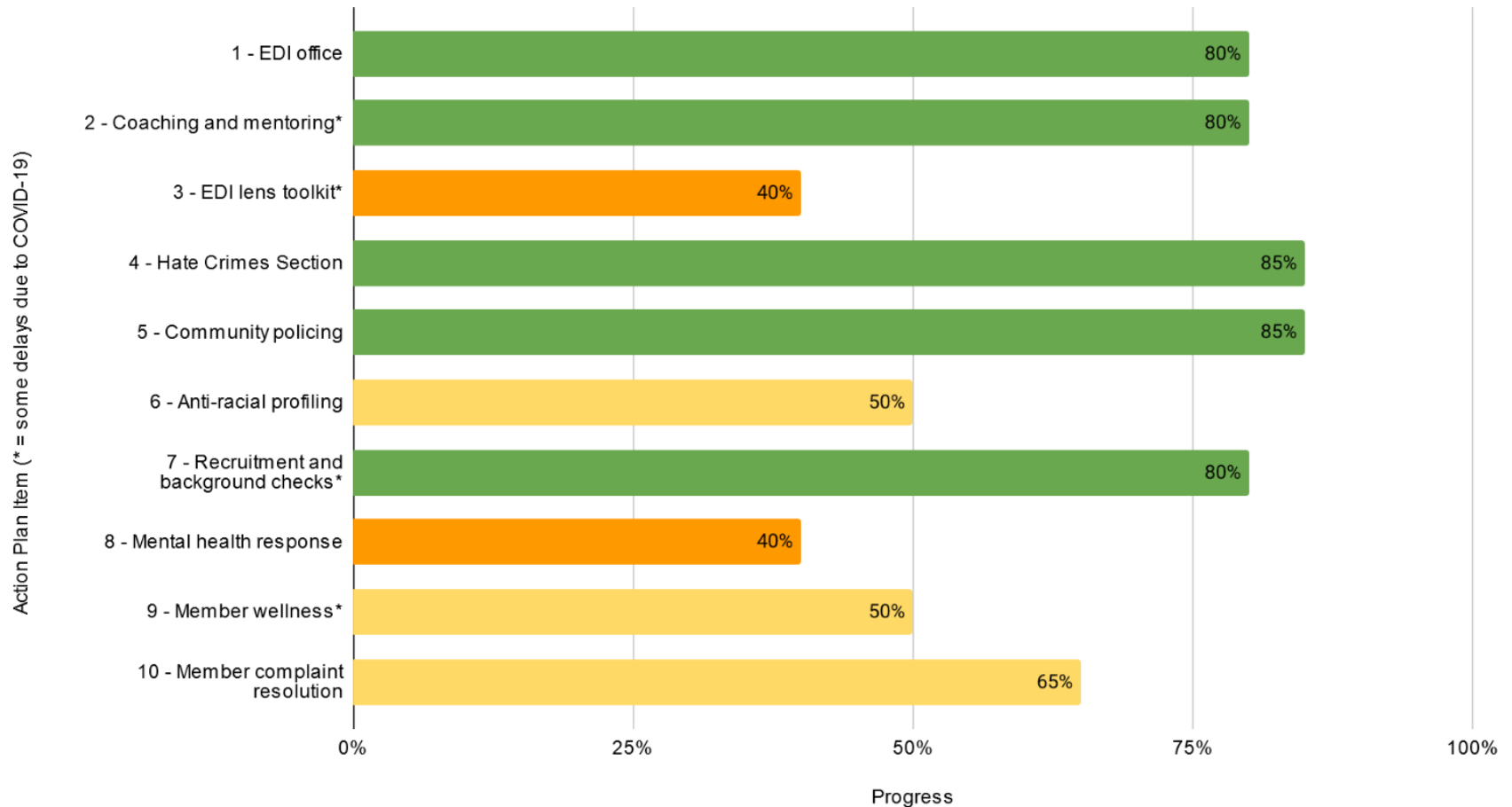




Progress on Action Items



Progress on EDI Priority Action Items (as of September 2020)



Action Plan Item (* = some delays due to COVID-19)



Additional Work in 2020



- Committee representation and partnership work with the **Aboriginal Working Committee and City Reconciliation Plan, new City of Ottawa Anti Racism Secretariat, United for All Coalition, and Equity Ottawa**
- Ongoing work with the **Ottawa Coalition to End Violence Against Women (OCTEVAW)** to address violence against women and improve service delivery
- Provincial partnership and committee work with **Ontario Association of Chiefs of Police – Diversity Committee**
- **Virtual Pride Week 2020** celebrations complete with OPS planned activities
- Ongoing development of **Employee Resource Groups**
- Recognition of **Black History Month, International Women Day, and International Day Against Homophobia and Transphobia**
- Electronic **Multi-cultural calendar** implementation across OPS
- **OPSMember Engagement Surveys** currently underway
- **Racial Profiling Policy Review**
- **Annual Human Rights Learning Forum** Save the Date– Dec 10th



Remaining Work for 2020



- Continue to focus on key focus areas with CEC Committees and other partners on remaining 2020 priority work areas:
 - member wellness
 - sexual harassment and violence in the workplace
 - other systemic issues such as **gender-based discrimination, racial profiling, anti-Black racism, and anti-Indigenous racism**
- Develop **measurement indicators** in consultation with partners
- Collaborate with PSB member Nirman to ensure we address and include his recent leadership motion and recommendations
- Work closely with key city stakeholders and community partners like the Community Equity Council to **report on the 2020 EDI Action Plan** and **prepare the 2021 EDI Action Plan** (December 2020).



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2020 EDI Action Plan

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