

MAKE MEANINGFUL PROGRESS ON EDI

Ottawa Police - Equity Diversity and Inclusion Action Plan

*5th Annual
Human Rights Learning Forum
December 2019*



OTTAWA POLICE SERVICE
SERVICE DE POLICE D'OTTAWA

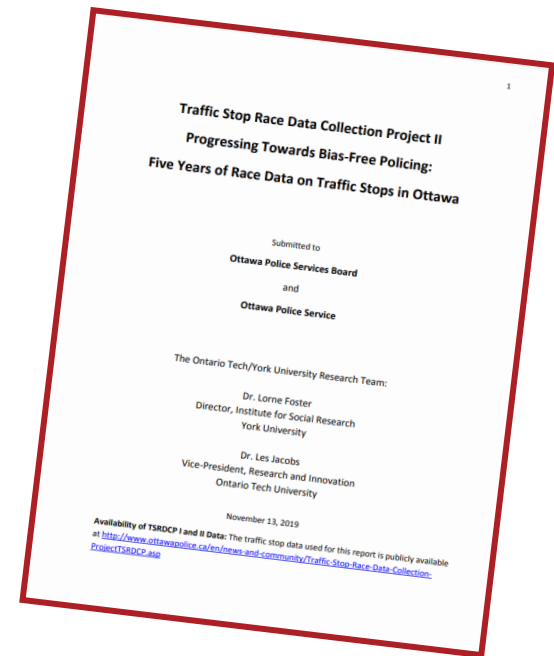
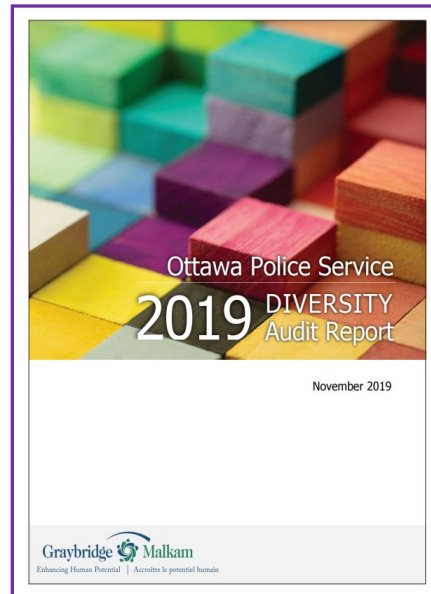
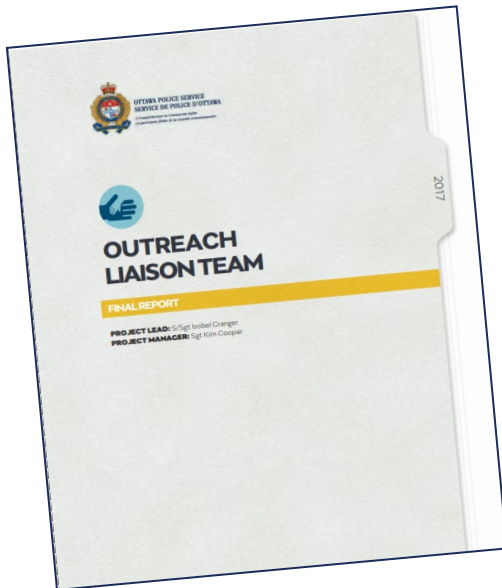
*A Trusted Partner in Community Safety
Un partenaire fiable de la sécurité communautaire*

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FROM RECOMMENDATIONS TO ACTION - EDI ACTION PLAN



From Reports and Recommendations to Action



FROM RECOMMENDATIONS TO ACTION - EDI ACTION PLAN



Working Closely with Community Equity Council (CEC) to develop OPS EDI Action Plan:

- **Organizational strategy with three-year action plan**
- **Focused activities and defined deliverables**
- **Progress reporting & benchmark measures**
- **Communications and change management plan**
- **Governance structure**
- **Multi-stakeholder approach – development, implementation, and monitoring of the EDI Action Plan**

DRAFT EDI ACTION PLAN FRAMEWORK – FOCUS AREAS



Leadership Commitment

Resources

Communications

<-----Accountability----->

DRAFT EDI ACTION PLAN FRAMEWORK – FOCUS AREAS



Meaningful Community
Engagement

DRAFT EDI ACTION PLAN FRAMEWORK – FOCUS AREAS



Leadership

Reflects

The City

Diverse Workforce

DRAFT EDI ACTION PLAN FRAMEWORK – FOCUS AREAS



**Culturally Competent
Members**

**Members Feel
Secure and Supported**

DRAFT FRAMEWORK – EDI ACTION PLAN



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