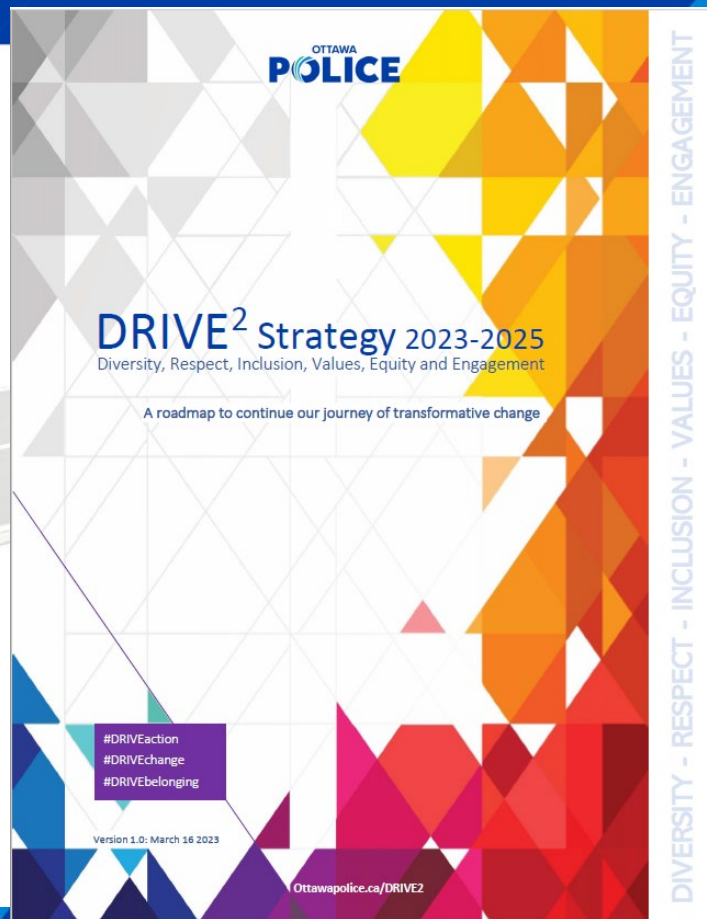


# 2023 – 2025 DRIVE<sup>2</sup> Strategy



Continuing our EDI Journey...

# DRIVE<sup>2</sup> Strategy 2023-2025



*The OPS DRIVE<sup>2</sup> Strategy is the Roadmap to continue our journey of transformative change that we seek for each other and the communities we serve.*

# DRIVE<sup>2</sup> Strategy: 2023-2025

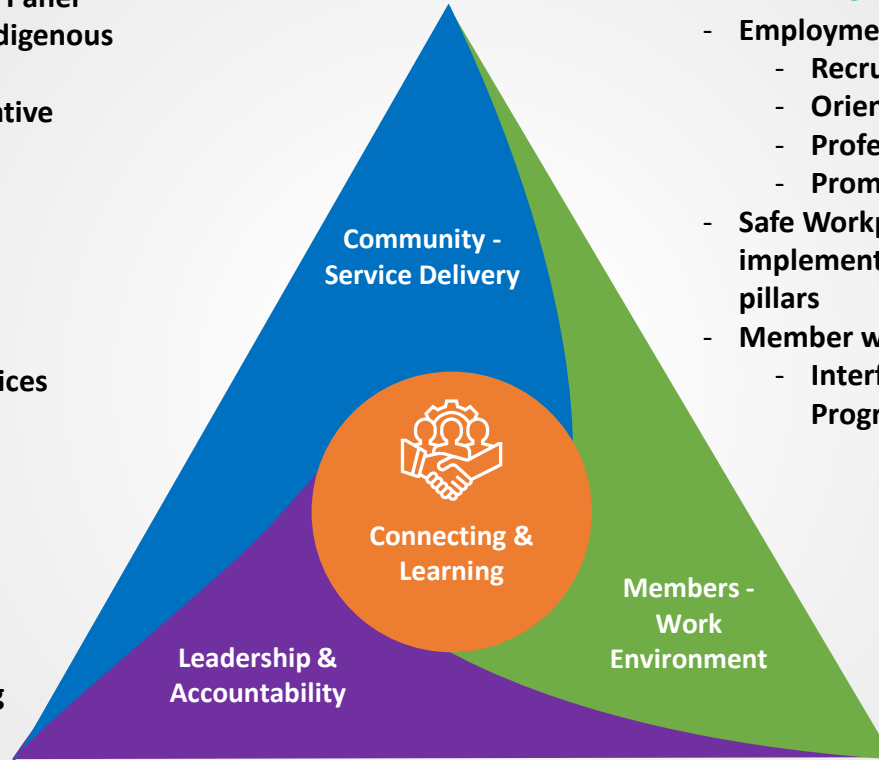
## Focus Areas & 2023 Action Items

### COMMUNITY – Service Delivery

- Use of Force Community Review Panel
- Violence Against Women and Indigenous Relations Strategies
- 2SLGBTQQIA+ Relationship Initiative
- Hate Crime Response
- Race and Equity Data Strategy
- Call Referral Model
- Indigenous Relations Journey
- Human Rights Learning Forum
- Guns and Gangs Approach
- Multi-Language Translation Services

### Connecting & Learning

- Measurement/KPIs
- Engagement and Communications Plan
- Learning and Development/Training
  - Anti-Black Racism Learning Sessions & Evaluation
  - Active Bystandership Training



### MEMBERS – Work Environment

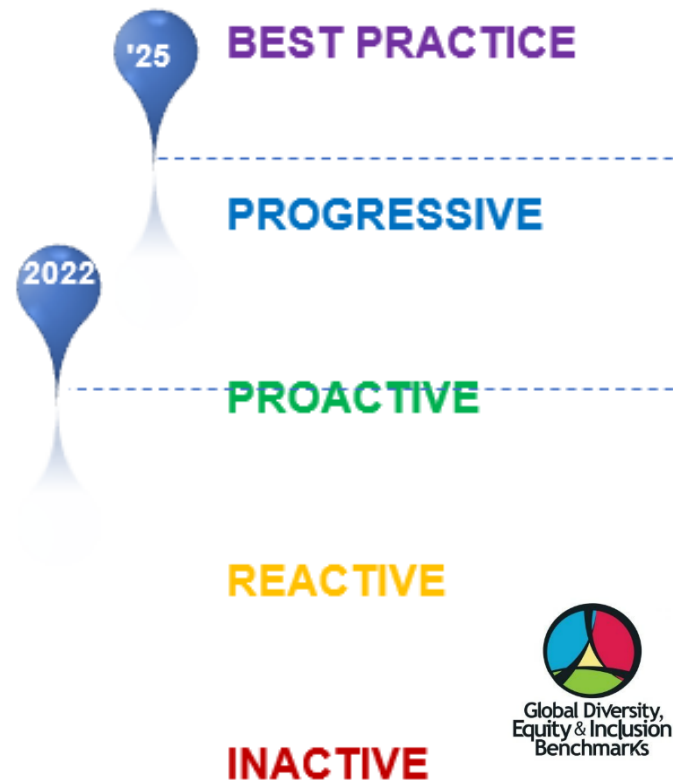
- Employment Systems Review implementation
  - Recruiting
  - Orientation/Onboarding
  - Professional Development
  - Promotions/Transfers
- Safe Workplace Program – Project implementation of restoration and prevention pillars
- Member wellness and inclusion programs
  - Interfaith Prayer Spaces, Chaplain Program

### Leadership & Accountability

- Strategy: vision, design, implementation, monitoring
- Governance & Accountability framework
- Leadership development & coaching: Leadership development program, Intercultural Development assessments

## Measuring Our Progress – Indicators and Benchmarks

- ✓ Police and Community Engagement Surveys
- ✓ Demographics
- ✓ Complaint Types/Frequency
- ✓ Race-Based Data
- ✓ Learning Evaluation
- ✓ Crime Statistics
- ✓ Global Diversity Equity Inclusion Benchmarks



## Next Steps:

**March 27: Ottawa Police Services Board Meeting (Tabling & Presentation)**

**March 27 – Apr.17: Engagement and Communications**

**April 24: Approval of DRIVE Strategy**

**April: Community Equity Council Meeting**

**April 25: Engagement and Communications – Implementation Phase Begins**

**Information: [Ottawapolice.ca/DRIVE2](https://ottawapolice.ca/DRIVE2)  
[EDI@ottawapolice.ca](mailto:EDI@ottawapolice.ca)**



**Community  
Equity Council**

by 2025?