



Ottawa Police Services Community Equity Council

CEC Recruitment

January 2024

An Invitation to Ottawa Community Members

- Are you interested in improving the relationship between the Ottawa Police Service and Indigenous, Faith Based or Racialized Communities in Ottawa?
- Are you part of an Indigenous, Faith Based or Racialized Community?
- Do you have experience in offering constructive feedback to organizations that are working toward establishing anti-racists practices, processes and approaches?
- Does your community have direct experience with the Ottawa Police Services that you could use to provide constructive feedback on how to improve relationships?

If you answered yes to any of these then we would ask that you consider this opportunity.

The OPS Community Equity Council is currently looking for Community members for the CEC Council and for committees.

If you would like more information about the CEC, please go to our website at

<https://www.opscommunityequitycouncil.com>

Or the OPS website

<https://www.ottawapolice.ca/en/careers-and-volunteering/community-equity-council.aspx>

If you are interested in being part of a committee or becoming a member of the CEC, please contact:

EDI@ottawapolice.ca.

Community Equity Committees

Communications committee: This committee has three responsibilities:

- Review and ensure that the CEC website is up to date.
- Develop and update, as needed, a communications policy (including social media policy) for the CEC

- Review and summarize the Community Engagement feedback and present a report to the CEC on the issues emerging from the community.

Training and Recruitment: Track concerns and offer solutions related to training and recruitment in the OPS. Specific focus is on training on better supporting OPS members to work effectively with Faith based, Indigenous and Racialized community members.

EDI: This committee is focused on providing input into the EDI plan, reporting and implementation within the OPS. The committee also has responsibilities to review and work on recommendations that came out of the OPS reports relevant to the Faith Based, Indigenous and Race Based communities, including the Use of Force Report.

Anti-Racism Committee: This committee will look at ways that the OPS can work with communities who have identified the OPS as being racist or where incidents occur and racism is named as one of the dynamics in the situation; and guide and support OPS in Identifying common challenges and issues relating to anti-racism. These will be opportunities to learn to deepen an anti-racism practice in OPS. Specific attention will be on the current training on anti-black racism.

Indigenous Relations Committee: This committee will work on areas that need strengthening between the Indigenous community and the OPS.

2SLGBTQIA+: This committee will identify and work on areas that need strengthening between the LGBTQ2S+ community and the OPS that intersect sexual orientation, gender fluidity, faith, race and Indigeneity.

Trending Issues This committee will review issues that come from the community. This committee will support existing OPS processes to resolve the issue in a constructive and strength-based way while also providing recommendations for better or new processes.

Neighbourhood Response Team (NRT) Committee: This committee will examine the NRT's effectiveness in responding to Faith based, Indigenous and Racialized community members and offer suggestions for improvement. The committee will be looking at ways to evaluate the work of the NRTs.

The Use of Force (UoF) Review Panel will review Use of Force case files and make specific recommendations on service delivery improvements to address systemic issues (for OPS and possibly other service providers). The panel will also have a role, with the CEC in the annual UoF data analysis, recommendations, reporting, and action planning. The Panel will have its own terms of reference and members of the panel will be required to sign a confidentiality agreement after being interviewed.

The Process for Applying to the CEC or a CEC Committee

All candidates for all committees and for the CEC will be required to:

1. Submit a letter or e-mail of interest.
2. Provide a resume.
3. Go through an interview process with the Recruitment Committee
4. Provide references including a community-based organization reference.

If you are success in your interview process you will be required to do a police background records check and sign a confidentiality agreement. For people who are interested in the Use of Force Review Panel, there may be an additional confidential waiver as you will be reviewing police files.

We hope you will consider this opportunity. Please submit your letter and resume to EDI@ottawapolice.ca



JOIN US TODAY

The Community Equity Council is seeking applicants with an interest in building stronger relationships between the Ottawa Police Service and Indigenous, racialized and faith based communities in Ottawa.

THE COMMUNITY EQUITY COUNCIL WORKS WITHIN AN INTERSECTIONAL FRAMEWORK AND IS MADE UP OF COMMUNITY MEMBERS, INDIGENOUS ELDERS AND SENIOR MEMBERS OF THE OTTAWA POLICE SERVICE.

For more information visit:
www.opscommunityequitycouncil.com
www.ottawapolice.ca/cec

The crest of the Ottawa Police Service, featuring a shield with a crown on top and a banner at the bottom.