



OTTAWA POLICE SERVICE
SERVICE DE POLICE D'OTTAWA

The Trusted Leader in Policing
Le chef de file de confiance dans la police



2013-2015 BUSINESS PLAN

Ottawa Police Service Community Police Action Committee



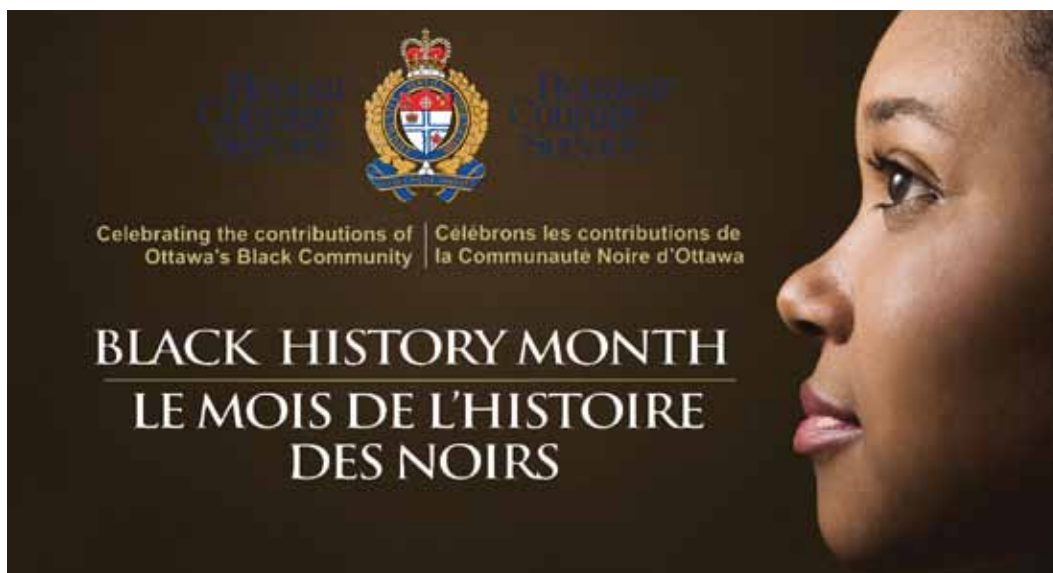


COMPAC is a city-wide community-police advisory and coordinating body representing an equal partnership between the Police, racialized, and Aboriginal communities in the City of Ottawa.

COMPAC is an Advisory Committee which assists the Ottawa Police Service to achieve the goals of providing just and equitable service for racialized and Aboriginal communities in Ottawa, building trust between the police and racialized and Aboriginal communities, and addressing on-going and historic diversity and race relations issues which arise between the community and the Ottawa Police Service

COMPAC's objective is to nurture and develop an equal partnership between racialized and Aboriginal communities and the police by means of communication, respect, accountability, trust and freedom from fear.

COMPAC provides an opportunity to the police service to interact with racialized and Aboriginal community members, and together they can solve problems. Also, community members will have a voice within the police service, and the police will gain insight about the ethnic cultures, value systems, attitudes and religious practices of minority groups in our multicultural society.



"Fostering healthy two-way communications between the Ottawa Police Service and Ottawa's diverse community, especially those communities that have been traditionally marginalized is of critical importance to our police service." (Chief Charles Bordeleau)



HISTORY OF COMPAC

In 1989, then Chief of Police, Thomas G. Flanagan, S.C. recognized the need to develop a system that would allow for open communication among the diverse communities of Ottawa and the Ottawa Police Service.

In March 1990, 15 community organizations representing racialized and Aboriginal communities came together in an inaugural meeting with members of the Ottawa Police Service, as well as representation from Nepean Police, Gloucester Police, Ontario Provincial Police, and the Royal Canadian Mounted Police. At this meeting, it was agreed that a formal advisory committee be formed and implemented as a model of harmonious relations between police agencies, Aboriginal, and racialized communities.

This advisory committee assumed the name the Ottawa-Carleton Area Police and Community Council (O.C.A.P.C.C.). O.C.A.P.C.C.'s flagship event took place in May 1992 where they hosted a local symposium on Parliament Hill titled "Strengthening the Dialogue". At this symposium, the need for dialogue with media outlets on race relations and training, crisis management model development, and youth involvement were highlighted.

In March 1994, O.C.A.P.C.C. received a grant from the Ontario Solicitor General and Minister of Correctional Services for the development of a community/police incident response strategy.

Over the next few years, O.C.A.P.C.C. researched, designed, and created a document entitled "Partnership in Action" (PIA). This document provided recommendations to the Chief of Ottawa Police that included fundamental principles on strategies for an organizational model based on districts. The report further recommended the development of a Critical Incident - Critical Situation protocol, as well as programming in the area of education, outreach, police training, advocacy, police/community media relations and an information and communication strategy. Most importantly, O.C.A.P.C.C.'s Partnership in Action created a mechanism that formed the foundation of the Community Police Action Committee (COMPAC).

In November 1999, the concept of COMPAC was formally adopted by the Ottawa Police and supported by Aboriginal and racialized communities throughout the city





ESTABLISHMENT OF COMPAC

In February 2000, the Chief of Police invited various members of racialized and Aboriginal communities to join COMPAC.

After an informal gathering of the COMPAC members on March 22, 2000, the inaugural meeting of COMPAC was held on March 29, 2000. Since then, monthly meetings have been held. The Committee members are partners in the development and maintenance of a positive community-police relationship. The Committee enhances the sense of security and inclusiveness among members of the various ethnic, racial, Aboriginal, and faith-based communities.

In recognition of the importance of COMPAC within the Ottawa Police Service, this committee is equally co-chaired by an individual selected from the diverse community representation and the Ottawa Police Service's Deputy Chief of Operations.

COMPAC's current membership encompasses representatives from communities that include First Nations, Metis, Inuit, Arab Nations, African, Haitian, Caribbean, Chinese, Jamaican, Jewish, Latin American, Muslim, Sikh, Somali, Vietnamese, and youth. From an organizational perspective, several sections of the Police Service are represented on the committee.

These include Diversity and Race Relations, Community Development, Hate Crimes, Professional Development, Human Resources, Partner Assault, Professional Standards, Court Security, Youth, Tactical, as well as the Ottawa Police Association, the Ontario Provincial Police and the Royal Canadian Mounted Police.



To date, COMPAC has played a significant role in assisting the Ottawa Police in the areas of recruiting, hiring, promotion, and retention of police and civilian members, training of constable recruits, and development of Critical Incident-Critical Situation Teams. COMPAC has been recognized by the Ottawa Police Services Board and the Ontario Human Rights Commission as a viable and important advisory committee for the Ottawa Police.



STRATEGIC DIRECTION

In the fall of 2013, COMPAC underwent a series of facilitated sessions reviewing their achievements and successes to date. This review included taking stock of previously identified priorities, noting the status of each of those priorities, and identifying areas that have been overlooked or previously unacknowledged.



Moving forward from the review of the past, COMPAC then tasked themselves to identify themes for the 2013-2015 business plan. These themes were to encompass issues and concerns that have been brought to the various COMPAC members, both from a community and police perspective.

Consideration was also given to recent and relevant events that had an impact on the police/community relationship. Ontario Human Right Commission settlement agreements, court proceedings, local and international events, and police/community dialogues were carefully considered and have been incorporated into this business plan.

After extensive consultation, facilitation, and dialogue, the following strategic themes were identified for the 2013-2015 COMPAC business plan:

- Community Engagement
- Knowledge Management
- Marketing and Communication
- Racial Profiling
- Youth Engagement

It is important to note the strategic themes are listed in alphabetical order and is not an indication of the order of priorities. On the following pages, each theme has since been expanded to include a definition, priorities, and goals/activities. The goals/activities for each theme however, have been listed in order of timeline priority.

It was further determined that a sixth theme be created addressing the overall governance of COMPAC. This strategic theme will form the basis of how COMPAC will move forward as a committee, ensuring that everyone has an equal and respected voice at COMPAC and that the aforementioned strategic themes are addressed and accomplished. Although the governance theme has been expanded in the following pages, it was not listed above as this theme will remain a priority for COMPAC's executive team to execute, whereas the remaining themes will be the responsibility of the entire committee.



STRATEGIC THEMES:

COMMUNITY ENGAGEMENT

Definition

Community engagement is the interaction between the police and the community in a safe, open, and trusting atmosphere wherein mutual respect is honoured in the two-way exchange of information. It includes the participation of police and community in various and diverse activities, events, training and educational opportunities, as well as full and honest commitment to the ideal that everyone has a vested interest in improving, changing, building, and contributing to society.

Priorities

Create opportunities for education and dialogue between the police and the community

Actively participate in cultural events and activities within the police and larger community



Goals/Activities

COMPAC Community Members to organize sessions in their respective communities where presentations on the Public Complaints Process are provided. These sessions should include the Ottawa Police Service's Professional Standards Section as well as information on the provincial oversight bodies of the Office of the Independent Police Review Director (OIPRD) and the Special Investigations Unit (SIU).

Host large scale consultations and/or forums, ensuring that each college and university is invited as well as organizations and people COMPAC members have met through their independent attendance at community functions and events. In order to ensure sufficient diverse attendance, COMPAC members are encouraged to use the "Each One Bring Five" strategy to these consultations/forums.

COMPAC Community Members to organize tours of the Ottawa Police Station, Elgin Street Building, including the Cell Block for their respective communities which would form the basis of a dialogue on concerns and successes that have been achieved to date. Police members to participate in order to further the community based learning among the various communities and the police.



STRATEGIC THEMES; KNOWLEDGE MANAGEMENT

Definition

Knowledge management is the ability of COMPAC to ensure avenues for informed communication between the police and the community are created, enhanced, managed, and shared in the spirit of learning about each other's cultures, religions, roles and responsibilities. It is also to create an environment whereby that knowledge is developed and transferred from community to community; from police to police; and from within each community through the process of succession planning.

Priorities

Facilitate a process for COMPAC and Ottawa Police members to develop a comprehensive knowledge about their communities and to share this knowledge with each other.

Enhance the capacity of COMPAC members to fulfill their role as members through access to expertise and skill development opportunities.

Goals/Activities

COMPAC community members should deliver a presentation about their respective communities which will outline cultural information and community/police issues and/or concerns. An annual report to include the identification of systemic concerns and issues with recommendations on responding to these concerns should be created with input from all COMPAC community members.



COMPAC members to access developmental and experiential opportunities provided by the Ottawa Police in the spirit of enhancing understanding of the Ottawa Police and their initiatives. These opportunities should include ridealongs as well as formal classroom training including such things as training days, use of force, suicide intervention, and media training.

Facilitate a process where a review of the results of the 2012 OPS census is conducted by COMPAC. Develop a strategy to allow for recommendations for consideration by the OPS in the hiring, promotion, and retention of members on a regular basis.

Facilitate a process where knowledge sharing between COMPAC and CI-CS members is formalized and conducted on a quarterly basis.



STRATEGIC THEMES:

MARKETING AND COMMUNICATION

Definition

Each COMPAC member should use effective communications to create positive relationships with stakeholders and the community to inform their communities about COMPAC, in terms of who we are, what we do and why we are an important part of the Ottawa Police Service.

Priorities

Update and share COMPAC and Ottawa Police organizational information among COMPAC members, Ottawa Police members, as well as members of the community.

Facilitate access to this information to external community members through multiple media.

Goals/Activities

Ensure that the Ottawa Police Service's website includes an interactive COMPAC site that would be linked to the Ottawa Police Service quarterly newsletter, The Broadcast. Content within the COMPAC site should include a list of members and their biographies, photos, interesting articles about COMPAC and their activities as well as an executive statement indicating COMPAC's importance to the Ottawa Police Service.

Facilitate full and active participation of all members in the celebration of events and activities, and raise awareness of COMPAC at these events by utilizing a tri-faceted approach to promotion: social media (twitter, facebook), video creation and dissemination, and hard copy documentation (pamphlets, flyers).

Develop a COMPAC calendar that would encompass COMPAC members' activities each month as well as outlining relevant Ottawa Police Service community outreach activities and initiatives.

With an understanding of the target audiences, create a COMPAC pamphlet that will outline the mandate and objectives of COMPAC in such a format that will allow for regularly updated electronic versions. This pamphlet will form the basis of various presentation materials that should be available to COMPAC members.





STRATEGIC THEMES: RACIAL PROFILING

Definition

Racial profiling in policing occurs when race, ethnicity, colour, place of origin, religion, or stereotypes about offending or dangerousness associated with any of these characteristics, is used, consciously or unconsciously, to any degree in suspect selection or suspect treatment except when looking for a particular suspect who has committed an offence and who is identified, in part, by their race. COMPAC will ensure that concerns that arise in the community and the police service about racial profiling or related matters are dealt with in a proactive and forward looking manner that includes community and police perspectives and experiences.

Priorities

Facilitate ways for COMPAC and community members to work in partnership with the Ottawa Police to share ideas and recommendations to address racial profiling.

Actively participate in processes involving Ottawa Police policy and activity review and development with respect to racial profiling.

Goals/Activities

Develop a strategy to facilitate and encourage community COMPAC members to organize community consultations on a regular basis in order that the OPS may provide updates on the topic of racial profiling and the TSRDC project.



COMPAC community members should participate in ridealongs to enhance their understanding of how the TSRDC project is being implemented and to continue its efforts of building relationships with patrol officers.

In tandem with the continued monitoring of the Traffic Stop Race Data Collection Project, obtain data with respect to annual public complaints of racial profiling in order to set a benchmark to develop a tracking system for continued monitoring of public complaints pertaining to racial profiling.

Create a standing agenda item to provide a monthly update on the Traffic Stop Race Data Collection Project to COMPAC.

Through the review of semi-annual reports on the implementation of the Racial Profiling policy, develop a process where COMPAC community members may suggest recommendations and provide input into the implementation of the Ottawa Police Service's and the Ottawa Police Services Board Racial Profiling policies, with a specific focus on member training.

STRATEGIC THEMES; YOUTH ENGAGEMENT

Definition

Youth engagement involves supporting the development and well-being of youth by encouraging youth to have a meaningful and sustained involvement with COMPAC where they will be heard.

Priorities

COMPAC to increase its engagement with youth and the OPS Youth Advisory Committee (YAC) in order to increase its knowledge of YAC and to enable youth to increase their knowledge of COMPAC.

COMPAC is to increase its knowledge of youth issues and trends.

Goals/Activities

COMPAC should host a youth forum in partnership with Ottawa youth leaders where information sessions and presentations from youth serving agencies would be highlighted in order to increase COMPAC's knowledge of youth issues and trends.

Increase COMPAC's knowledge of the Youth Advisory Committee (YAC) by having representatives from YAC attend COMPAC meetings to present on the mandate of YAC and to provide periodic updates on YAC work and activities over the course of the year.

Increase COMPAC's engagement at youth events and youth accessed media in order to raise awareness of COMPAC among Ottawa's youth.



STRATEGIC THEMES; GOVERNANCE

Definition

Governance is ensuring all members are equally empowered and engaged in a safe, respectful, and inclusive environment where any real or perceived imbalance of power is addressed through demonstrated leadership and accountability.

Priorities

Ensure that COMPAC's Terms of Reference includes the need for COMPAC to proactively work with the OPS to foster a culture of community safety, respect and trust.

Review, validate, and where necessary make recommendations for updates to the current Terms of Reference for COMPAC.

Ensure that all members of COMPAC as individuals and COMPAC as an advisory body are compliant with the Terms of Reference as established.

Ensure the composition of COMPAC continues to reflect the needs of the Ottawa Police and the community.

Goals/Activities

Review COMPAC's current Terms of Reference and Code of Conduct ensuring that an emphasis on values and ethics is reflected in each. This review to include the development of a process to ensure COMPAC members re-commit to the Terms of Reference and Code of Conduct on an annual basis.

Establish a process to clarify COMPAC member roles and responsibilities as individuals and as an advisory body, including the necessity of the identification and selection process of member alternates.

Ensure that COMPAC members have a comprehensive knowledge about their respective communities and are in a position to share that knowledge with the larger COMPAC committee. This information exchange should be complemented by established templates and timelines created for member use, both at COMPAC and within their communities. Consideration should be given to ensure that the information can be presented in a language most preferred by the community.

Develop a process wherein memorandums of understanding (MOUs) can be signed between the Ottawa Police Service and various community serving centres, organizations and associations that will allow for community based meetings and dialogues.