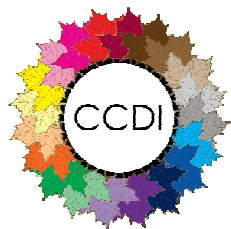


Ottawa Police Service 2017 Member Census

November 21, 2018



Canadian Centre for Diversity and Inclusion
Centre canadien pour la diversité et l'inclusion

Goals of the Ottawa Police Service 2017

Member Census

- Capture demographic data on Ottawa Police Service's people, allowing for self-identification by a variety of specific demographic categories;
- Survey Ottawa Police Service's people to understand their experiences as they relate to the inclusivity of the organization; and
- Establish a baseline for year-over-year comparison for both measures.

Positive findings

Since 2012, representation of Female, Indigenous persons, Racialized, LGB2sQ+, and Persons with a Disability has **increased or remained the same**. Respondents are also **less likely** to be Born in Canada and to be Christian.

Demographic	2012 representation	2017 representation	Percentage difference
Female	35.67%	38.45%	2.78%
Racialized	9.40%	13.45%	4.05%
LGB2sQ+	3.23%	6.01%	2.78%
Indigenous	6.15%	5.79%	-0.36%
Persons with a Disability	4.99%	15.57%	10.58%
Born in Canada	88.90%	80.59%	-8.31%
Christian	70.54%	58.58%	-11.96%

Note that the definition of Persons with a Disability shifted from the 2012 to the 2017 census to become much broader. The definition in the 2017 census did not specify that having a Disability entails perceiving one is disadvantaged in employment, while the 2012 census did. This likely affected increase in representation.

Positive findings

There is a **strong representation** of some minority groups overall compared to available benchmarks.

Demographic Group	Ottawa Police Service (2017)	Benchmark
Persons with a Disability	15.57%	10.08% (Canadian population)
Indigenous	5.79%	2.50% (Ottawa population)
Latin / Hispanic	1.69%	1.37% (Ottawa labour force)
LGB2sQ+	6.01%	5.1% (Ontario population)

Please interpret the finding for Persons with a Disability with caution. We use a benchmark from the 2012 Canadian Survey on Disability (CSD), and this survey uses a different definition than the 2017 OPS census; nevertheless, this is the best comparator available.

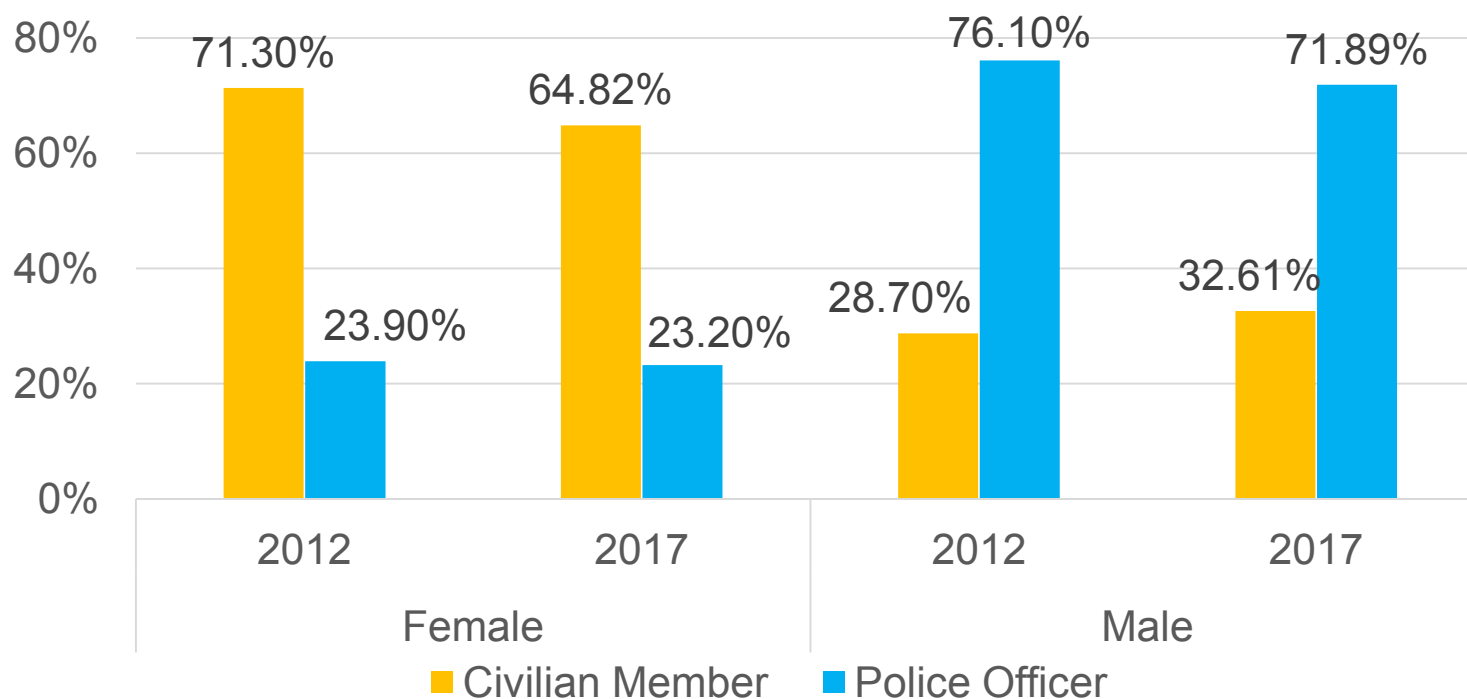
Positive findings

Females, Persons Born Outside of Canada, and Persons with a Disability are **strongly represented** in Senior Leadership compared to their representation overall.

Demographic	Ottawa Police Service (2017)	Proportion of Senior Leadership
Female	38.45%	38.37%
Born Outside of Canada	12.61%	13.25%
Persons with a Disability	15.57%	18.60%

Areas for improvement

The percentage of Females who are Police Officers has **remained** about the same since 2012.



Areas for improvement

The groups listed below have a **lower representation** at Ottawa Police Service compared to the Ottawa labour force.

Demographic	Ottawa Police Service (2017)	Ottawa Labour Force
Females	38.45%	49.02%
Racialized	13.45%	20.06%
Asian	4.07%	8.74%
Black	3.31%	5.38%
Middle Eastern	1.46%	3.83%
Born Outside of Canada	12.61%	20.80%

Areas for improvement

Members are perceiving relatively low diversity and feeling low levels of inclusion, overall.

Question	Agree	Neutral	Disagree
My organization is committed to and supportive of diversity.	63.00%	18.68%	9.05%
At my organization, I am treated fairly and with respect.	48.30%	28.53%	18.75%
At my organization, my unique value is known and appreciated.	30.05%	34.76%	28.82%
At my organization, I feel included.	40.41%	33.31%	21.87%

Areas for improvement

Racialized persons (particularly those who identify as Asian and Black) **show significantly lower inclusion** than Caucasians.

Question	Asian disagreement	Black disagreement	Caucasian disagreement
My organization is committed to and supportive of diversity.	35.85%	34.88%	6.47%
At my organization, my unique value is known and appreciated.	41.51%	46.51%	26.93%

Areas for improvement

Persons with a Disability show **significantly lower inclusion** than Non-Disabled persons.

Question	Person with a Disability disagreement	Non-Disabled disagreement
My organization is committed to and supportive of diversity.	18.60%	7.31%
At my organization, I am treated fairly and with respect.	35.81%	14.98%
At my organization, my unique value is known and appreciated.	42.79%	25.84%
At my organization, I feel included.	41.40%	17.63%

Areas for improvement

Females show **higher neutral response** than Males.

Question	Female neutral	Male neutral
My organization is committed to and supportive of diversity.	25.24%	15.24%
At my organization, I am treated fairly and with respect.	34.46%	25.82%
At my organization, my unique value is known and appreciated.	40.49%	32.36%

Questions and Answers

