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File Reference/

June 18, 2020

Mr. Francis Kennette
Chair Lakeshore Police Services Board
Town of Lakeshore

Ref: Request for Information from Lakeshore Councilor Kelsey Santarossa dated June 08 2020

In response to a request made by Councilor Santarossa relating to the Black Lives Movement, I will allow the statement issued by our OPP Commissioner on June 04, 2020 that speaks to this event.

As one of North America's largest deployed police services, the OPP sets the benchmark of excellence, as a policing service and an employer of choice. The OPP has a strong history of executing ground breaking initiatives which have embedded the value of diversity within the organization.

Our uniform recruitment attracts and selects the best available candidates for uniform positions with a focus on diversity, renewal and revitalization. Our values include Serving with Pride, Professionalism and Honor, interacting with respect, compassion and fairness and leading with honesty, integrity and courage.

Established in 2014 the OPP Inclusion Plan is guided by the principles of self-awareness as a key to inclusivity, sustaining an environment that support dignity, self-esteem and fair treatment, celebrating differences and recognizing diversity and inclusion as sources of strength and enrichment.

Training is a strict requirement for OPP members in all enacted legislations including Ontario Human Rights Code, Canada's Charter of Rights and Freedoms, Ontario Use of Force Model and the right of everyone to freedom of expression and peaceful assembly.

With respect to addressing racism and other forms of discrimination, the organization follows various policies in the areas of Respectful Workplace, Workplace Violence Prevention and Anti-Racism. Through ongoing education our policies and practices are aligned with our Priorities and Commitments of the OPP's Strategic Plan- Our People, Our Work and Our Communities.

Answering the Call... Making a Difference

In the context of a Protest, everyone has the right to freedom of expression and peaceful assembly. The OPP role is to ensure public safety and to keep the peace. The OPP empathizes with communities and recognizes the importance of bias free policing. While everyone has the right to participate in demonstrations that are lawful, peaceful and safe. The OPP strives to provide a safe and peaceful opportunity to exercise lawful rights while minimizing other impacts on the public.

The OPP does not use any law enforcement action that relies upon stereotypes related to race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status and /or disability. The OPP continues to proactively safeguard the rights and protections afforded all individuals.

The OPP is committed to ensuring our organization is a progressive policing organization in the areas of equity, diversity and inclusion. Our values include:

- Serving with Pride, Professionalism and Honor
- Interacting with Respect, Compassion and Fairness
- Leading with Integrity, Honesty and Courage.

With reference to the conversation pertaining to Body Worn Cameras:

- The OPP regularly tests and considers adopting any technology that can be demonstrated to enhance public safety
- The OPP is obligated to conduct full due diligence on the adoption of any new technology to make sure it is safe, feasible, economical and effective.
- OPP members are not currently equipped with body worn cameras.

OPP members work in various assignment throughout Ontario and elsewhere. On the job development is attained throughout a member's career through horizontal and lateral developmental opportunities. Our diversity is well reflected throughout our organization.

I trust this adequately responds to the questions asked by Councilor Santarossa



Glenn Miller, Inspector
Detachment Commander
Essex County OPP