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## Ottawa Police Services Community Equity Council

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# CEC Recruitment Letter

**April 2021**

### **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 Ottawa Police Services is looking for four new community members for the OPS Community Equity Council. You would be joining the eight other community members, three Indigenous Elders and the senior members of the Ottawa Police Service. The Council's mandate is "to collaborate with the Ottawa Police Service to enhance their ability to work more effectively with Indigenous, racialized, and faith based communities in Ottawa."

In the first two years of our work we were able to support the OPS in a number of critical initiatives including: strengthening community policing with the establishment of Neighbourhood Resource Teams, providing input into the Equity, Diversity and Equity Action Plan and other anti-racism initiatives within the OPS; and the reestablishment of the Hate and Bias Crime Unit. The CEC also did a number of Listening circles in the community with the Inuit community, Canadian African Association and the Somali community.

The committee is looking for people who meet the following criteria:

- a) Community Identity
  - Indigenous status

- Faith Based community
  - Racialized community
  - Gender (recognition of gender fluidity)
- b) You have some of these relationship/strategic skills
- Critical Thinking
  - Communication Skills (Active Listening)
  - Ability to Build Trust
  - Cross sector skills working with a range of community members
- c) Time
- CEC meets every second month for 3 hours
  - Expected to also be on one committee that meets monthly or bi-monthly
  - Learning opportunities, community and strategy meetings, as needed

If you are interested in this opportunity, please go to either CEC website to find out how to apply to be on the Council.

[www.opscommunityequitycouncil.com](http://www.opscommunityequitycouncil.com)  
[www.ottawapolice.ca/cec](http://www.ottawapolice.ca/cec)

As part of the application process we ask that you:

1. Provide a letter of interest.
2. Fill out the application Form
3. Get a letter from a community organization or coalition that will support your application and verify that you are part of that organization in some capacity (staff, board)
4. Resume or summary of your experiences
5. Provide a Criminal/Police record check

The second stage of the process also includes a social media check and an interview.

Thank you for considering this opportunity. If you have any questions please contact: Kelly Ledingham, Community Developer, Diversity Resource and Relations Unit at [diversityresourceandrelations@ottawapolice.ca](mailto:diversityresourceandrelations@ottawapolice.ca) or call her at 613.236.1222, ext. 4606 | 613-266-3025.

We look forward to receiving your application.

With respect

Sahada Alolo  
CEC Community Co-Chair

Deputy Chief Steve Bell  
CEC OPS Co- Chair

## Material required

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**1. Letter explaining your interest in the Council**

In your letter please include why you want to be a member of the Community Equity Council including the issues that you would want to bring to the Council to discuss.

**2. Letter by a community organization**

To ensure that the CEC community members are accountable to the broader community, we ask that all community members have a link to a community based organization that is working with and for Indigenous, Racialized or the Faith Based community members.

**3. Signed agreement to the mandate and community responsibilities for the Ottawa Police Community Equity Council.**

The work at the Community Equity Council is a volunteer commitment. As part of the application process, we ask that you agree to the mandate and the expectations for CEC community members, including the time commitments.

**4. Agreement to do criminal/police check**

Having a police record does not preclude a person being part of the Community Equity Council.

**5. Resume**

Please provide a resume. If you do not have a resume, you can provide a summary of your experience.