



## **Diversity in Policing**

### **Recruiting a Police Service That Reflects the Community**

#### **PSC Executive Summary**

The Ottawa Police Service hosted a community forum to seek input on improving diversity in their recruiting process. Participants included members from the following groups: racial minorities, Aboriginals, gays, and women.

The forum was positively received and resulted in clear identified barriers to selection in terms of application costs, educational requirements, and English as a second language. It also resulted in the identification of solutions through increases in diversity training for interviewers, creating and recognizing competencies related to diversity, removing barriers on application costs, supporting potential recruits with preparation material.

Further suggestions were made to create strategies to support diversity for OPS as an organization, to raise the view of a policing career within various diverse communities, to improve and increase diversity and sensitivity training for OPS members, and to create Community Recruitment Champions who would be a respected member of a community who would work with OPS to raise awareness and interest in the community for policing through education and who would identify potential recruits.

Community Forum Report

March 27, 2003

Ottawa Police Service