

# Census Results

## Frequently Asked Questions

**Q. How many members completed the Census?**

A. Almost three out of four OPS members completed the Census. An astounding 72% participated. This was a huge accomplishment for our organization. Members demonstrated their commitment to the organization and our collective future through their strong participation.

**Q. Are the Census results an accurate picture of our organization?**

A. Yes. The high response rate means our understanding of who we are and what our specific needs will be is accurate and reliable. TWI – the outside firm – made every effort to ensure the consistency and accuracy of the data. They spent considerable time and effort to clean and verify the data.

**Q. How was the Census data analyzed?**

A. The Census data was statistically analyzed using software called SAS (Statistical Analysis System). Descriptive statistical procedures were used, i.e., frequencies, percentages, mean, standard deviation. General census statistics for the City of Ottawa (available through Statistics Canada) were used for most questions as a baseline against which the OPS results were compared.

**Q. How does the OPS compare with the city of Ottawa?**

A. In general, OPS members show a large alignment with that of the city of Ottawa.

**Q. Do the Census results show that the OPS reflects the diversity of our community?**

A. Yes and no. In some areas we exceed or meet a reflection of the diversity in others we do not. The City of Ottawa comprises of over 70 different cultures and 61 different languages. It will not be easy to meet all of its diversity, but we are very much on track.

**Q. Are we sharing our Census results with other police organizations?**

A. Yes. It is our intention to share as much as we can of our work and this report with other police organizations to help them also meet their needs. We are the first to have accomplished such a census so we are now a “best” practice when it comes to developing and “actioning” a census.

**Q. What gaps have been identified from the Census results?**

A. To date, only the Outreach Recruitment Project has requested a researcher’s look at the Census from its perspective and they have been advised of some areas in

which more work could be done to help that project meet its charter objectives. There are other areas that can be studied as well. Others may request a more in-depth look at the data.

**Q. We know that 11.5% of our members speak languages other than French and English, but how does this help us if we don't know who?**

A. Knowing the languages spoken by members is a good start. It helps us at least address the fact that we have as many languages spoken within our organization as we have. To find out who speaks what language would have required us to ask members to identify themselves. This was a fact finding document with some very personal issues being asked, so it was important to ensure that all our members were as comfortable as possible with the anonymity aspect. Operationally it would have helped to obtain specifics about who spoke what language and we can look to address that issue in the future

**Q. What types of changes are we going to see because of the Census results?**

A. That depends. There are over 640 pieces of information that we can gather from the Census. We do hope that the Census will become the baseline instrument that most use in developing their plans, policies, and procedural recommendations.

**Q. Will the Census results be used only by the Outreach Recruitment Project?**

A. No. The Census results offer insights and direction that stretch far beyond the Outreach Recruitment Project. The data provides a rich source of information to other stakeholders. By using the Census data as it has, the Outreach Recruitment Project has shown how the data can be used by others in their projects and plans.

**Q. Will we be conducting another Workforce Census?**

A. Yes. The 2005 Workforce Census was a baseline survey. Every two to three years, other OPS Workforce Censuses will be conducted to obtain an up-to-date snapshot of our employees and measure change. Capturing data over time helps to confirm emerging trends and plan better for employees.

**Q. How much did the Census cost?**

A. Conducting a Workforce Census is a significant investment, not only in money but also in time. However, the knowledge we will gain will be invaluable. Having a better understanding of our current workforce will answer important questions about our current state and emerging trends. The cost is an investment in our employees and worth it.

**Q. How do I get more information?**

A. For further information, contact your immediate Supervisor or S/Sgt. Syd Gravel, Census Information Officer, by e-mail or at extension 2905.