



City of Hamilton
LGBTQ ADVISORY COMMITTEE
AGENDA

Meeting #: 21-011
Date: November 16, 2021
Time: 6:00 p.m.
Location: Due to the COVID-19 and the Closure of City Hall
All electronic meetings can be viewed at:
City's YouTube Channel:
<https://www.youtube.com/user/InsideCityofHamilton>

Pauline Kajiura, Project Manager-Community Inclusion & Equity (905) 546-2424 ext. 2567

Pages

1. WELCOME AND INTRODUCTIONS

1.1. Roll Call

2. LAND ACKNOWLEDGEMENT

3. APPROVAL OF AGENDA

(Added Items, if applicable, will be noted with *)

4. DECLARATIONS OF INTEREST

5. APPROVAL OF MINUTES OF PREVIOUS MEETING

5.1. Minutes - October 19, 2021

6. DELEGATION REQUESTS

6.1. Rebecca Moran, 2S&LGBTQIA+ Liaison, PLT Coordinator, Hamilton Police Service, respecting an update on the progress of the 38 Recommendations made surrounding the 2019 Pride Event

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6.2. Jennifer Valeri respecting a Rainbow Crosswalk in Waterdown, for today's meeting

7. DELEGATIONS

- 7.1. Mike Field, Director (Acting), Transportation Operations & Maintenance, City of Hamilton respecting a Rainbow Crosswalk in Waterdown 21

8. COMMUNICATIONS

- 8.1. Email from Rebecca Moran, 2S&LGBTQIA+ Liaison, PLT Coordinator, Hamilton Police Service respecting the Committee's discussion about her previous correspondence 33

9. REGULAR BUSINESS

- 9.1. Election of a Chair, Vice Chair, and Recording Secretary for 2022
- 9.2. Motion to Recommend a Donation from the Committee's Budget to Support the Transgender Day of Remembrance (TDOR)
- 9.3. Motion to Recommend Donations from the Committee's Budget to Organizations Supporting Members of Two Spirit and LGBTQIA+ Communities
- 9.4. Motion to Recommend the 2021 Committee Budget
- 9.5. Motion to Accept the Resignation of Freja Gray
- 9.6. Motion to Recommend the Appointment of an Additional Member to the LGBTQ Advisory Committee (see attached draft Citizen Committee Report)
- 9.7. Motion to Delegate to the Emergency and Community Services Committee respecting the Citizen Committee Report about the Appointment of an Additional Member to the LGBTQ Advisory Committee
- 9.8. Motion to Recommend Changes to the Draft Code of Conduct for Advisory Committees (see attached draft Citizen Committee Report)
- 9.9. Motion to Delegate to the Emergency and Community Services Committee respecting the Citizen Committee Report about Changes to the Draft Code of Conduct for Advisory Committees
- 9.10. Motion to Schedule and Allocate Funds for an In-Person Event for Members of the LGBTQ Advisory Committee in December

10. DISCUSSION ITEMS

- 10.1. Update on outstanding Citizen Committee Reports (C. Kroetsch)
 - 10.1.a. Accessible Captioning for Advisory Committee Meetings
- 10.2. Update from Working Groups
 - 10.2.a. Changing the Name of the Committee (W. Fularczuk)
 - 10.2.b. Reviewing and Updating Committee Materials
- 10.3. Outstanding Business List items
 - 10.3.a. Rescheduling Choosing a Location for, and Inviting Facilitators to a Committee Training and Planning Day
 - 10.3.b. Changing the Food for Committee Meetings
- 10.4. Review of the Mandate for the Hamilton Status of Women Committee

11. NOTICES OF MOTION

12. ANNOUNCEMENTS

13. ADJOURNMENT

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#	Recommendation	Lead	Action	Anticipated start date	Anticipated Completion Date	Status	<div style="display: flex; justify-content: space-between;"> <div>March 2021 Update</div> <div>September 2021 Update</div> </div>
1	The HPS should draft a formal policy and procedure to mandate communication between the HPS S.E.A.T. representative and the Crime Management Office within the respective divisions.	Superintendent - Support Services	Draft new policy	1-Aug-20	30-Apr-21	Complete	<p>Currently revising Major Incident Command Policy 4.3.41. and renaming the policy Incident Command Planning. The revised policy will include three new Incident Command Classifications (Critical Incident, Major Incident, Special Event Incident). Focus on IMS & IR and associated level of Command knowledge, skills and abilities.</p> <p>Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.</p>
2	Upon receipt of a S.E.A.T application, the relevant HPS Crime Management Office should prepare an Operational Plan for the event.	Superintendent - Support Services	Draft new policy	1-Aug-20	30-Apr-21	Complete	<p>Currently revising Major Incident Command Policy 4.3.41. and renaming the policy Incident Command Planning. The revised policy will include three new Incident Command Classifications (Critical Incident, Major Incident, Special Event Incident). Focus on IMS & IR and associated level of Command knowledge, skills and abilities.</p> <p>Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.</p>
3	The Operational Plan should be drafted after consultation with Pride Organizers.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	Ongoing	In progress	<p>A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.</p> <p>The new Operational Plan Template has been placed on the Intranet and training will take place beginning the first week of September for all Crime Managers.</p> <p>The Division 20 Crime Manager reached out to Pride Hamilton in March 2021 regarding plans for this year's Pride celebration.</p> <p>A SEAT application has been filed.</p> <p>Hamilton Police will liaise with the City and organizers regarding safety planning for the event.</p>
4	The Operational Plan must include the name and contact information for at least one Pride organizer and organizers should be provided with contact information for a commanding officer who will be present at the event.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	Ongoing	Complete	<p>A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.</p> <p>Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.</p> <p>The Division 20 Crime Manager reached out to Pride Hamilton in March 2021 regarding plans for this year's Pride celebration.</p> <p>The Division 20 Crime Manager will reach out to Pride Hamilton in March 2022 regarding plans for next year's Pride celebration.</p> <p>A SEAT application has been filed.</p> <p>Hamilton Police will liaise with the City and organizers regarding safety planning for the event.</p>
5	HPS officers, including the LGBTQ Liaison Officer, should meet with Pride organizers to discuss public safety issues after the Operational Plan is drafted and before the event takes place.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	Ongoing	In progress	<p>A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.</p> <p>Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.</p> <p>The Division 20 Crime Manager reached out to Pride Hamilton in March 2021 regarding plans for this year's Pride celebration.</p> <p>A SEAT application has been filed.</p> <p>Hamilton Police will liaise with the City and organizers regarding safety planning for the event.</p>
6	HPS, the Board or the City of Hamilton should consider providing a grant to Pride Hamilton to subsidize the cost of paid duty officers.	Chief's Office	Explore grant opportunities	1-Jul-20	Ongoing	In progress	<p>Where grant opportunities are available, Hamilton Police Service would support submissions from PRIDE.</p> <p>Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.</p> <p>Where grant opportunities are present, Hamilton Police Service will forward that information to PRIDE.</p>

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7	The Operational Plan for Pride in the Park 2021 must include far more information than it has in previous years.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	1-Mar-21	Complete	<p>A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.</p> <p>The Division 20 Crime Manager reached out to Pride Hamilton in March 2021 regarding plans for this year's Pride celebration.</p> <p>A SEAT application has been filed.</p> <p>Hamilton Police will liaise with the City and organizers regarding safety planning for the event.</p>	<p>Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.</p> <p>A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.</p>
8	The Operational Plan should be available for officers to review at least two weeks prior to Pride in the Park 2021.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	Ongoing	In progress	<p>A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.</p> <p>The Division 20 Crime Manager reached out to Pride Hamilton in March 2021 regarding plans for this year's Pride celebration.</p> <p>A SEAT application has been filed.</p> <p>Hamilton Police will liaise with the City and organizers regarding safety planning for the event.</p>	<p>Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.</p>
9	Pre-Pride HPS briefings for officers must be detailed.	Superintendent - Support Services Community Relations	Draft new Operational Plan template - fillable form	1-Jul-20	Ongoing	Complete	<p>A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.</p> <p>The Division 20 Crime Manager reached out to Pride Hamilton in March 2021 regarding plans for this year's Pride celebration.</p> <p>A SEAT application has been filed.</p> <p>Hamilton Police will liaise with the City and organizers regarding safety planning for the event.</p>	<p>Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.</p>
10	On the day of the event, supervising officer(s) should arrive at the park and contact organizers well in advance of the start.	Superintendent - Support Services	Draft new policy	1-Aug-20	Ongoing	In progress	<p>A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.</p> <p>The Division 20 Crime Manager reached out to Pride Hamilton in March 2021 regarding plans for this year's Pride celebration.</p> <p>A SEAT application has been filed.</p> <p>Hamilton Police will liaise with the City and organizers regarding safety planning for the event.</p>	<p>Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.</p>
11	The HPS should seek the assistance of a City by-law enforcement officer to enforce by-laws that ensure a peaceful and celebratory event.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	Ongoing	Complete	<p>A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.</p> <p>The Division 20 Crime Manager reached out to Pride Hamilton in March 2021 regarding plans for this year's Pride celebration.</p> <p>A SEAT application has been filed.</p> <p>Hamilton Police will liaise with the City and organizers regarding safety planning for the event.</p>	<p>Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.</p>

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12	Officers should be prepared for the arrival of Agitators.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	Ongoing	Complete	<p>A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.</p> <p>The Division 20 Crime Manager reached out to Pride Hamilton in March 2021 regarding plans for this year's Pride celebration.</p> <p>A SEAT application has been filed.</p> <p>Hamilton Police will liaise with the City and organizers regarding safety planning for the event.</p>	Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.
13	HPS supervising officers at Gage Park should be in constant communication with Pride organizers for the duration of the event.	Superintendent - Support Services	Draft new policy	1-Aug-20	Ongoing	Complete	<p>A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.</p> <p>The Division 20 Crime Manager reached out to Pride Hamilton in March 2021 regarding plans for this year's Pride celebration.</p> <p>A SEAT application has been filed.</p> <p>Hamilton Police will liaise with the City and organizers regarding safety planning for the event.</p>	Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.
14	Police should attempt to engage and coordinate with Pride defenders to the greatest extent possible.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	Ongoing	Complete	<p>A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.</p> <p>The Division 20 Crime Manager reached out to Pride Hamilton in March 2021 regarding plans for this year's Pride celebration.</p> <p>A SEAT application has been filed.</p> <p>Hamilton Police will liaise with the City and organizers regarding safety planning for the event.</p>	Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.
15	The HPS should unequivocally apologize to the community for creating the impression that the police response to Agitators would have been different had the HPS been formally invited to the event.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.
16	The HPS should apologize to the community for inadequate planning and lack of preparation for Hamilton Pride 2019.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.
17	The HPS should apologize to the community for the public statements made during and after the event and for equating the conduct of the Agitators with that of Pride Defenders.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.
18	The HPS should apologize to the community for the lack of communication with Pride Organizers.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.
19	The HPS and the Board should publicly acknowledge that building a relationship of mutual trust will take years and should commit to the hard work necessary for that to happen.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.

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20	The HPS should acknowledge to the community that more needs to be done to protect Pride attendees and Two-Spirit and LGBTQIA+ community members from Agitators who wish to disrupt events and cause conflict. The HPS should acknowledge they understand the perception in the community that they are protecting hatemongers and commit to doing more to balance these Agitators' free speech rights without interfering with the community's peaceful, lawful use of public spaces.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.
21	The HPS should refrain from making comments around recruitment booths and police inclusion at Two-Spirit and LGBTQIA+ events until a joint statement can be issued with Pride Hamilton. Instead, the HPS should issue a statement such as "The Hamilton Police Service is committed to protecting the public safety and ensuring that Pride 2021 is a success for everyone who attends to celebrate the diversity of Hamilton. The HPS will work with Pride organizers to ensure a safe event where everyone is respected regardless of whether the HPS is asked to participate in Pride."	Corporate Communicator	Draft mutually agreed upon statement prior to Pride 2021 in conjunction with organizers	1-Jun-21	1-May-21	In progress	The Division 20 Crime Manager reached out to Pride Hamilton in March 2021 regarding plans for this year's Pride celebration. A SEAT application has been filed. Once more information is available regarding this year's celebration, Hamilton Police will engage with Pride Hamilton regarding the possibility of a joint statement.	Prior to Pride 2022, Hamilton Police will reach out to Pride Hamilton organizers to draft a joint statement regarding the event and the police role.
22	The HPS should carefully review the role of and responsibilities associated with the LGBTQ Liaison Officer position and whether it ought to be a full-time, Sergeant level position.	Community Relations/EDI Specialist	Conduct a review of the position.	1-Sep-20	1-Mar-21	Complete	Completed Environmental Scan of 13 police services to understand organizational structure of similar positions. With the hiring of an EDI Specialist in February 2021, an EDI framework is being developed and consideration will be given for the Liaison Officer role within that framework.	In June 2021, the Two-Spirit and LGBTQIA+ Liaison role was formally transitioned into a full time position.
23	The HPS should integrate the LGBTQ Liaison Officer position with the Community Relations Coordinator position and consider expanding these roles.	Community Relations/EDI Specialist	Conduct a review of the position.	1-Sep-20	1-Mar-21	Complete	Completed Environmental Scan of 13 police services to understand organizational structure of similar positions. Roles of the Two-Spirit and LGBTQIA+ Liaison Officer and Community Relations Coordinator are being considered as part of the Framework noted above.	The Two-Spirit and LGBTQIA+ Liaison Officer and Community Relations Coordinator are organizationally situated in the Community Mobilization Division. Both roles work closely together and collaborate on community initiatives.
24	The HPS, in consultation with the LGBTQ Liaison Officer and members of the ISN, should determine what role the LGBTQ Liaison Officer should have within the ISN.	Community Relations/EDI Specialist	Define the role and mandate of the ISN.	1-Sep-20	1-Mar-21	Complete	Conducted an Environmental Scan of ISNs in other policing jurisdictions including Terms of Reference and ISN goals where available. DRAFT Terms of Reference created in consultation with the Two Spirit and LGBTQIA+ ISN, the Director of Human Resources, the Manager of Records, the Chief Administrative Officer, the Deputy Chiefs and the Acting Chief and roles have been clearly outlined.	Within the ISN Terms of Reference, it is stipulated that the Two-Spirit and LGBTQIA+ Liaison Officer will be a standing member of the ISN.

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25	The HPS should retain a third-party facilitator or mediator from a list provided by community members to facilitate future community meetings moving forward.	Community Relations	Create a list of qualified facilitators with the community.	1-Sep-20	1-Mar-21	In progress	<p>On March 16, 2021, HPS will make a delegation to the City of Hamilton's LGBTQ Advisory Committee with a proposed process for retaining a third-party mediator/facilitator to lead future conversations.</p> <p>HPS entered into an agreement with McMaster University to administer the Two-Spirit and LGBTQIA+ Communities Survey to help inform the selection of a suitable facilitator to lead ongoing conversations between police and Two-Spirit and LGBTQIA+ communities.</p> <p>The Survey has been launched and a report will be prepared by McMaster University outlining the thematic analysis. This report is anticipated for completion in October.</p>
26	The HPS should consider holding larger town hall meetings to review their action plan, 'The Way Forward'.	Community Relations	Establish a mechanism for Town Hall meetings.	1-Oct-20	1-May-21	In progress	<p>On March 16, 2021, HPS will make a delegation to the City of Hamilton's LGBTQ Advisory Committee with a proposed process for retaining a third-party mediator/facilitator to lead future conversations.</p> <p>The Two-Spirit and LGBTQIA+ Communities Survey results will inform next steps on how HPS will work together with community to form working group(s) that reflect the various communities and their needs.</p>
27	The HPS should consult with the community to determine if and when it may be appropriate to recreate a community task force/advisory committee.	Community Relations	Facilitate creation of community working group.	1-Sep-20	1-May-21	In progress	<p>On March 16, 2021, HPS will make a delegation to the City of Hamilton's LGBTQ Advisory Committee with the request for their representation on a future task force.</p> <p>The Two-Spirit and LGBTQIA+ Communities Survey results will inform what a community task force/advisory committee could look like, if and when, the community is ready.</p> <p>Further community engagement required to inform the structure and feasibility of a task force.</p>
28	To build trust and foster a positive relationship with the Two-Spirit and LGBTQIA+ communities, the HPS leadership should consider having an inspector or higher ranking officer work with the HPS's Community Relations staff to conduct ongoing community outreach.	Chief's Office	Organizational Chart review	1-Jul-20	1-Jul-21	Complete	<p>Completed Environmental Scan of 13 police services to understand organizational structure and best practices.</p> <p>Roles are being considered as part of the Framework noted above.</p> <p>The Two-Spirit and LGBTQIA+ Liaison role is organizationally situated within the Community Mobilization Division. There is an Inspector and Superintendent assigned to oversee the division.</p>

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29	During block training, the HPS must develop and mandate more in-depth seminars and hands-on training with respect to Two-Spirit and LGBTQIA+ issues.	Superintendent - Professional Development/EDI Specialist	Explore opportunities for in person training through CCDI.	Upon contract with external agency approval	Block Sept 2021	In progress	<p>An internal review of HPS Two-Spirit and LGBTQIA+ training is being conducted by the EDI Specialist to assess gaps to identify and develop further training which will be mandated.</p> <p>Once review completed, develop a five-year inclusive training strategic plan.</p> <p>Development of Block Training presentation underway by Two-Spirit and LGBTQIA+ Liaison Officer that will be Hamilton-focussed with historical context. Presentation to be delivered virtually if COVID prevents further in-class learning in September 2021.</p>	<p>Internal training review was completed in Spring 2021.</p> <p>Inclusive training strategic plan will be included in the EDI Strategy. The plan will address the gaps found in the internal review. The EDI Strategic Plan is expected to be delivered in late 2021.</p> <p>A number of training sessions have been delivered by the Two Spirit and LGBTQIA+ Liaison Officer. This training was developed in consultation with community and community members had an opportunity to review it and provide input and that process is ongoing.</p> <p>At BLOCK Training this year, all members will be provided with training with respect to Two-Spirit and LGBTQIA+ issues. This training will be delivered by the Two-Spirit and LGBTQIA+ Liaison Officer. In addition, members will also receive implicit bias training delivered virtually through the Canadian Police Knowledge Network (CPKN). Further training will be delivered by EGALE, Canada's leading organization for Two-Spirit and LGBTQIA+ people and issues.</p> <p>Two-Spirit and LGBTQIA+ ISN members have been offered priority seats at this training as part of their role in the ISN and larger organization. In addition, all members will be receiving a equity, diversity and inclusion training starting this September 2021.</p>
30	The HPS should continue training officers with respect to appropriate and current terminology and the need for sensitivity when it comes to terminology.	Superintendent - Professional Development/EDI Specialist	Explore training opportunities.	1-Jul-20	Block 2021	In progress	<p>An internal review of training materials by the EDI Specialist is currently being conducted to assess appropriate and current terminology.</p> <p>Positive Space training delivered to Command staff and S/Sgts</p> <p>OHR confirmed that they can deliver a training package in lecture format to one group but not a Block Training format.</p>	<p>Internal training review was completed in Spring 2021.</p> <p>Inclusive training strategic plan will be included in the EDI Strategy. The plan will address the gaps found in the internal review. The EDI Strategic Plan is expected to be delivered in late 2021.</p> <p>Further terminology and emotional intelligence training has been included in Block Training and will be delivered by both EGALE , the Two Spirit and LGBTQIA+ Liaison Officer and the EDI Specialist starting September 2021.</p>
31	The HPS should work in conjunction with the ISN to create additional training materials regarding Two-Spirit and LGBTQIA+ issues, either through lectures or online materials. This training can focus on scenarios that arise in interactions between HPS officers and community members.	Superintendent - Professional Development/EDI Specialist	Meet with ISN to review training.	24-Jul-20	Ongoing	In progress	<p>The EDI Specialist and LGBTQIA+ Liaison Officer are assessing existing training materials and identifying gaps in order to create more robust training materials regarding the Two-Spirit and LGBTQIA+ communities.</p> <p>Discussion on next steps for a potential online program short term and literature review of Serving with Pride for potential start of Block Sept 2021.</p> <p>Elearning opportunities are being explored. A national organization has been identified that conducts an interactive online presentation over successive sessions. Exploring how this session can be incorporated with existing training materials.</p>	<p>With the formalization of the ISN and the assessment of training gaps, the Two-Spirit and LGBTQIA+ Liaison Officer and the EDI Specialist will begin to consult the ISN for recommendations on additional training items in September. This is part of a larger five-year training framework being developed in consultation with the EDI Specialist to address equity, diversity and inclusion and ensure the continued education of our members.</p>

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32	The HPS should review training materials from other police services with regards to Two-Spirit and LGBTQIA+ issues and determine if there are training materials and programs that are suitable for the HPS to develop and deliver.	Superintendent - Professional Development/EDI Specialist	Reach out to other Police Services to review their training.	15-Jul-20	30-Sep-20	In progress	<p>A current internal review/scan of HPS Two-Spirit and LGBTQIA+ training being conducted by the EDI Specialist to assess where gaps exist, this will be cross compared with other police services.</p> <p>Completed review of CPKN and OPVTA training materials. Materials too dated to consider but updated training materials being developed by neighbouring police service.</p>	<p>With the adoption of the new Two-Spirit and LGBTQIA+ Liaison Officer role, HPS has begun to review training materials from other Services to determine their relevance for HPS and Hamilton. The Two-Spirit and LGBTQIA+ Liaison Officer and the EDI Specialist will collaborate on this initiative with the Professional Development Division.</p> <p>The implicit bias training being delivered to members through CPKN was identified as part of this review. This will be an ongoing and regular review of training material to identify further training opportunities.</p>
33	The HPS officers should be required to work within the Two-Spirit and LGBTQIA+ communities in order to receive experiential training in conjunction with more traditional, lecture-oriented sessions. Officers of all ranks should interact with community members on a more regular basis.	Superintendent - Professional Development/EDI Specialist	Explore learning opportunities.	1-Sep-20	1-Sep-21	In progress	<p>A current internal review/scan of HPS Two-Spirit and LGBTQIA+ training being conducted by the EDI Specialist to assess where gaps are in order to bridge these when it is time to consult with community on training and how to proceed.</p> <p>Community to be engaged to inform experiential training opportunities.</p>	<p>HPS is currently exploring potential community partnerships to offer experiential training for members.</p> <p>The Two-Spirit and LGBTQIA+ Liaison Officer created a training module which will be presented to all Sworn Officers and Civilians in the BLOCK 2021-2022 sessions. Numerous community members reviewed the training module and provided feedback into the training content and the module reflects these important changes."</p>
34	All senior command officers should receive enhanced media training to ensure any media appearances are conducted with professionalism and convey appropriate messaging.	Corporate Communicator	Arrange media training.	1-Jul-20	1-Jun-21	In progress	<p>Senior Officers participated in virtual media training offered by the OACP in fall 2020.</p> <p>In person training to be rescheduled once current public health restrictions are lifted.</p>	<p>Senior Officers participated in virtual media training offered by the OACP in August 2021.</p> <p>In person training to be rescheduled once current public health restrictions are lifted.</p>
35	The HPS must continue to support the ISN and clarify the role of the ISN.	Superintendent - Professional Development/EDI Specialist	Determine the ISN mission and goals.	1-Sep-20	1-Mar-21	Complete	<p>ISN met on February 8, 2021 to discuss future role and structure of the ISN</p> <p>EDI Specialist conducted a best practice review of ISNs in policing Sub-group created to draft a Terms of Reference for ISN</p> <p>Larger ISN met February 26, 2021, to review initial DRAFT Terms of Reference</p> <p>Support to ISN provided by Senior Commanders and the EDI Specialist</p> <p>DRAFT Terms of Reference created in consultation with Two-Spirit and LGBTQIA+ ISN, the Director of Human Resources, the Manager of Records, the Chief Administrative Officer, the Deputy Chiefs and the Acting Chief. The role of the ISN is clearly identified and outlined in the DRAFT Terms of Reference</p>	<p>Command continues to support the Two-Spirit and LGBTQIA+ ISN by meeting with the group bi-annually and on an ad hoc basis as per the outlined Terms of Reference.</p> <p>The role of the ISN is to provide support, mentorship and guidance to Two-Spirit and LGBTQIA+ members within the Hamilton Police Service. The purpose of the ISN has been developed by the group, in consultation with the EDI Specialist and is clearly articulated in the Terms of Reference.</p>
36	The HPS should carefully consider undertaking a Diversity Audit or Organizational Culture Review.	Director - Human Resources/EDI Specialist	Partner with CCDI execute a diversity and inclusion survey.	13-Jul-20	5-Mar-20	Complete	<p>Survey launched in January 2021. The deadline for completion of the census extended to March 5, 2021. Report findings expected in late spring.</p>	<p>Survey launched in January 2021. Administered by the Canadian Centre for Diversity and Inclusion, all HPS members were invited to participate.</p> <p>Results from the survey will form the foundation for the EDI Strategy.</p>
37	The HPS should consider the legal tools discussed in this Report in the context of demonstrations at City Hall.	Legal Counsel	Conduct legal review.	1-Jul-20	31-Oct-20	Complete	<p>Legal authorities have been considered and incorporated into the operational planning document.</p>	<p>Legal authorities have been considered and incorporated into the operational planning document.</p>

Bergman Report - Recommendations Index Appendix A


#	Recommendation	Lead	Action	Anticipated start date	Anticipated Completion Date	Status	March 2021 Update	September 2021 Update
38	The Board and/or HPS should institute a mechanism for external review and audit of these recommendations and grading of compliance. The HPS should be prepared to address how and in what manner it has responded to these recommendations 12 months and 24 months after the release of this Report.	Chief's Office	Establish external review.	1-Jul-20	Ongoing	In progress	On March 16, 2021, HPS will make a delegation to the City of Hamilton's LGBTQ Advisory Committee with the request for their representation on a future task force.	The Two-Spirit and LGBTQIA+ Communities Survey results will inform what a community task force/advisory committee could look like, if and when, the community is ready.

Not started
In progress
Past Due
Complete



HAMILTON POLICE SERVICE

INFORMATION REPORT

TO:	Chair and Members Hamilton Police Services Board
BOARD MEETING DATE:	September 16, 2021
SUBJECT:	Pride Recommendations
REPORT NUMBER:	20-076a
SUBMITTED BY:	Frank Bergen, Chief of Police
SIGNATURE:	

EXECUTIVE SUMMARY

- In November 2019, the Hamilton Police Services Board (HPSB) commissioned an independent review of the Hamilton Police Service (HPS) response to Pride 2019.
- Scott Bergman of Cooper, Sandler, Schime & Bergman LLP was retained to conduct the review. The independent review and its findings were presented on June 11, 2020.
- The 38 recommendations outlined in the independent review were accepted by the HPSB and the HPS.
- This report provides an update to the framework for implementing the recommendations. Progress highlights made since the last update to the HPSB in September 2020 are outlined below.

INFORMATION

Community Engagement

- In June 2021, the Two-Spirit and LGBTQIA+ Liaison role was formally transitioned into a full time position.
- HPS entered into an agreement with McMaster University to administer the Two Spirit and LGBTQIA+ Communities Survey to help inform the selection of a suitable facilitator to lead ongoing conversations between police and Two-Spirit and LGBTQIA+ communities. The report is anticipated for completion in October.

Vision: To be a trusted partner in delivering public safety.

Mission: To serve and protect in partnership with our communities.

Our Values: Compassionate, Dedicated, Inclusive, Integrity, Innovative, Professional, Teamwork

Diversity

- An inclusive training strategic plan will be included in the EDI Strategy. The plan will address the gaps found in the internal review. The EDI Strategic Plan is expected to be delivered in late 2021.

Operations

- The new Operational Plan Template has been placed on the Intranet and training took place during the first week of September for all Crime Managers.

Policy/Procedures

- Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders at the beginning of September.

Training

- A number of training sessions have been delivered by the Two Spirit and LGBTQIA+ Liaison Officer. This training was developed in consultation with community and community members had an opportunity to review it and provide input. That process is ongoing.
- At BLOCK Training this year, all members will be provided with training with respect to Two-Spirit and LGBTQIA+ issues. This training will be delivered by the Two-Spirit and LGBTQIA+ Liaison Officer. In addition, members will also receive implicit bias training delivered virtually through the Canadian Police Knowledge Network (CPKN). Further training will be delivered by EGALE, Canada's leading organization for Two-Spirit and LGBTQIA+ people and issues.

Future updates will take place on the following dates:

- March 2022
- September 2022

The recommendations outlined in Mr. Bergman's report mark a blueprint for the future of the Service and an opportunity to move the relationship forward with the Two-Spirit and LGBTQIA+ communities. As a public institution, the onus rests with us. This commitment will be critical for real change and building trust. The Service is dedicated to an open and transparent process that is informed by the Two-Spirit and LGBTQIA+ communities' lived experience to find solutions. HPS is committed to forming partnerships with the community where we can coproduce organizational and cultural change.

Building a relationship of mutual trust will take years; however, the HPS is committed to the complex work that lies ahead.

Vision: To be a trusted partner in delivering public safety.

Mission: To serve and protect in partnership with our communities.

Our Values: Compassionate, Dedicated, Inclusive, Integrity, Innovative, Professional, Teamwork

APPENDICES AND SCHEDULES ATTACHED

Appendix A – Project Status

FB/R.Diodati

cc: Ryan Diodati, Deputy Chief – Support
Anna Filice, Chief Administrative Officer

Scott Bergman Report

HAMILTON POLICE SERVICE PROGRESS INDICATORS



The Hamilton Police Service Board (HPSB) commissioned Scott Bergman of Cooper, Sandler, Schime & Bergman LLP to conduct a review of the Hamilton Police Service (HPS) response to Pride 2019.



38 recommendations came forward and were accepted by HPSB and the HPS.

REPORTING TIMELINES



SEPT 2020

MARCH 2021

SEPT 2021

MARCH 2022

SEPT 2022



38 Recommendations / Regular progress updates / Recommendations are a blueprint for the future

HIGHLIGHTS



Community Engagement

- Transitioned the Two-Spirit and LGBTQIA+ Liaison role into a full time position.
- Entered into an agreement with McMaster University to administer the Two Spirit and LGBTQIA+ Communities Survey to help inform the selection of a suitable facilitator to lead ongoing conversations between police and Two-Spirit and LGBTQIA+ communities. Report is anticipated for completion in October.



Diversity

- Inclusive training strategic plan will be included in the EDI Strategy. The plan will address the gaps found in the internal review. The EDI Strategic Plan is expected to be delivered in late 2021.



Operations

- Completed new Operational Plan Template and trained all Crime Managers.



Policy/Procedures

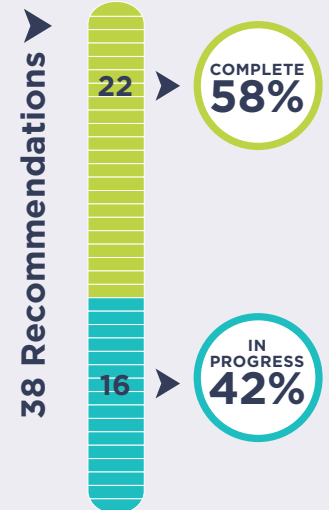
- Drafted Incident Command and Operational Planning Policy 4.3.41



Training

- Delivered training by the Two Spirit and LGBTQIA+ Liaison Officer. Developed in consultation with community, community members had an opportunity to review and provide input. All members will be provided with training in BLOCK and implicit bias training will be available through the Canadian Police Knowledge Network. EGALE Canada also provided Senior Leaders on Workplace Inclusion for Gender and Sexual Diversity training.

PROGRESS INDICATORS



DOWNLOAD THE FULL PROGRESS REPORT HERE:



WHAT'S NEXT

- Review the Two-Spirit and LGBTQIA+ Community Survey report and based on results, determine next steps in collaboration with community.
- Continue implementing the recommendations, with the next status report presented to the Hamilton Police Services Board in March 2022.

QUESTIONS?

Community Relations

Jasbir (Jas) Dhillon
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jdhillon@hamiltonpolice.on.ca

Two-Spirit and LGBTQIA+ Liaison Officer

Sgt. Rebecca Moran
905-546-4772
rmoran@hamiltonpolice.on.ca



Decorative Crosswalk Guideline



Trans Flag Decorative Crosswalk, Stirling Avenue

Decorative Crosswalk Guideline

1.0 Introduction

Crosswalks are an integral component of the transportation network that distinctly indicates safe roadway crossing locations for pedestrians by means of lines or other markings on the surface of the roadway. Vehicle traffic is controlled at crosswalks with stop signs, pedestrian crossovers (PXO's), and partial or full traffic signals. Crosswalks exist at intersections, between intersections (mid-block) and on all road classification types throughout the City of Hamilton.

The size and colour of crosswalk pavement markings is governed by the Ontario Traffic Manual (OTM). The transverse lines, which are lines that run perpendicular to the roadway and establish the boundaries of the crosswalk, must be white and extend the entire length of the crosswalk. Ladder (also referred to as zebra) markings are suggested for crosswalks where higher visibility is desired. The longitudinal lines (rungs of the ladder) are also normally white; however, the OTM does not specify that they must be white.

The Highway Traffic Act (HTA), specifically Ontario Regulation 402/15: Pedestrian Crossover Signs, requires that PXO's include ladder pavement markings and that the longitudinal lines (rungs) are to the width and spacing as specified. Like OTM, the colour of the rungs are not mandated to be white.

The OTM does state that textured or coloured crosswalks should be "applied to increase the conspicuity of a pedestrian crossings and increase driver's awareness of potential conflicts". It goes on to state that the "materials should be designed to maintain visibility at night".

Decorative crosswalks are typically understood to be crosswalks that include elements (colour, design, imagery, texture and/or material) that are considered aesthetic enhancements above and beyond standard crosswalk treatments. In Hamilton, an example of a decorative crosswalk is the rainbow crosswalk located on Main Street West at Summers Lane in-front of City Hall, which was installed in 2018.

Crosswalks must always include two white transverse lines, and except for PXO's, the pavement marking treatment in between the transverse lines is not restricted. Therefore, decorative elements (artwork) can be legally applied to the road surface if they are 'framed' by the white transverse lines and the edge of the roadway (normally being curbs). However, it is implied that the design of the treatment would not negatively impact the safety of road users, visually or otherwise.

The Decorative Sidewalk Guideline is constructed to support and facilitate the installation of decorative crosswalks in the City of Hamilton. It directly aligns with the City of Hamilton Art in Public Places Policy which recognizes that "art in public places enriches the quality of life of its citizens adding cultural, social and economic value to our shared public spaces".

2.0 Process

The desire to install decorative crosswalks can be driven by external and internal interests. Individuals, communities, organizations or agencies may express interest to install a decorative crosswalk on a City roadway. Additionally, decorative crosswalks may be incorporated into City projects, such as roadway reconstruction or other similar initiatives.

Parties with an expressed interest to install a decorative crosswalk shall consult with the Public Works Department, Transportation Operations & Maintenance Division. An agreement between the applicant and the City may be necessary to formalize installation and maintenance cost terms and responsibilities.

Enabling the installation of decorative crosswalks aligns with the City of Hamilton Art in Public Places Policy. This policy provides a framework "to guide the conception, planning and implementation of successful art in public places projects". It includes five processes, specifically Publicly Commissioned Art, Donated Art, Community Art, Integrated Art and Temporary Art.

The Art in Public Places Policy is comprehensive and directly applicable to decorative crosswalks. Therefore, the Art in Public Places Policy shall be used to manage the application, selection and implementation of decorative crosswalks. Combined, the Art in Public Places Policy and the Decorative Crosswalk Guideline shall govern decorative crosswalks in the City of Hamilton.

3.0 Permitted Locations

Selecting a location for the installation of decorative crosswalks is important to ensure that they are appropriate, sustainable and safe. The primary consideration in approving a decorative crosswalk location is the safety of pedestrians, cyclists and motorists. Where safety may be negatively impacted, a decorative crosswalk will not be permitted to be installed.

Decorative crosswalks should be avoided, without special consideration and permission, across roadways that have high volumes of traffic and/or a high percentage of truck traffic, specifically, major and minor arterial roadways as classified by the Urban Hamilton Official Plan and the Rural Hamilton Official Plan. On arterial roadways,

maintenance is cost prohibitive given the amount of tire wear and marks from large trucks.

Decorative crosswalks can be installed on collector and local classified roadways. This includes collector and local roadways that intersect with, or immediately parallel to, major/minor arterial roadways permitting that the crosswalk is located on the secondary leg(s) of the intersection.

It is important that the roadways are in acceptable condition. The installation location surface must be free of potholes, fatigue cracking, loose debris or other similar degraded conditions which would inhibit the installation of surface treatments or perceivably shorten the operational life. Asphalt roadways are preferred, however concrete roads can be considered. Roadways that are constructed using unit pavers, stamped textures or comprised of mixed materials (such as adjoining asphalt and concrete surfaces) should be avoided. Roadways that are scheduled for reconstruction or re-surfacing within five (5) years or less from the time of decorative crosswalk installation must be avoided so that the treatments are not inadvertently removed earlier than intended or before their operational end-of-life.

4.0 Installation & Maintenance

Proper installation and maintenance of decorative crosswalk treatments protects their overall integrity and longevity. Therefore, they must be installed in a professional by forces that are sufficiently trained and skilled, using appropriate materials and methods, routinely monitored, repaired and maintained.

4.1 Decorative Crosswalk Specifications

- i. Artwork must be contained within the two white standard transverse lines of the crosswalk and the edge of the roadway. Treatment must be configured so that a pedestrian's first step is onto asphalt (the bare road surface), achieved by starting the artwork approximately 1.0 metre away from the curb/edge of road. It must not continue or extend onto median islands, curb gutters, curbs, sidewalks or other roadway features;
- ii. Artwork must not be applied to utility manhole covers, chamber lids, frames or other similar infrastructure;
- iii. Artwork should provide visual contrast and be reflective as per the requirements of the Ontario Traffic Manual;

- iv. Artwork that would be considered ladder (or zebra) markings, must dimensionally conform to the requirements of the HTA and Ontario Traffic Manual;
- v. Artwork shall respect community standards concerning appropriate subjects and imagery for display in public places. Further, commercial interests such as advertising and copyright protected content is not permitted without special consideration and explicit permission;
- vi. Artwork must not be comprised of any elements that road users, particularly pedestrians, would interact with such as hopscotch as an example;
- vii. Artwork must not directly or inadvertently mislead the general use or guidance of the crosswalk, especially users whom are visually impaired; and
- viii. Artwork shall comply with the City of Hamilton Art in Public Places Policy.

4.2 Material & Installation

- i. Durable skid resistant pavement markings, such as thermoplastic or cold plastic, must be used for artwork and as specified by the Public Works Department. The in-service operational life of durable pavement markings is approximately five (5) years, and dependent upon roadway surface conditions and traffic volumes.
- ii. Artwork must be reflective as per the requirements of the Ontario Traffic Manual;
- iii. Decorative crosswalks must be installed by the City of Hamilton, Public Works Department or by contractors as directed by the same;
- iv. Artwork designs shall be reasonable, easily reproduced and installed using the noted marking materials and their associated installation methods. Artwork must be acceptable and appropriate based upon the Art in Public Places policy process and requirements; and
- v. Installation shall be scheduled to occur seasonally in the late spring to early fall or as weather and conditions permit to ensure optimal adherence of materials to roadway surfaces.

4.3 Maintenance & Operations

- i. Decorative crosswalks shall be maintained (repaired, cleaned, etc.) by the City of Hamilton, Public Works Department;
- ii. It is recognized that decorative crosswalks do not have an attributed level of service as defined by Ontario Regulation 239/02: Minimum Maintenance Standards for Municipal Highways. However, decorative crosswalks shall generally be inspected by the City of Hamilton, Public Works Department, once per calendar year, typically in the late spring;
- iii. Maintenance of decorative crosswalks shall be safety focused, but also to maintain the integrity and longevity of the artwork. Maintenance shall be generally conducted on an as-needed basis;
- iv. Decorative crosswalks do not have an infinite life and would need to be removed (and replaced if appropriate) when deemed necessary or as required by any terms and/or agreements of their installation;
- v. Requestors of decorative crosswalks shall be responsible for installation costs and share maintenance costs with the City of Hamilton as described in Section 5.0 of this guideline.

5.0 Attributed Costs

The cost of installing and maintaining decorative crosswalks will have an impact on capital and existing operational budgets. Because of this, the person or agency requesting decorative crosswalks shall share in all or part of the costs. Table 5.1 outlines installation cost sharing.

Table 5.1 – Decorative Crosswalk Cost Sharing

Installation Cost	City Share	Requestor's Share
Existing non-ladder crosswalk	40% (Cost of white durable pavement markings)	60% (Cost difference between standard ladder markings and artwork)
Existing ladder crosswalk (< = 3 years old)	None	100%
Existing ladder crosswalk (> = 3 years old)	40% (Cost of white durable pavement markings)	60% (Cost difference between standard ladder markings and artwork)
All other locations	None	100%

The cost of installing a decorative crosswalk is be dependent upon the intricacy, width of the roadway, coverage of the artwork and location. It is estimated that installation costs would be between \$5,000 and \$15,000 depending on the length of the crossing.

The ongoing maintenance of the decorative crosswalks shall be shared between the City of Hamilton and the requestor based upon the cost difference between standard crosswalks and decorative crosswalks. Costs would also be dependent upon the same primary cost drivers noted as part of installation (above).

Maintenance costs shall be determined at the time of approval and based upon the design of the decorative crosswalks and perceived attributed maintenance cost pressures.

Installation and maintenance costs which are shared with the City of Hamilton by requestors should be formalized by establishment of a written agreement.

Decorative crosswalks that are not requested by external people or agencies, but rather internal to the City of Hamilton, installation costs shall be funded from an appropriate capital budget. Maintenance and operation costs shall be funded from an appropriate operating budget and annual budgets shall be reasonably adjusted as decorative crosswalks are added or removed.

6.0 Roles & Responsibilities

- i. The General Manager of Public Works, or their delegate, shall be responsible for administering and recommending updates to this guideline;
- ii. Decorative crosswalk artwork approval shall be the responsibility of the Public Works Department, Transportation Operations & Maintenance Division and in collaboration with the Planning & Economic Development Department, Tourism & Culture Division.
- iii. The Public Works Department, Transportation Operations and Maintenance Division shall be responsible for coordinating, planning, implementing and maintaining decorative crosswalks in the City of Hamilton; and
- iv. Requestors shall share in the ownership and responsibility of decorative crosswalks as governed by any formal agreements or terms as they apply.

11.5

CITY OF HAMILTON

MOTION

Public Works Committee: October 4, 2021

MOVED BY COUNCILLOR J. FARR.....

SECONDED BY COUNCILLOR A. VANDERBEEK.....

Installation of Rainbow Crosswalk in Waterdown (Ward 15)

WHEREAS, Equity, Diversity & Inclusion is one of the eight 2018-2022 term of Council priorities;

WHEREAS, this priority goal strives to ensure that equity-seeking communities will feel safe, supported and have an enhanced sense of belonging through strengthening community capacity, City responsiveness and creating inclusive engagement opportunities;

WHEREAS, Council approved a Decorative Crosswalk Guideline on July 17, 2020 which promotes and enables the installation of decorative crosswalks in the City;

WHEREAS, the Valeri family who are residents of Waterdown have requested the installation of a Rainbow Crosswalk at the intersection of Parkside Drive and Keewaydin Street and generously offered to donate funding for the installation in compliance with the Decorative Crosswalk Guideline; and,

WHEREAS, the intersection of Parkside Drive and Keewaydin Street is a gateway to a community hub in Waterdown which includes Allan A. Greenleaf Elementary School, Waterdown District High School and the Flamborough Family YWMC;

THEREFORE, BE IT RESOLVED:

- (a) That Transportation Operations and Maintenance staff be authorized and directed to install a Rainbow Crosswalk at the intersection of Parkside Drive and Keewaydin Street in Waterdown (Ward 15) in 2021;
- (b) That all costs associated with the installation of the Rainbow Crosswalk at the intersection of Parkside Drive and Keewaydin Street in Waterdown (Ward 15), be funded from the Valeri family’s donation of \$2,000;

Motion respecting the Installation of a Rainbow Crosswalk in Waterdown (Ward 15)

Page 2 of 2

- (c) That \$400 for the annual maintenance of the Rainbow Crosswalk be added to the Transportation Operations & Maintenance Division's 2022 annual base operating budget; and,
- (d) That the Mayor and City Clerk be authorized and directed to execute any required agreement(s) and ancillary documents, with such terms and conditions in a form satisfactory to the City Solicitor.





Printed by: **Rebecca Moran**
Title: **Bergman Pride Report Update : HPS**

Wednesday, October 20, 2021 14:57:46
Page 1 of 2

Wednesday, September 22, 2021 14:01:03



From:  **Rebecca Moran**
Subject: Bergman Pride Report Update
To:  PAULINE.KAJIURA.HAMILTON.CA

Attachments:  BergmanReport-Progress-Sept2021.pdf / Adobe Acrobat Documen...

Good afternoon members of the LGBTQ Advisory Committee,
I would like to provide you with an update about Hamilton Police Service's progress with respect to the 38 recommendations made by the Bergman Pride Report.
Please find attached an infographic which provides a condensed version of the progress, as well as links to an expanded progress report and an Information Report.

<https://pub-hpsb.escribemeetings.com/filestream.ashx?DocumentId=204>

<https://pub-hpsb.escribemeetings.com/filestream.ashx?DocumentId=203>

Please do not hesitate to contact me if you have any questions. I am happy to speak with your committee virtually as well.
Thank you,
Rebecca

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