HAMILTON POLICE SERVICES BOARD

- INFORMATION -

DATE:	July 23, 2020
REPORT TO:	Chairman and Members Hamilton Police Services Board
FROM:	Eric Girt Chief of Police
SUBJECT:	***Hamilton Police Service Equity, Diversity & Inclusion Plan*** ***PSB #20-060***

BACKGROUND:

The Hamilton Police Service is committed to making meaningful progress in achieving Equity, Diversity and Inclusion (ED&I) within the Service. On June 11, 2020, the Hamilton Police Services Board approved that the Service enter into a partnership with the Canadian Centre for Diversity Inclusion (CCDI), and approved funding to conduct a workplace census to identify the diversity of our Service and to identify any gaps and barriers to achieving an inclusive workplace. The census will provide an understanding of the make-up of our workforce which will in turn inform a strategic roadmap for programs and policies that affect levels of diversity and inclusion within the Service.

CCDI is a leading organization in this space and has partnered with many public and private organizations (over 250) to collect and analyze data, build a strategic plan to respond to the data and also provide training. There are currently eleven (11) Canadian police forces partnered with CCDI. This partnership allows for analysis of HPS survey results compared with responses from the same industry. The survey information will provide benchmark data that will be used to build a multi-year equity, diversity and inclusion strategy for the Hamilton Police Service.

The intention of the Service is to build a multi-faceted plan which contains focused activities and defined deliverables. The objective is to produce a robust plan which is inclusive of a variety of activities including but not limited to policy review, integration of ED&I principles in all programs and communications, internal training & development, and activities focused on driving cultural change and engagement. Our intended outcomes are to prevent, identify and eliminate individual or systemic acts of racism and discrimination within our workplace and ultimately in our service to the community. We believe that looking introspectively to understand our current workforce is a critical first step in achieving these objectives.

Since the June HPSB meeting, staff developed a desired timeline with key deliverables to guide the delivery of these objectives. Our timelines are contingent on the availability of CCDI. They are experiencing a high volume of requests at this time and we are actively working with them to finalize our plan.

Action	Target Completion
Enter into formal partnership with CCDI	August 2020
Issue Census/Survey for staff completion	October 2020
CCDI to present findings/reports to Senior Command	February 2021
HPS to present findings to all members	March 2021
HPS to present findings & next steps to HPSB	March/April 2021
Development of formal ED&I Strategic Plan/Roadmap	February 2021 – June 2021
Obtain approval of ED&I Plan from Chief and HPSB	July 2021
Communication & Implementation of Plan	July 2021 Onward

While a fulsome plan will not be formally completed until July 2021, the Service is committed to the development of all future policies, programs and communications through an Equity, Diversity & Inclusion lens.

Eric Girt
Chief of Police

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cc: Leanne Sneddon – Director, Human Resources