

HAMILTON POLICE SERVICES BOARD
- INFORMATION -

DATE: September 3, 2020
REPORT TO: Chair and Members
Hamilton Police Services Board
FROM: Eric Girt
Chief of Police
SUBJECT: *Pride Recommendations*
PSB 20-076

BACKGROUND:

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 a framework to implement the recommendations.

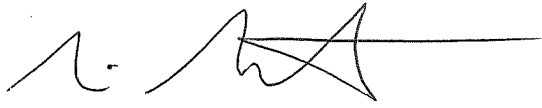
The Chief appointed a Steering Committee led by the Deputies and CAO to review the report and assigned a working group of Superintendents and Directors to begin work on the recommendations. The committee has created an implementation framework and will bring reviews to the HPSB on its progress. Updates will take place on the following dates:

- March 2021
- September 2021
- 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. The report also signals opportunities for HPS and these communities to act together. As a public institution, the onus rests with us. This will be critical for real change and building trust. The service is committed to an open and transparent process that is informed by the Two Spirit and LGBTQIA+ communities'

lived experience to find solutions. The 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 lays ahead.

A handwritten signature in black ink, appearing to read 'Eric Girt', with a long horizontal line extending to the right from the end of the signature.

Eric Girt
Chief of Police

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