

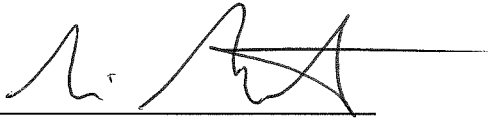
HAMILTON POLICE SERVICES BOARD

- RECOMMENDATION -

DATE: October 15, 2020
REPORT TO: Chair and Members
Hamilton Police Services Board
FROM: Eric Girt
Chief of Police
SUBJECT: *2020 Equity, Diversity & Inclusion Specialist*
PSB 20-082

RECOMMENDATIONS:

- a) That the Board authorize staff to go above complement to immediately recruit an Equity, Diversity & Inclusion Specialist to support the Service's Equity, Diversity & Inclusion Strategy, and;
- b) That the Board direct the Service to bring recommendations during the 2021 budget process for the long term funding of the Equity, Diversity & Inclusion Specialist position.

A handwritten signature in black ink, appearing to be 'Eric Girt', written over a horizontal line.

Eric Girt
Chief of Police

FINANCIAL / STAFFING / LEGAL IMPLICATIONS:

FINANCIAL A preliminary compensation review of the Equity, Diversity & Inclusion (EDI) Specialist role indicates an annual cost of salary and benefits of approximately \$112,000. All new positions are subject to the Joint Job Review (JJR) process following 6 months of the incumbent being in the role. The JJR process allows for the incumbent to provide additional details about the position so that a final review and job rating can be applied. For the balance of 2020, staff recommend that the cost of the position be dealt with through gapping and that a recommendation for permanent funding of the position be brought forward during 2021 budget deliberations.

STAFFING The introduction of the EDI Specialist increases the Service's civilian complement by one (1) full time equivalent (FTE). The EDI Specialist will be a permanent, full time member of the Hamilton Police Association. For the 2020 budget year, this position puts the Service over complement by one FTE. Staff will provide recommendations in the 2021 budget process for permanent funding of the EDI Specialist. The position will report directly to the Chief Administrative Officer.

LEGAL None

BACKGROUND:

The Service has identified a need for a full time position to support its ongoing efforts to achieve a diverse and inclusive workplace and to collaborate with external partners to develop and deliver programs and services. The need for the position stems from the volume of work that will come from responding to the upcoming workforce census, and in supporting several of the recommendations out the recent Pride Review. We believe it is critical to permanently staff this role in order to achieve and sustain our EDI objectives.

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 assist the Service in identifying the makeup of our workforce, and in identifying any gaps and barriers that may exist to achieving an inclusive workplace. This information will guide the development of the Service's long term EDI Strategy. We

anticipate the plan to be multi-faceted and to span over multiple years. Depending on the outcomes of the census, the plan could include some of the following:

- Collection and review of data
- Policy review
- Integration of EDI principles in policy, programs and communications
- Internal training and development
- Initiatives focused on driving cultural change and engagement

In addition, the Pride Review identified several recommendations related to supporting a diverse and inclusive work force, including but not limited to Recommendation # 36, “The HPS should carefully consider undertaking a Diversity Audit or Organizational Culture Review”. In addition, the Pride Review identified several recommendations related to supporting a diverse and inclusive work force through the dedication of resources to support diverse communities.

While Bergman’s recommendations related directly to Pride and the Two-Spirit and LGBTQIA+ communities, the Service aspires to build a fulsome strategy that will be inclusive of all communities. The EDI Specialist will work closely with many internal and external stakeholders including but not limited to Human Resources, Community Relations, Senior Command, Operational/Front Line members, and members of our diverse communities. In addition to the EDI specialist role, the Service is building an internal structure to ensure all stakeholders are aligned and engaged in EDI strategies. Much of this work will be coordinated and led by the EDI Specialist.

Given work with CCDI has commenced and implementation of the Pride recommendations are well underway, we feel it is critical to immediately recruit for this position. Based on this, the Service is requesting approval to hire above complement and bring back recommendations to the HPSB for the permanent funding of the EDI Specialist role. Costs for the balance of 2020 would be covered by gapping created due to hiring delays in the current year.

EG/ A. Filice

cc: Anna Filice, Chief Administrative Officer
John Randazzo, Director – Finance