

**From:** [Jasbir Dhillon](#)  
**To:** [Kajiura, Pauline](#)  
**Cc:** [Rebecca Moran](#); [Paola Jani](#)  
**Subject:** HPS Request for Meeting  
**Date:** February 11, 2021 9:15:25 AM

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Hello Pauline,

I hope you are well. Can you please share the meeting request below with the LGBTQ Advisory Committee.

Thank you,

Jas

Dear LGBTQ Advisory Committee,

I am writing on behalf of the Hamilton Police Service to request a meeting with the Committee. The Service's relationship with the Two Spirit and LGBTQIA+ communities is damaged and we have a long way to go in rebuilding trust. It is in this hope that I'd like to arrange a meeting to open the lines of communication and explore the potential to co-design the change that the communities would like to see in the HPS.

There are a number of recommendations from the Scott Bergman Report which are intended to foster collaboration between community members, organizations and HPS. For instance, recommendations 25, 26, 27, 28 and 33 of the report make reference to collaborating with Two Spirit and LGBTQIA + communities for input.

These recommendations state:

**Recommendation #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.

**Recommendation #26:** The HPS should consider holding larger town hall meetings to review their action plan, 'The Way Forward'.

**Recommendation #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.

**Recommendation #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.

**Recommendation #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.

We would like to meet to discuss these recommendations and seek out your

guidance on the issues of most importance to Two Spirit and LGBTQIA+ communities.

The Service accepted and has begun to implement those recommendations that fell solely to the HPS. Hamilton Police recognizes the implementation of many of the recommendations cannot be undertaken without engagement and input from the communities. I am hopeful that the Committee will agree there is an opportunity to renew relationship building efforts, to work collaboratively in implementing the Bergman recommendations and to create lasting change towards inclusivity, equity and safety for all.

**A proposed agenda is:**

- Introductions of HPS staff and LGBTQ Committee members.
  - HPS Attendees will include Deputy Chief Ryan Diodati, Chief Administrative Officer Anna Filice, LGBTQ Liaison Officer Rebecca Moran, EDI Specialist Paola Jani, and Community Relations Coordinator Jasbir Dhillon.
- Update on HPS progress since the release of the Report in June 2020.
- Discussion of next steps.

This agenda is a draft and we welcome your input on additional agenda items.

I look forward to hearing from you.

With gratitude,

Jas

**Jasbir Dhillon**

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