




HAMILTON POLICE SERVICE

INFORMATION REPORT

TO:	Chair and Members Hamilton Police Services Board
BOARD MEETING DATE:	March 26, 2021
SUBJECT:	Pride Recommendations
REPORT NUMBER:	20-076a
SUBMITTED BY:	Frank Bergen, Acting 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

- On March 16, 2021, HPS delegated to the City of Hamilton's LGBTQ Advisory Committee with a proposed process for retaining a third-party mediator/facilitator to lead future conversations.
- The Two Spirit and LGBTQIA+ officer has been working with the community since starting in the role in 2020. 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.

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

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

Diversity

- In partnership with the Canadian Centre for Diversity and Inclusion (CCDI), an external charitable organization specializing in promoting diversity and inclusion in Canada, launched and completed a diversity and inclusion survey with members.

Operations

- A new operational plan template has been completed. This operational plan template is part of the revised Incident Command Planning policy and will allow for more information to be provided for event planning purposes.

Policy/Procedures

- Conducted an Environmental Scan of Internal Support Networks (ISN) in other policing jurisdictions including Terms of Reference and ISN goals where available.
- Draft Terms of Reference created for the Two Spirit and LGBTQIA+ ISN with an anticipated completion date of April 30, 2021.
- 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 Incident Management System & Incident Response and associated level of command knowledge, skills and abilities.

Training

- The EDI Specialist and Two Spirit 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.
- The format of training is also being considered with the Professional Development Division. 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.

Future updates will take place on the following dates:

- September 2021
- March 2022
- September 2022

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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. 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.

APPENDICES AND SCHEDULES ATTACHED

Appendix A – Project Status

FB/R.Diodati

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

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