

Bergman Report - Recommendations Index								
#	Recommendation	Lead	Action	Anticipated start date	Anticipated Completion Date	Status	September 2020 Update	March 2021 Update
1	The HPS should draft a formal policy and procedure to mandate communication between the HPS S.E.A.T. representative and the Crime Management Office within the respective divisions.	Superintendent - Support Services	Draft new policy	01-Aug-20	30-Apr-21	In progress	Review legal parameters and policies from other agencies for consistency, best practices and training opportunities.	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 IMS & IR and associated level of Command knowledge, skills and abilities.
2	Upon receipt of a S.E.A.T application, the relevant HPS Crime Management Office should prepare an Operational Plan for the event.	Superintendent - Support Services	Draft new policy	01-Aug-20	30-Apr-21	In progress	Draft a Special Events policy that outlines how Hamilton Police work with the City of Hamilton and community partners on external events.	Currently revising <i>Major Incident Command Policy</i> 4.3.41. and renaming the policy <i>Incident Command Planning</i> . The revised policy will include three new Incident Command Classifications (Critical Incident, Major Incident, Special Event Incident). Focus on IMS & IR and associated level of Command knowledge, skills and abilities.
3	The Operational Plan should be drafted after consultation with Pride Organizers.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	01-Jul-20	Ongoing	In progress	The operational plan for Pride 2021 will be created after consultation with Pride organizers.	<p>A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.</p> <p>The Division 20 Crime Manager reached out to Pride Hamilton in March 2021 regarding plans for this year's Pride celebration.</p> <p>A SEAT application has been filed.</p> <p>Hamilton Police will liaise with the City and organizers regarding safety planning for the event.</p>
4	The Operational Plan must include the name and contact information for at least one Pride organizer and organizers should be provided with contact information for a commanding officer who will be present at the event.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	01-Jul-20	Ongoing	In progress	This information will be included in the operational plan template.	<p>A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.</p> <p>The Division 20 Crime Manager reached out to Pride Hamilton in March 2021 regarding plans for this year's Pride celebration.</p> <p>A SEAT application has been filed.</p> <p>Hamilton Police will liaise with the City and organizers regarding safety planning for the event.</p>
5	HPS officers, including the LGBTQ Liaison Officer, should meet with Pride organizers to discuss public safety issues after the Operational Plan is drafted and before the event takes place.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	01-Jul-20	Ongoing	In progress	After consulting with Pride 2021 organizers prior to drafting the operational plan, the LGBTQ Liaison Officer will establish communication to review the operational plan and address any safety concerns before the event.	<p>A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.</p> <p>The Division 20 Crime Manager reached out to Pride Hamilton in March 2021 regarding plans for this year's Pride celebration.</p> <p>A SEAT application has been filed.</p> <p>Hamilton Police will liaise with the City and organizers regarding safety planning for the event.</p>
6	HPS, the Board or the City of Hamilton should consider providing a grant to Pride Hamilton to subsidize the cost of paid duty officers.	Chief's Office	Explore grant opportunities	01-Jul-20	Ongoing	In progress	<p>Where grant opportunities are available, Hamilton Police Service would support submissions from PRIDE.</p> <p>Where grant opportunities are present, Hamilton Police Service will forward that information to PRIDE.</p>	<p>Where grant opportunities are available, Hamilton Police Service would support submissions from PRIDE.</p> <p>Where grant opportunities are present, Hamilton Police Service will forward that information to PRIDE.</p>

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7	The Operational Plan for Pride in the Park 2021 must include far more information than it has in previous years.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	01-Jul-20	01-Mar-21	Complete	Officers involved will review and sign off on the operational plan prior to attending Pride 2021.	<p>A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.</p> <p>The Division 20 Crime Manager reached out to Pride Hamilton in March 2021 regarding plans for this year's Pride celebration.</p> <p>A SEAT application has been filed.</p> <p>Hamilton Police will liaise with the City and organizers regarding safety planning for the event.</p>
8	The Operational Plan should be available for officers to review at least two weeks prior to Pride in the Park 2021.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	01-Jul-20	Ongoing	In progress	Officers involved will review and sign off on the operational plan prior to attending Pride 2021.	<p>A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.</p> <p>The Division 20 Crime Manager reached out to Pride Hamilton in March 2021 regarding plans for this year's Pride celebration.</p> <p>A SEAT application has been filed.</p> <p>Hamilton Police will liaise with the City and organizers regarding safety planning for the event.</p>
9	Pre-Pride HPS briefings for officers must be detailed.	Superintendent - Support Services Community Relations	Draft new Operational Plan template - fillable form	01-Jul-20	Ongoing	In progress	Detailed information shared with officers attending the event during the pre-event briefing.	<p>A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.</p> <p>The Division 20 Crime Manager reached out to Pride Hamilton in March 2021 regarding plans for this year's Pride celebration.</p> <p>A SEAT application has been filed.</p> <p>Hamilton Police will liaise with the City and organizers regarding safety planning for the event.</p>
10	On the day of the event, supervising officer(s) should arrive at the park and contact organizers well in advance of the start.	Superintendent - Support Services	Draft new policy	01-Aug-20	Ongoing	In progress	Procedures and expectations regarding contact with organizers will be built into the operational plan template and Hamilton Police policy.	<p>A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.</p> <p>The Division 20 Crime Manager reached out to Pride Hamilton in March 2021 regarding plans for this year's Pride celebration.</p> <p>A SEAT application has been filed.</p> <p>Hamilton Police will liaise with the City and organizers regarding safety planning for the event.</p>
11	The HPS should seek the assistance of a City by-law enforcement officer to enforce by-laws that ensure a peaceful and celebratory event.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	01-Jul-20	Ongoing	In progress	Hamilton Police Service will request the attendance of City of Hamilton By-Law to assist with a peaceful and celebratory event.	<p>A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.</p> <p>The Division 20 Crime Manager reached out to Pride Hamilton in March 2021 regarding plans for this year's Pride celebration.</p> <p>A SEAT application has been filed.</p> <p>Hamilton Police will liaise with the City and organizers regarding safety planning for the event.</p>

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12	Officers should be prepared for the arrival of Agitators.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	01-Jul-20	Ongoing	In progress	<p>The arrival of Agitators at Pride 2021 will be addressed within the operational plan. Hamilton Police will consult with Pride Hamilton prior to drafting the plan, as well as addressing safety concerns with organizers.</p>	<p>A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.</p> <p>The Division 20 Crime Manager reached out to Pride Hamilton in March 2021 regarding plans for this year's Pride celebration.</p> <p>A SEAT application has been filed.</p> <p>Hamilton Police will liaise with the City and organizers regarding safety planning for the event.</p>
13	HPS supervising officers at Gage Park should be in constant communication with Pride organizers for the duration of the event.	Superintendent - Support Services	Draft new policy	01-Aug-20	Ongoing	In progress	<p>Ensure contact information is exchanged prior to the event in order to maintain communication throughout Pride 2021.</p>	<p>A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.</p> <p>The Division 20 Crime Manager reached out to Pride Hamilton in March 2021 regarding plans for this year's Pride celebration.</p> <p>A SEAT application has been filed.</p> <p>Hamilton Police will liaise with the City and organizers regarding safety planning for the event.</p>
14	Police should attempt to engage and coordinate with Pride defenders to the greatest extent possible.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	01-Jul-20	Ongoing	In progress	<p>Engage the Police Liaison Team and LGBTQ Liaison Officer to coordinate with Pride organizers.</p>	<p>A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.</p> <p>The Division 20 Crime Manager reached out to Pride Hamilton in March 2021 regarding plans for this year's Pride celebration.</p> <p>A SEAT application has been filed.</p> <p>Hamilton Police will liaise with the City and organizers regarding safety planning for the event.</p>
15	The HPS should unequivocally apologize to the community for creating the impression that the police response to Agitators would have been different had the HPS been formally invited to the event.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	<p>Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.</p>	<p>Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.</p>
16	The HPS should apologize to the community for inadequate planning and lack of preparation for Hamilton Pride 2019.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	<p>Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.</p>	<p>Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.</p>
17	The HPS should apologize to the community for the public statements made during and after the event and for equating the conduct of the Agitators with that of Pride Defenders.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	<p>Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.</p>	<p>Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.</p>
18	The HPS should apologize to the community for the lack of communication with Pride Organizers.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	<p>Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.</p>	<p>Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.</p>
19	The HPS and the Board should publicly acknowledge that building a relationship of mutual trust will take years and should commit to the hard work necessary for that to happen.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	<p>Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.</p>	<p>Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.</p>

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20	The HPS should acknowledge to the community that more needs to be done to protect Pride attendees and Two-Spirit and LGBTQIA+ community members from Agitators who wish to disrupt events and cause conflict. The HPS should acknowledge they understand the perception in the community that they are protecting hatemongers and commit to doing more to balance these Agitators' free speech rights without interfering with the community's peaceful, lawful use of public spaces.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.
21	The HPS should refrain from making comments around recruitment booths and police inclusion at Two-Spirit and LGBTQIA+ events until a joint statement can be issued with Pride Hamilton. Instead, the HPS should issue a statement such as "The Hamilton Police Service is committed to protecting the public safety and ensuring that Pride 2021 is a success for everyone who attends to celebrate the diversity of Hamilton. The HPS will work with Pride organizers to ensure a safe event where everyone is respected regardless of whether the HPS is asked to participate in Pride."	Corporate Communicator	Draft mutually agreed upon statement prior to Pride 2021 in conjunction with organizers	01-Jun-21	01-May-21	In progress	Prior to Pride 2021, Hamilton Police will reach out to Pride Hamilton organizers to draft a joint statement regarding the event and the police role.	The Division 20 Crime Manager reached out to Pride Hamilton in March 2021 regarding plans for this year's Pride celebration.  A SEAT application has been filed.  Once more information is available regarding this year's celebration, Hamilton Police will engage with Pride Hamilton regarding the possibility of a joint statement.
22	The HPS should carefully review the role of and responsibilities associated with the LGBTQ Liaison Officer position and whether it ought to be a full-time, Sergeant level position.	Community Relations/EDI Specialist	Conduct a review of the position.	01-Sep-20	01-Mar-21	In progress	Hamilton Police Service will review the role and responsibilities of the LGBTQ Officer.  Exploring whether the position fits within an EDI Model  Conducting an environmental scan of other police services and public sector agencies regarding organizational structure of similar positions.	Completed Environmental Scan of 13 police services to understand organizational structure of similar positions.  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.
23	The HPS should integrate the LGBTQ Liaison Officer position with the Community Relations Coordinator position and consider expanding these roles.	Community Relations/EDI Specialist	Conduct a review of the position.	01-Sep-20	01-Mar-21	In progress	Examining the creation of a Diversity, Equity and Inclusion Office within the organization.  Conducting an environmental scan of other police services and public sector agencies regarding similar models.	Completed Environmental Scan of 13 police services to understand organizational structure of similar positions.  Roles of the Two-Spirit and LGBTQIA+ Liaison Officer and Community Relations Coordinator are being considered as part of the Framework noted above.
24	The HPS, in consultation with the LGBTQ Liaison Officer and members of the ISN, should determine what role the LGBTQ Liaison Officer should have within the ISN.	Community Relations/EDI Specialist	Define the role and mandate of the ISN.	01-Sep-20	01-Mar-21	In progress	Meet with the LGBTQ Liaison Officer and ISN members to determine if the ISN is meeting the originally intended needs and goals.  Review current Terms of Reference to update mandate of ISN.  Conducted an environmental scan of ISNs in other policing jurisdictions.	Conducted an Environmental Scan of ISNs in other policing jurisdictions including Terms of Reference and ISN goals where available.  DRAFT Terms of Reference created in consultation with the Two Spirit and LGBTQIA+ ISN, the Director of Human Resources, the Manager of Records, the Chief Administrative Officer, the Deputy Chiefs and the Acting Chief and roles have been clearly outlined.
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.	Community Relations	Create a list of qualified facilitators with the community.	01-Sep-20	01-Mar-21	In progress	Engage Two Spirit and LGBTQIA+ communities to identify a mutually agreeable facilitator.  Work with communities to determine the format this process could take.  Hamilton Police Service will work together with the community to form a working group that is broadly representative of Hamilton's diverse Two Spirit and LGBTQIA+ communities to move this work forward.	On March 16, 2021, HPS will make a delegation to the City of Hamilton's LGBTQ Advisory Committee with a proposed process for retaining a third-party mediator/facilitator to lead future conversations.

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26	The HPS should consider holding larger town hall meetings to review their action plan, 'The Way Forward'.	Community Relations	Establish a mechanism for Town Hall meetings.	01-Oct-20	01-May-21	In progress	<p>With the communities' engagement, explore the retention of a third-party mediator to facilitate community dialogue and future Town Hall meetings.</p> <p>Hamilton Police Service will work together with the community to form a working group that is broadly representative of Hamilton's diverse Two Spirit and LGBTQIA+ communities to move this work forward.</p>	On March 16, 2021, HPS will make a delegation to the City of Hamilton's LGBTQ Advisory Committee with a proposed process for retaining a third-party mediator/facilitator to lead future conversations.
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.	Community Relations	Facilitate creation of community working group.	01-Sep-20	01-May-21	Not started	<p>Work with communities to determine the feasibility, timeline and format that a task force could take.</p> <p>Hamilton Police Service will work together with the community to form a working group that is broadly representative of Hamilton's diverse Two Spirit and LGBTQIA+ communities to move this work forward.</p>	<p>On March 16, 2021, HPS will make a delegation to the City of Hamilton's LGBTQ Advisory Committee with the request for their representation on a future task force.</p> <p>Further community engagement required to inform the structure and feasibility of a task force.</p>
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.	Chief's Office	Organizational Chart review	01-Jul-20	01-Jul-21	In progress	<p>Examining the creation of a Diversity, Equity and Inclusion Office within the organization.</p> <p>Conducting an environmental scan of other police services and public sector agencies to determine best practices and organizational structure.</p>	<p>Completed Environmental Scan of 13 police services to understand organizational structure and best practices.</p> <p>Roles are being considered as part of the Framework noted above.</p>
29	During block training, the HPS must develop and mandate more in-depth seminars and hands-on training with respect to Two-Spirit and LGBTQIA+ issues.	Superintendent - Professional Development/EDI Specialist	Explore opportunities for in person training through CCDI.	Upon contract with external agency approval	Block Sept 2021	In progress	<p>Exploring training opportunities with Ontario Human Rights Commission and other external agencies.</p>	<p>An internal review of HPS Two-Spirit and LGBTQIA+ training is being conducted by the EDI Specialist to assess gaps to identify and develop further training which will be mandated.</p> <p>Once review completed, develop a five-year inclusive training strategic plan.</p> <p>Development of Block Training presentation underway by Two-Spirit and LGBTQIA+ Liaison Officer that will be Hamilton-focussed with historical context. Presentation to be delivered virtually if COVID prevents further in-class learning in September 2021.</p>
30	The HPS should continue training officers with respect to appropriate and current terminology and the need for sensitivity when it comes to terminology.	Superintendent - Professional Development/EDI Specialist	Explore training opportunities.	01-Jul-20	Block 2021	In progress	<p>Exploring training opportunities with Ontario Human Rights Commission and other external agencies.</p> <p>Look for additional ways to offer educational opportunities for members such as Lunch and Learns to build situational and historical awareness.</p>	<p>An internal review of training materials by the EDI Specialist is currently being conducted to assess appropriate and current terminology.</p> <p>Positive Space training delivered to Command staff and S/Sgts</p> <p>OHR confirmed that they can deliver a training package in lecture format to one group but not a Block Training format.</p>
31	The HPS should work in conjunction with the ISN to create additional training materials regarding Two-Spirit and LGBTQIA+ issues, either through lectures or online materials. This training can focus on scenarios that arise in interactions between HPS officers and community members.	Superintendent - Professional Development/EDI Specialist	Meet with ISN to review training.	24-Jul-20	Ongoing	In progress	<p>Exploring training opportunities with Ontario Human Rights Commission and other external agencies.</p>	<p>The EDI Specialist 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.</p> <p>Discussion on next steps for a potential online program short term and literature review of Serving with Pride for potential start of Block Sept 2021.</p> <p>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.</p>

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32	The HPS should review training materials from other police services with regards to Two-Spirit and LGBTQIA+ issues and determine if there are training materials and programs that are suitable for the HPS to develop and deliver.	Superintendent - Professional Development/EDI Specialist	Reach out to other Police Services to review their training.	15-Jul-20	30-Sep-20	In progress	Conducting a review of CPKN and OPVTA training.	A current internal review/scan of HPS Two-Spirit and LGBTQIA+ training being conducted by the EDI Specialist to assess where gaps exist, this will be cross compared with other police services.  Completed review of CPKN and OPVTA training materials. Materials too dated to consider but updated training materials being developed by neighbouring police service.
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.	Superintendent - Professional Development/EDI Specialist	Explore learning opportunities.	01-Sep-20	01-Sep-21	In progress	Work with the Two Spirit and LGBTQIA+ community to define what these experiential training opportunities within the community might look like and how they could be formalized within the context of a larger training program.	A current internal review/scan of HPS Two-Spirit and LGBTQIA+ training being conducted by the EDI Specialist to assess where gaps are in order to bridge these when it is time to consult with community on training and how to proceed.  Community to be engaged to inform experiential training opportunities.
34	All senior command officers should receive enhanced media training to ensure any media appearances are conducted with professionalism and convey appropriate messaging.	Corporate Communicator	Arrange media training.	01-Jul-20	01-Jun-21	In progress	Media training was scheduled for June 2020 but was cancelled as a result of COVID.  Date to be rescheduled.	Senior Officers participated in virtual media training offered by the OACP in fall 2020.  In person training to be rescheduled once current public health restrictions are lifted.
35	The HPS must continue to support the ISN and clarify the role of the ISN.	Superintendent - Professional Development/EDI Specialist	Determine the ISN mission and goals.	01-Sep-20	01-Mar-21	In progress	Meet with the LGBTQ Liaison Officer and ISN members to determine if the ISN is meeting the originally intended needs and goals.  Review current Terms of Reference to update mandate of ISN.  Conducted an environmental scan of ISNs in other policing jurisdictions.	ISN met on February 8, 2021 to discuss future role and structure of the ISN  EDI Specialist conducted a best practice review of ISNs in policing Sub-group created to draft a Terms of Reference for ISN  Larger ISN met February 26, 2021, to review initial DRAFT Terms of Reference  Support to ISN provided by Senior Commanders and the EDI Specialist  DRAFT Terms of Reference created in consultation with Two-Spirit and LGBTQIA+ ISN, the Director of Human Resources, the Manager of Records, the Chief Administrative Officer, the Deputy Chiefs and the Acting Chief. The role of the ISN is clearly identified and outlined in the DRAFT Terms of Reference
36	The HPS should carefully consider undertaking a Diversity Audit or Organizational Culture Review.	Director - Human Resources/EDI Specialist	Partner with CCDI execute a diversity and inclusion survey.	13-Jul-20	05-Mar-20	Complete	A partnership with CCDI has been signed. An internal survey will be launched in January 2021, with results expected in April 2021.	Survey launched in January 2021. The deadline for completion of the census extended to March 5, 2021. Report findings expected in late spring.
37	The HPS should consider the legal tools discussed in this Report in the context of demonstrations at City Hall.	Legal Counsel	Conduct legal review.	01-Jul-20	31-Oct-20	Complete	Exploring best practices in the province regarding legal authorities in operational plans.	Legal authorities have been considered and incorporated into the operational planning document.
38	The Board and/or HPS should institute a mechanism for external review and audit of these recommendations and grading of compliance. The HPS should be prepared to address how and in what manner it has responded to these recommendations 12 months and 24 months after the release of this Report.	Chief's Office	Establish external review.	01-Jul-20	Ongoing	In progress	Work directly with the Two Spirit and LGBTQIA+ community to create a community action group to review and audit the recommendations.  Framework created to inform implementation plan.	On March 16, 2021, HPS will make a delegation to the City of Hamilton's LGBTQ Advisory Committee with the request for their representation on a future task force.