



HAMILTON POLICE SERVICE

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LGBTQ Advisory Committee Delegation March 16, 2021

Good evening. It is our pleasure to be here this evening, I am Acting Chief Frank Bergen. I would like to personally thank the LGBTQ Advisory Committee for accepting our delegation request.

This is our first time delegating before this committee and before we begin, we recognize that it may take years to rebuild a trusting relationship and at this time, I would like to begin with an apology.

Tonight, we would like to officially extend an apology to the LGBTQ Advisory Committee and to all members of Hamilton's Two Spirit and LGBTQIA+ communities, many of whom may be tuned in tonight. On June 11, 2020, the Hamilton Police Service issued a formal apology regarding the events that took place at Pride 2019.

As a Police Service, we take responsibility for what took place at Pride 2019. We acknowledge that our relationship with the Two Spirit and LGBTQIA+ communities has been significantly damaged as a result of the violence and the events, which followed Pride 2019. We acknowledge that the historical hurt and trauma caused by words, actions or lack thereof by Hamilton Police Service have led to this distrust.

We hope that today is the first step in finding a way forward and we can collectively co-design next steps in what reconciliation and healing looks like.

In June 2020, Scott Bergman presented the results of a report commissioned by the Hamilton Police Service Board investigating the events that took place at Pride 2019. The Hamilton Police Service accepted all 38 recommendations and began to implement those recommendations that fell solely to the Hamilton Police Service.

We wanted to provide some progress highlights since presenting to the HPSB in September 2020. The service committed to public updates through the Police Service Board at regular six-month intervals. We recognize that HPS needs to further improve transparency with respect to the progress of these recommendations. Moving forward the Service will carefully examine and implement additional mechanisms, through either the HPS website or other means, to better communicate HPS progress, successes and challenges regarding these recommendations.

Within the following themes:

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 our members.

Operations

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

Policy/Procedures

- Conducted an Environmental Scan of Two Spirit and LGBTQIA+ Internal Support Networks (ISN) in other policing jurisdictions including Terms of Reference and ISN goals where available.
- Draft Terms of Reference created for the ISN with an anticipated completion date of April 30, 2021.
- Currently revising *Major Incident Command Policy* 4.3.41. in addition, renaming the policy *Incident Command Planning*. The revised policy will include three new Incident Command Classifications (Critical Incident, Major Incident, and Special Event Incidents). 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 Two-Spirit and LGBTQIA+ communities.
- The format of training is also being considered with 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.

In addition, at the heart of this delegation:

Community Engagement

- The Two-Spirit and LGBTQIA+ Liaison 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.

We are here today to specifically request your assistance in guiding the process for community engagement with the aim of rebuilding relationships.

We recognize that for some in the community, this process may be too soon and for others it is not soon enough. We know there is a distrust of police and we believe for this process to work, a third party should be retained. The third party would be responsible for administering a survey, compiling the results into themes, which can then inform the selection of a facilitator/mediator to lead future community meetings and determine if and when it may be appropriate to create a community task force/advisory committee.

Recently we saw the successful appointment of board members to the Hamilton Anti-Racism Resource Centre.

We are suggesting a similar process by which we ask for community feedback through a simple survey that asks two questions:

1. List the key qualifications and experience the facilitator(s) must have to respectfully and successfully engage Hamilton's Two Spirit and LGBTQIA+ communities in re-establishing dialogue with the Hamilton Police Service.
2. Hamilton Police Service hopes to establish a community Advisory panel to inform community consultations and providing feedback when needed. Please list the key qualifications and experiences that members of a proposed community advisory panel should have.

Our request today is for your Committee's participation in providing a list of individuals within the community who may be able to help administer the survey. This will be the first step in engaging a facilitator for the ongoing dialogue that needs to happen to determine how we can collectively move forward.

Thank you.

A handwritten signature in black ink, appearing to read 'Frank Bergen', with a stylized, cursive script.

Frank Bergen
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