

Bergman Report - Recommendations Index

#	Recommendation	Lead	Action	Anticipated start date	Anticipated Completion Date	Status	March 2021 Update	September 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	1-Aug-20	30-Apr-21	Complete	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.	Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.
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	1-Aug-20	30-Apr-21	Complete	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.	Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.
3	The Operational Plan should be drafted after consultation with Pride Organizers.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	Ongoing	In progress	A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above. 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. Hamilton Police will liaise with the City and organizers regarding safety planning for the event.	The new Operational Plan Template has been placed on the Intranet and training will take place beginning the first week of September for all Crime Managers.
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	1-Jul-20	Ongoing	Complete	A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above. 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. Hamilton Police will liaise with the City and organizers regarding safety planning for the event.	Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September. The Division 20 Crime Manager will reach out to Pride Hamilton in March 2022 regarding plans for next year's Pride celebration.
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	1-Jul-20	Ongoing	In progress	A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above. 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. Hamilton Police will liaise with the City and organizers regarding safety planning for the event.	Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.
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	1-Jul-20	Ongoing	In progress	Where grant opportunities are available, Hamilton Police Service would support submissions from PRIDE. Where grant opportunities are present, Hamilton Police Service will forward that information to PRIDE.	Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.

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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	1-Jul-20	1-Mar-21	Complete	<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>	<p>Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.</p> <p>A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.</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	1-Jul-20	Ongoing	In progress	<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>	<p>Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.</p>
9	Pre-Pride HPS briefings for officers must be detailed.	Superintendent - Support Services Community Relations	Draft new Operational Plan template - fillable form	1-Jul-20	Ongoing	Complete	<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>	<p>Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.</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	1-Aug-20	Ongoing	In progress	<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>	<p>Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.</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	1-Jul-20	Ongoing	Complete	<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>	<p>Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.</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	1-Jul-20	Ongoing	Complete	<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>	Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.
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	1-Aug-20	Ongoing	Complete	<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>	Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.
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	1-Jul-20	Ongoing	Complete	<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>	Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.
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	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.
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	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.
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	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.
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	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.
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	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.

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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	1-Jun-21	1-May-21	In progress	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.	Prior to Pride 2022, Hamilton Police will reach out to Pride Hamilton organizers to draft a joint statement regarding the event and the police role.
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.	1-Sep-20	1-Mar-21	Complete	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.	In June 2021, the Two-Spirit and LGBTQIA+ Liaison role was formally transitioned into a full time position.
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.	1-Sep-20	1-Mar-21	Complete	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.	The Two-Spirit and LGBTQIA+ Liaison Officer and Community Relations Coordinator are organizationally situated in the Community Mobilization Division. Both roles work closely together and collaborate on community initiatives.
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.	1-Sep-20	1-Mar-21	Complete	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.	Within the ISN Terms of Reference, it is stipulated that the Two-Spirit and LGBTQIA+ Liaison Officer will be a standing member of the ISN.

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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.	1-Sep-20	1-Mar-21	In progress	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.	HPS entered into an agreement with McMaster University to administer the Two-Spirit and LGBTQIA+ Communities Survey to help inform the selection of a suitable facilitator to lead ongoing conversations between police and Two-Spirit and LGBTQIA+ communities. The Survey has been launched and a report will be prepared by McMaster University outlining the thematic analysis. This report is anticipated for completion in October.
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.	1-Oct-20	1-May-21	In progress	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.	The Two-Spirit and LGBTQIA+ Communities Survey results will inform next steps on how HPS will work together with community to form working group(s) that reflect the various communities and their needs.
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.	1-Sep-20	1-May-21	In progress	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. Further community engagement required to inform the structure and feasibility of a task force.	The Two-Spirit and LGBTQIA+ Communities Survey results will inform what a community task force/advisory committee could look like, if and when, the community is ready.
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	1-Jul-20	1-Jul-21	Complete	Completed Environmental Scan of 13 police services to understand organizational structure and best practices. Roles are being considered as part of the Framework noted above.	The Two-Spirit and LGBTQIA+ Liaison role is organizationally situated within the Community Mobilization Division. There is an Inspector and Superintendent assigned to oversee the division.

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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>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>	<p>Internal training review was completed in Spring 2021.</p> <p>Inclusive training strategic plan will be included in the EDI Strategy. The plan will address the gaps found in the internal review. The EDI Strategic Plan is expected to be delivered in late 2021.</p> <p>A number of training sessions have been delivered by the Two Spirit and LGBTQIA+ Liaison Officer. This training was developed in consultation with community and community members had an opportunity to review it and provide input and that process is ongoing.</p> <p>At BLOCK Training this year, all members will be provided with training with respect to Two-Spirit and LGBTQIA+ issues. This training will be delivered by the Two-Spirit and LGBTQIA+ Liaison Officer. In addition, members will also receive implicit bias training delivered virtually through the Canadian Police Knowledge Network (CPKN). Further training will be delivered by EGALE, Canada's leading organization for Two-Spirit and LGBTQIA+ people and issues.</p> <p>Two-Spirit and LGBTQIA+ ISN members have been offered priority seats at this training as part of their role in the ISN and larger organization. In addition, all members will be receiving an equity, diversity and inclusion training starting this 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.	1-Jul-20	Block 2021	In progress	<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>	<p>Internal training review was completed in Spring 2021.</p> <p>Inclusive training strategic plan will be included in the EDI Strategy. The plan will address the gaps found in the internal review. The EDI Strategic Plan is expected to be delivered in late 2021.</p> <p>Further terminology and emotional intelligence training has been included in Block Training and will be delivered by both EGALE, the Two Spirit and LGBTQIA+ Liaison Officer and the EDI Specialist starting September 2021.</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>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>	<p>With the formalization of the ISN and the assessment of training gaps, the Two-Spirit and LGBTQIA+ Liaison Officer and the EDI Specialist will begin to consult the ISN for recommendations on additional training items in September. This is part of a larger five-year training framework being developed in consultation with the EDI Specialist to address equity, diversity and inclusion and ensure the continued education of our members.</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	<p>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.</p> <p>Completed review of CPKN and OPVTA training materials. Materials too dated to consider but updated training materials being developed by neighbouring police service.</p>	<p>With the adoption of the new Two-Spirit and LGBTQIA+ Liaison Officer role, HPS has begun to review training materials from other Services to determine their relevance for HPS and Hamilton. The Two-Spirit and LGBTQIA+ Liaison Officer and the EDI Specialist will collaborate on this initiative with the Professional Development Division.</p> <p>The implicit bias training being delivered to members through CPKN was identified as part of this review. This will be an ongoing and regular review of training material to identify further training opportunities.</p>
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.	1-Sep-20	1-Sep-21	In progress	<p>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.</p> <p>Community to be engaged to inform experiential training opportunities.</p>	<p>HPS is currently exploring potential community partnerships to offer experiential training for members.</p> <p>The Two-Spirit and LGBTQIA+ Liaison Officer created a training module which will be presented to all Sworn Officers and Civilians in the BLOCK 2021-2022 sessions. Numerous community members reviewed the training module and provided feedback into the training content and the module reflects these important changes."</p>
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.	1-Jul-20	1-Jun-21	In progress	<p>Senior Officers participated in virtual media training offered by the OACP in fall 2020.</p> <p>In person training to be rescheduled once current public health restrictions are lifted.</p>	<p>Senior Officers participated in virtual media training offered by the OACP in August 2021.</p> <p>In person training to be rescheduled once current public health restrictions are lifted.</p>
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.	1-Sep-20	1-Mar-21	Complete	<p>ISN met on February 8, 2021 to discuss future role and structure of the ISN</p> <p>EDI Specialist conducted a best practice review of ISNs in policing Sub-group created to draft a Terms of Reference for ISN</p> <p>Larger ISN met February 26, 2021, to review initial DRAFT Terms of Reference</p> <p>Support to ISN provided by Senior Commanders and the EDI Specialist</p> <p>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</p>	<p>Command continues to support the Two-Spirit and LGBTQIA+ ISN by meeting with the group bi-annually and on an ad hoc basis as per the outlined Terms of Reference.</p> <p>The role of the ISN is to provide support, mentorship and guidance to Two-Spirit and LGBTQIA+ members within the Hamilton Police Service. The purpose of the ISN has been developed by the group, in consultation with the EDI Specialist and is clearly articulated in the Terms of Reference.</p>
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	5-Mar-20	Complete	<p>Survey launched in January 2021. The deadline for completion of the census extended to March 5, 2021. Report findings expected in late spring.</p>	<p>Survey launched in January 2021. Administered by the Canadian Centre for Diversity and Inclusion, all HPS members were invited to participate.</p> <p>Results from the survey will form the foundation for the EDI Strategy.</p>
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.	1-Jul-20	31-Oct-20	Complete	<p>Legal authorities have been considered and incorporated into the operational planning document.</p>	<p>Legal authorities have been considered and incorporated into the operational planning document.</p>

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38	<p>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.</p>	Chief's Office	Establish external review.	1-Jul-20	Ongoing	In progress	<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>The Two-Spirit and LGBTQIA+ Communities Survey results will inform what a community task force/advisory committee could look like, if and when, the community is ready.</p>

Not started
In progress
Past Due
Complete