



HAMILTON POLICE SERVICE

INFORMATION REPORT

TO:	Chair and Members Hamilton Police Services Board
BOARD MEETING DATE:	September 16, 2021
SUBJECT:	Pride Recommendations
REPORT NUMBER:	20-076a
SUBMITTED BY:	Frank Bergen, 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

- In June 2021, the Two-Spirit and LGBTQIA+ Liaison role was formally transitioned into a full time position.
- 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 report is anticipated for completion in October.

Vision: To be a trusted partner in delivering public safety.

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

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

Diversity

- An 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.

Operations

- The new Operational Plan Template has been placed on the Intranet and training took place during the first week of September for all Crime Managers.

Policy/Procedures

- Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders at the beginning of September.

Training

- 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. That process is ongoing.
- 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.

Future updates will take place on the following dates:

- March 2022
- September 2022

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. As a public institution, the onus rests with us. This commitment will be critical for real change and building trust. The Service is dedicated 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.

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APPENDICES AND SCHEDULES ATTACHED

Appendix A – Project Status

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