

Scott Bergman Report

HAMILTON POLICE SERVICE PROGRESS INDICATORS



The Hamilton Police Service Board (HPSB) commissioned Scott Bergman of Cooper, Sandler, Schime & Bergman LLP to conduct a review of the Hamilton Police Service (HPS) response to Pride 2019.



38 recommendations came forward and were accepted by HPSB and the HPS.

REPORTING TIMELINES



SEPT 2020

MARCH 2021

SEPT 2021

MARCH 2022

SEPT 2022



38 Recommendations / Regular progress updates / Recommendations are a blueprint for the future

HIGHLIGHTS



Community Engagement

- Transitioned the Two-Spirit and LGBTQIA+ Liaison role into a full time position.
- 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. Report is anticipated for completion in October.



Diversity

- 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

- Completed new Operational Plan Template and trained all Crime Managers.



Policy/Procedures

- Drafted Incident Command and Operational Planning Policy 4.3.41



Training

- Delivered training by the Two Spirit and LGBTQIA+ Liaison Officer. Developed in consultation with community, community members had an opportunity to review and provide input. All members will be provided with training in BLOCK and implicit bias training will be available through the Canadian Police Knowledge Network. EGALE Canada also provided Senior Leaders on Workplace Inclusion for Gender and Sexual Diversity training.

PROGRESS INDICATORS



DOWNLOAD THE FULL PROGRESS REPORT HERE:



WHAT'S NEXT

- Review the Two-Spirit and LGBTQIA+ Community Survey report and based on results, determine next steps in collaboration with community.
- Continue implementing the recommendations, with the next status report presented to the Hamilton Police Services Board in March 2022.

QUESTIONS?

Community Relations

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