



# SURVEY OF HAMILTON'S TWO-SPIRIT AND LGBTQIA+ COMMUNITY

Following the Bergman Report, HPS worked with McMaster University's Office Of Community Engagement to collect input from Hamilton's Two-Spirit and LGBTQIA+ communities.

Survey ran from August 1 to October 1, 2021

- ▶ 350 participants
- ▶ 44% of responses included in the final dataset
- ▶ 155 valid responses
- ▶ Shared via print ads, social media and emails to community organizations
- ▶ Survey asked four questions;
  1. Qualities and characteristics sought in a third-party facilitator
  2. Composition of a Community Advisory Panel
  3. Issues that these processes should take up
  4. Vision for healing and the building of trust between Hamilton's Two-Spirit and LGBTQIA+ community and the Hamilton Police Service (HPS).

## KEY FINDINGS

1

Facilitator must have strong connections to Hamilton's Two-Spirit and LGBTQIA+ community and be independent from HPS.

2

Facilitator should be highly skilled and experienced in mediation, facilitation and inspire trust.

3

Community Advisory Panel members must be from diverse backgrounds such that the composition of the panel is intersectional in identity and experience.

4

Communications should directly address the history of negative treatment of Two-Spirit and LGBTQIA+ community members by HPS.

5

Lack of trust with HPS is a key concern. Some participants are concerned that police engagement with Hamilton's Two-Spirit and LGBTQIA+ community may not be helpful or safe as this time.



### FACILITATOR CHARACTERISTICS



Empathetic



Kind



Fair



Respectful



Honest



Strong listening skills



Open-minded



Diverse



### KEY QUALIFICATIONS AND EXPERIENCE FOR A FACILITATOR

- ▶ Must be a member of the Two-Spirit and LGBTQIA+ community
- ▶ Independent
- ▶ Politically neutral
- ▶ Unbiased
- ▶ Should not be affiliated with HPS
- ▶ Knowledgeable about the issues and challenges faced by Two-Spirit and LGBTQIA+ Hamiltonians
- ▶ Must understand historical oppression of marginalized groups by police
- ▶ Previous experience working with Two-Spirit and LGBTQIA+ community organizations and/or with other marginalized communities
- ▶ Understand appropriate language usage
- ▶ Skilled in trauma informed practices



### QUALITIES OF THE COMMUNITY ADVISORY PANEL

- ▶ Populated with members of the Hamilton Two-Spirit and LGBTQIA+ community
- ▶ Independent
- ▶ Politically neutral
- ▶ No affiliation with HPS
- ▶ Inclusive and Diverse
- ▶ Presence of intersecting identities and lived experiences
- ▶ Multiple members should be Black, Indigenous and people of color
- ▶ Include men, women and non-binary, transgender, cisgender, intersex
- ▶ Socio-economic diversity
- ▶ Include individuals with disabilities
- ▶ Negotiation and communication skills
- ▶ Open-minded

## OVERALL



Participants want to see deep changes within HPS



Want increased accountability



Want history publicly acknowledged



Want police officers held accountable for their actions



Want more officers from the Two-Spirit and LGBTQIA+ community



Want targeted hiring of Two-Spirit and LGBTQIA+ community members