



CITIZEN COMMITTEE REPORT

To:	Audit, Finance & Administration Committee
From:	Committee Against Racism  <hr/> Taimur Qasim, Chair
Date:	May 24, 2022
Re:	Recommendations for changes to the Hamilton Police Service Board selection process

Recommendation

The Committee Against Racism recommends the City of Hamilton's Selection Committee for Agencies, Boards and Sub-Committees be restructured to include the following for recruitment to the Hamilton Police Services Board:

- The Selection Committee for Agencies, Boards and Sub-Committees be Co-chaired by a member of City Council and a representative from the Hamilton Anti-Racism Resource Centre (HARRC);
- The Selection Committee for Agencies, Boards and Sub-Committees be comprised of 60% community representatives and 40% Council representatives with full voting privileges;
- The recommended community representatives for the Selection Committee for Agencies, Boards and Sub-Committees include:
 - Hamilton Anti-Racism Resource Centre (HARRC)
 - Hamilton Black Leadership Community
 - Hamilton Jewish's leadership community
 - Hamilton's Muslim leadership community
 - Hamilton's Indigenous leadership community
 - Hamilton's LGBTQ2AI community
 - Youth representative
 - And other equity-seeking communities
- The Selection Committee for Agencies, Boards and Sub-Committees recommend 2 citizen members to Hamilton City Council for consideration as the new citizen appointee for the Hamilton Police Service Board;
- The Selection Committee for Agencies, Boards and Sub-Committees consult with and solicit recommendations for selecting candidates, including questions for candidates, from the City of Hamilton's Volunteer Advisory Committees, including:
 - Hamilton Women and Gender Equity Advisory Committee
 - Indigenous Advisory Committee
 - LGBTQ Advisory Committee
 - Committee Against Racism Advisory Committee
 - Advisory Committee for Persons with Disabilities

Background

At the May 24, 2022 meeting for the Committee Against Racism, a motion was approved which included the following background information:

- The current selection process for the civilian position on the Hamilton Police Service Board lacks representation from Hamilton's racialized, Indigenous, Black, Muslim, Jewish and LGBTQ communities;
- Community representation is key for including voices and lived experiences to improving policing standards and relationships;
- Revamping the selection process to include a more inclusive process will provide opportunities for meaningful dialog and engagement at the police service board;
- The Hamilton Police use of force statistics and Hate bias reporting demonstrate a need for reforming police oversight at both the provincial and municipal levels government;
- The Hamilton Police Service has committed to making meaningful progress in achieving Equity, Diversity and Inclusion within the service;
- GIC Report 19-013, Item 15 Integrating and Equity, Diversity & Inclusion (EDI) Framework to the Policies and Procedures of the Selection Committee and Interview Sub-Committees respecting Appointment of Citizens to the City's Agencies, Boards and Committees calls for inclusive representation;

Analysis/Rationale

This motion provides a framework for integrating Equity, Diversity, and Inclusion procedures in the decision-making framework of the City of Hamilton Police Services board. The purpose of the motion is to ensure community groups and individuals have an opportunity to be part of the selection process by including specific organizations and community leaders the opportunity to participate. The motion also

seeks to assist council with the selection process by providing candidate recommendations. Public engagement throughout the selection process will provide significant alignment with Council's commitment to inclusive representation.