



City of Hamilton Report for Consideration

To: Mayor and Members
General Issues Committee

Date: March 19, 2025

Report No: HUR25006

Subject/Title: Municipal Police Board Diversity Plan

Ward(s) Affected: City Wide

Recommendations

- 1) That the proposed Municipal Police Board Diversity Plan, attached as Appendix A to HUR25006, **BE APPROVED**.

Key Facts

- The amendment to the Community Safety and Policing Act, 2019 specifies a requirement in subsection 28 (1):
Every municipality that maintains a municipal board shall prepare and, by resolution, approve a diversity plan to ensure that the members of the municipal board appointed by the municipality are representative of the diversity of the population in the municipality.
- The Diversity Plan must be published on the Internet, and for existing police service boards, must be completed and approved by April 1, 2025.
- The plan needs to be reviewed and, if required, revised at least every four (4) years.
- The proposed Municipal Police Board Diversity Plan is consistent with the enhancements made to improve diversity in the recruitment and selection process for Committees, Agencies, and Boards presented to General Issues Committee in March 2023 Information Report Attracting Diversity During the Recruitment Process HUR18017(a)/FC23046.

Financial Considerations

There is no financial impact.

Background

On April 1, 2024, the Ontario Government's *Comprehensive Ontario Police Services Act, 2019* ("COPS") came into force. The legislation received Royal Assent in 2019, however, it took five additional years to come into effect. This included the repeal of the *Police Services Act* (the "PSA") and the enactment of the *Community Safety and Policing Act, 2019* (the "CSPA") in its place. Also on April 1, 2024, the *Strengthening Safety and Modernizing Justice Act, 2023* came into force. This legislation made several amendments to the CSPA. One of the amendments included the requirement for municipalities with existing Police Boards to develop and publicly post a Diversity Plan by April 1, 2025. When new appointments to a police service board are made, the CSPA now requires municipalities to take reasonable steps to promote the availability of the appointment to members of demographic groups that have been historically underrepresented on police service boards. In order to comply with the legislative requirements, the proposed City of Hamilton Municipal Police Board Diversity Plan has been developed. This plan will be utilized for the selection of Police Board members for future terms of Council as well as any vacancies that may arise during the remainder of the current term.

Analysis

Given the recent introduction of the legislated requirement, there are currently few publicly available Police Service Board Diversity Plans. The recommended approach for Hamilton is based on the existing Inclusion, Diversity, Equity and Accessibility (IDEA) Framework (Appendix B) created by staff for the City of Hamilton and approved by Council in 2022. The intent of the framework is to ensure all aspects of our organization reflect the community we serve.

- Legal Implications – Municipal Police Board Diversity Plan is legislatively required by April 1, 2025
- Corporate Policy - Hamilton City Council – Appointment of Citizens to the City's Local Boards includes revisions to embed IDEA principles as of October 2023
- Staffing Considerations – Not Applicable

Consultation included canvassing the Diversity Municipal Network and the Ontario Network of Accessibility Professionals, as well as a review of publicly available Police Board Diversity Plans. Consultation additionally included Hamilton Police Services staff.

Alternatives

Not applicable. If the City does not develop and publicly post the Municipal Police Board Diversity Plan by April 1, 2025, the municipality will fail to meet its legislative requirements.

Relationship to Council Strategic Priorities

1. Responsiveness & Transparency
 - 1.1. Prioritize customer service and proactive communication
 - 1.2. Get more people involved in decision making and problem solving
 - 1.3. Build a high performing public service
 - 1.4. Modernize City systems

Responsiveness and Transparency – In order to get more people involved in decision making and problem solving, it is essential to have diverse inputs that reflect the community we serve. Recruitment and selection processes for the Municipal Police Service Board will support building a high performing public service. These efforts help build trust and ensure that processes are both fair and responsive to community needs.

Previous Reports Submitted

- HUR18017(a)/FC23046 (City Wide) Attracting Diversity During the Recruitment Process
- HUR19019(b)) (City Wide) Equity, Diversity, and Inclusion Framework
- HUR23016 (City Wide) Inclusive, Diversity, Equity and Accessibility (IDEA) Update

Consultation

Kirsten Stevenson, Administrative Director, Hamilton Police Service Board, and Rebecca Ballantyne, Director, Human Resources, Hamilton Police Services.

This is Report is jointly submitted by Human Resources and the Office of the City Clerk.

Appendices and Schedules Attached

Appendix A: Proposed 2025 Municipal Police Board Diversity Plan

Appendix B: Inclusion, Diversity, Equity and Accessibility (IDEA) Framework

Prepared by: Jodi Koch, Director, Talent and Diversity
City Manager's Office, Human Resources

Matthew Trennum, City Clerk
Corporate Services

Submitted and recommended by: Lora Fontana, Executive Director
City Manager's Office, Human Resources

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