



HAMILTON POLICE SERVICE

2023-2026

# HPS STRATEGIC PLAN

CONSULTATION SUMMARY

# FOCUS GROUPS

- Nine sessions
- Variety of community stakeholders
- Held virtually
- 87 participants across various groups



# COMMUNITY SURVEY

- Ran from February 25 to April 30
- Two per cent increase in participation over 2018

2840

RESPONSES

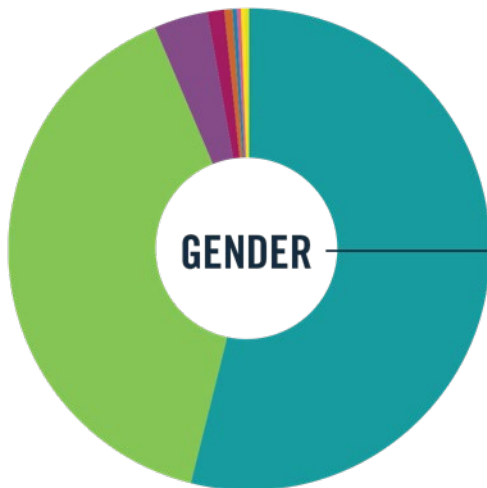


**AVAILABLE IN 7 LANGUAGES:**  
ENGLISH, ARABIC, SIMPLIFIED  
CHINESE, FRENCH, SOMALI,  
SPANISH & URDU

## WHERE DO SURVEY PARTICIPANTS LIVE?

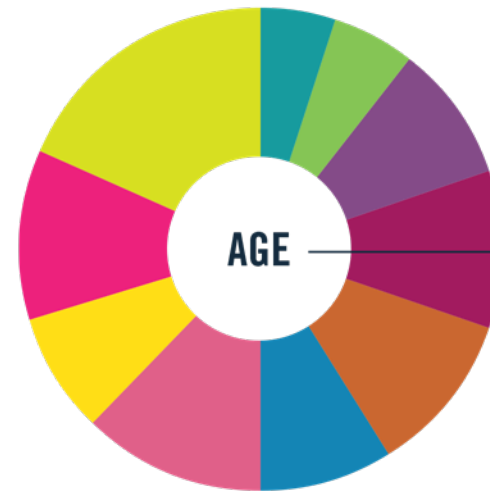


## DEMOGRAPHICS



\*DID NOT WANT TO DISCLOSE

- FEMALE 1402
- MALE 1031
- DNWD\* 98
- NON-BINARY 27
- TRANSGENDER 14
- AGENDER / GENDERQUEER 10
- GENDER-FLUID 7
- GENDER NON-CONFORMING 6
- TWO-SPIRIT 4



- 24 AND UNDER 133
- 25-29 143
- 30-34 236
- 35-39 279
- 40-44 277
- 45-49 229
- 50-54 318
- 55-59 212
- 60-64 290
- 65 OR OLDER 474





**DO THE HPS COMMUNICATION STRATEGIES MEET YOUR NEEDS  
TO BETTER INFORM THE COMMUNITY OF PUBLIC SAFETY ISSUES  
AND CRIME PREVENTION PROGRAMS?**





WHAT DO YOU THINK ABOUT THE LEVEL OF CRIME IN YOUR NEIGHBOURHOOD IN THE PAST 3 YEARS?



**32.2%**

ARE AWARE OF THE ONLINE REPORTING SYSTEM

HOW OFTEN DO YOU SEE POLICE PATROLS EVERY DAY?



**6%**  
VERY FREQUENTLY



**26%**  
OFTEN



**54%**  
RARELY



**14%**  
NEVER





**48.5%**

AGREE THEY RECEIVE  
GOOD VALUE FOR THEIR  
TAX DOLLAR FOR  
POLICING SERVICES



### TOP FIVE PRIORITIES FOR POLICING IN YOUR COMMUNITY



**1** PROPERTY  
CRIME



**2** VIOLENT  
CRIME



**3** GUNS &  
GANGS



**4** TRAFFIC SAFETY/  
ENFORCEMENT



**5** DOMESTIC  
VIOLENCE

### TOP THREE TRAFFIC SAFETY CONCERNS



**1** AGGRESSIVE  
DRIVING



**2** SPEEDING



**3** DISTRACTED  
DRIVING



**HPS WORKS COLLABORATIVELY WITH THE COMMUNITY**



29% DISAGREE / 28% UNSURE



**HPS IS MAKING AN EFFORT TO ENGAGE WITH THE COMMUNITY IN A POSITIVE WAY**



25% DISAGREE / 27% UNSURE



**ARE YOU SATISFIED WITH HPS RESPONSE TO THE COVID-19 PANDEMIC?**



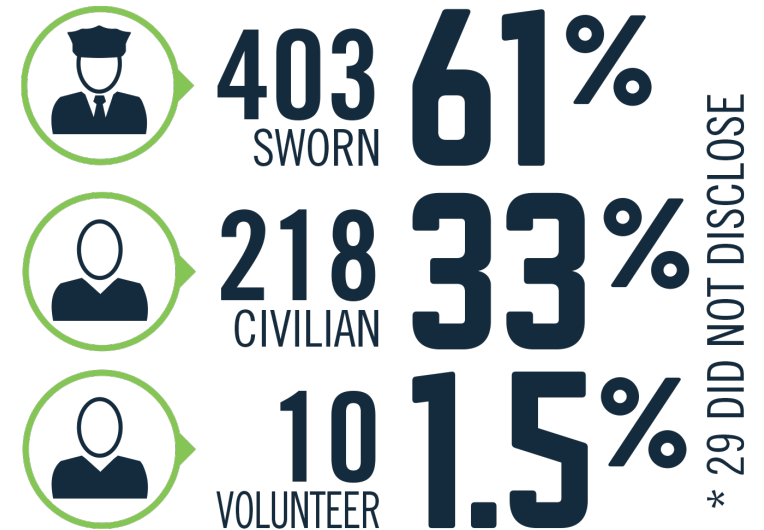
**DO YOU HAVE CONFIDENCE IN HPS TO KEEP HAMILTON SAFE**

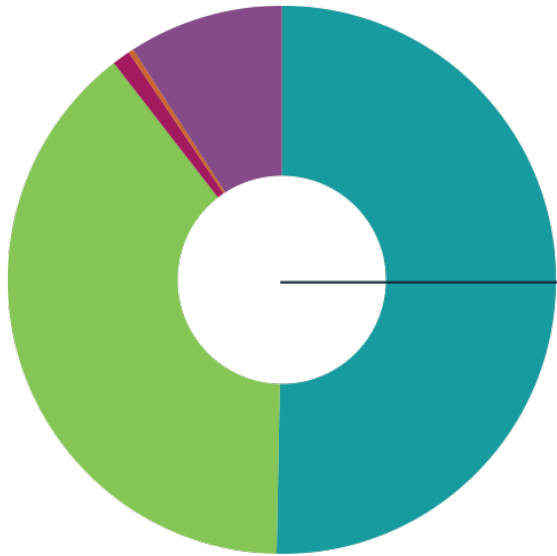




# MEMBER SURVEY

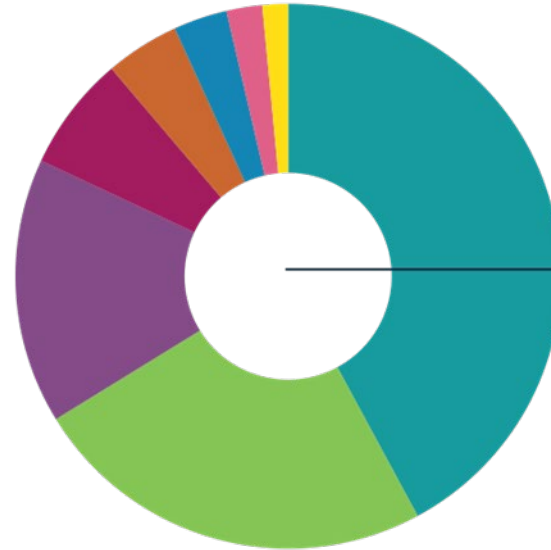
- Ran from February 1 to April 6
- 22 per cent increase over 2018





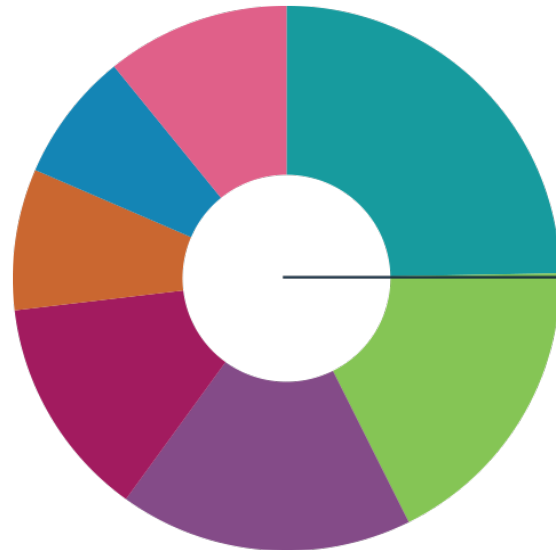
## GENDER

- MALE 331
- FEMALE 258
- DNWD\* 60
- GENDER FLUID 7
- NON-BINARY 2



## POSITION/RANK

- SWORN CST 278
- CIVILIAN 159
- SWORN SUPERVISOR 104
- SPECIAL CST 45
- DNWD\* 29
- SENIOR OFFICER 21
- CIVILIAN SUPERVISOR 14
- VOLUNTEER 10



## YEARS OF SERVICE

- 1-5 YEARS 171
- 6-10 YEARS 124
- 11-15 YEARS 120
- 16-20 YEARS 91
- 21-25 YEARS 58
- 26+ YEARS 53
- DNWD\* 75

\*DID NOT WANT TO DISCLOSE



88%

AGREE THAT THE VISION OF HPS 'TO BE A TRUSTED PARTNER IN DELIVERING PUBLIC SAFETY' IS A GOOD VISION STATEMENT.



94%

BELIEVE 'TO SERVE AND PROTECT IN PARTNERSHIP WITH OUR COMMUNITIES' IS A GOOD MISSION STATEMENT.

I UNDERSTAND HOW MY DAILY ACTIVITIES CONTRIBUTE TO THE HPS BUSINESS PLAN

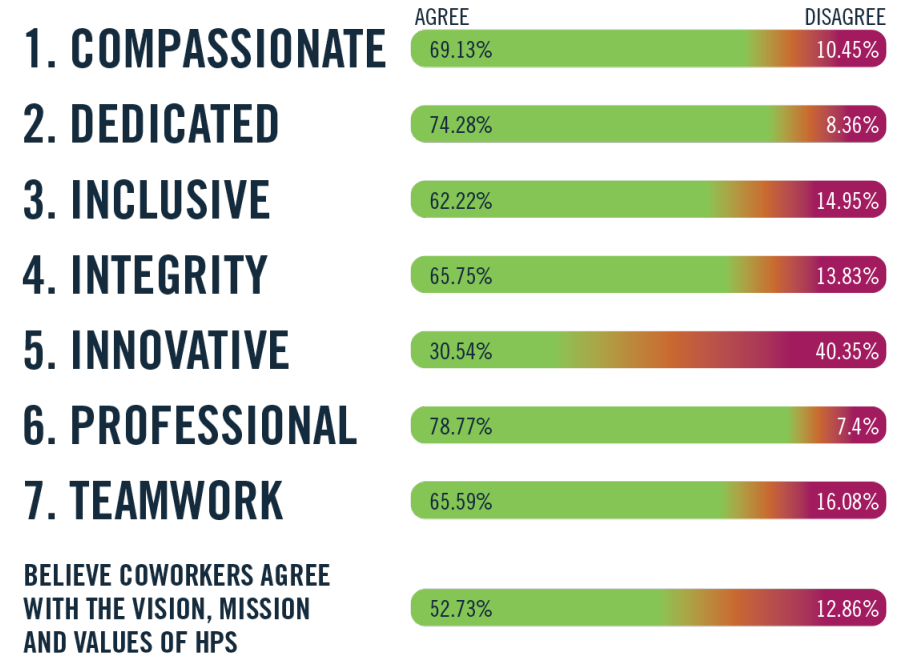


63% YES

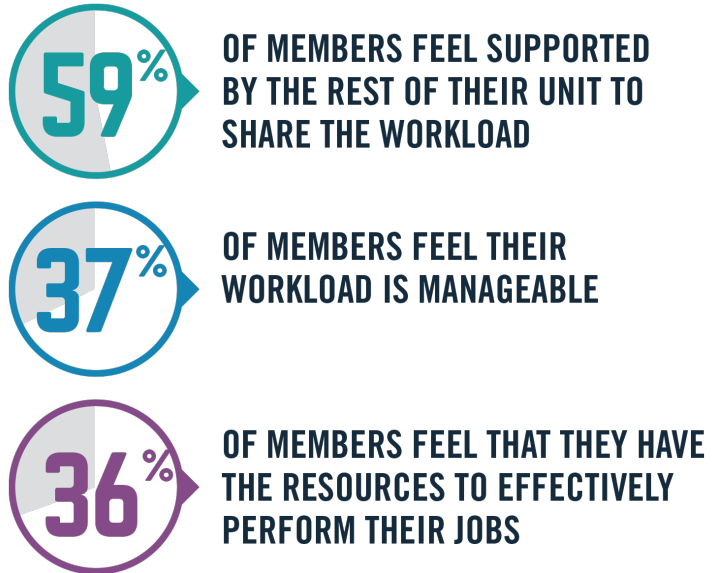


16% NO

### DO WE LIVE UP TO OUR VALUES? ▼



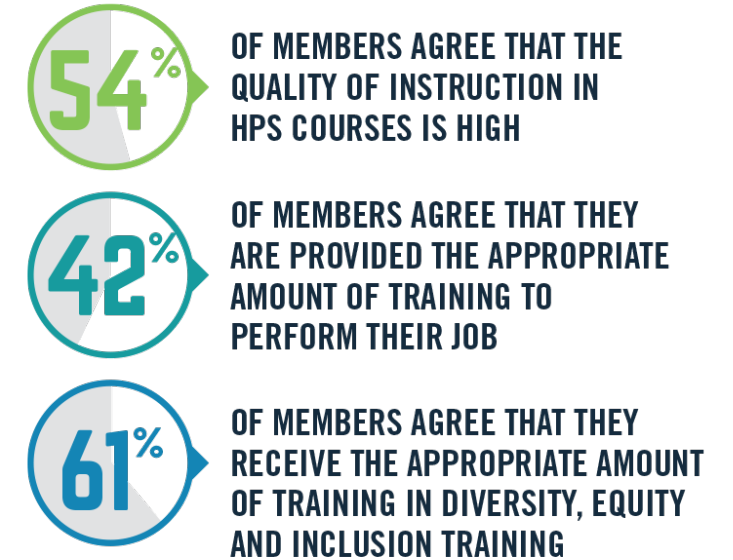
## Workload



## Communication



## Training



# What Else Did We Hear?



**FLEXIBLE WORK  
HOURS/WORK  
FROM HOME**



**IMPROVED  
INTERNAL  
COMMUNICATION**



**INCREASES  
IN STAFFING**



**CREATING  
EFFICIENCIES  
TO REDUCE  
WORKLOAD**

# TOWN HALL

- 60 minute telephone Town Hall held on April 27
- Total of 3,607 participants
- Average peak attendees was 1,688





WHAT DO YOU THINK ABOUT THE LEVEL OF CRIME IN YOUR NEIGHBOURHOOD IN THE PAST 3 YEARS?



HOW SATISFIED ARE YOU WITH THE SERVICE PROVIDED BY HAMILTON POLICE?



### MOST FREQUENT TOPICS RAISED



TRAFFIC



DRUGS



HOMELESSNESS



NEIGHBOURHOOD SAFETY



MENTAL HEALTH

# NEXT STEPS

