

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

- A call-out seeking input from community for facilitators(s) and possible task force members was issued in April. Results from the McMaster University Two-Spirit and LGBTQIA+ Communities Survey in October 2021 informed the criteria for facilitator and potential task force member selection.
- The 2S & LGBTQIA Liaison Officer delegated to the LGBTQ Advisory Committee in April to share results and next steps.
- An RFP has been created and distributed to potential candidates.



Diversity

- The Community Relations Coordinator, 2S & LGBTQIA Liaison Officer and the EDI Specialist now report directly to the Chief's office. All roles work closely together and collaborate on community initiatives. These positions report to an Inspector.



Operations

- The 2S & LGBTQIA Officer collaborated with Pride Hamilton on plans for the 2022 Pride Celebration.
- Hamilton Police met with Hamilton Pride organizers and Hamilton Convention Centre event management to discuss security needs and risk mitigation.
- A comprehensive operational plan was prepared and shared with all HPS members assigned to Pride Hamilton 2022.



Policy/Procedures

- Incident Command and Operational Policy 4.3.41 approved in October 2021.
- In person training on the new policy held for S/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.



Training

- For 2022-23, created more specialized training related to the Trans community to ensure members are up-to-date on current terminology and best practices in serving the Trans and gender diverse communities.
- Focus on scenario-based training that includes the 2S & LGBTQIA communities.
- The 2S & LGBTQIA ISN facilitated a lived experience speaker series to all members, with participating members receiving a certificate of completion for attending all sessions.

PROGRESS INDICATORS



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WHAT'S NEXT

- A facilitator is expected to be selected by Fall 2022 to lead meeting with the 2S & LGBTQIA communities. Facilitator selection based on community recommendations.
- Moving forward, the 2S & LGBTQIA Liaison Officer will review and audit the recommendations on an annual basis to ensure compliance.

QUESTIONS?

Community Relations

Jasbir (Jas) Dhillon
905-546-6664
jdhillon@hamiltonpolice.on.ca

Two-Spirit and LGBTQIA Liaison Officer

Sgt. Rebecca Moran
905-546-4772
rmoran@hamiltonpolice.on.ca