

Bergman Report Recommendations Index								
#	Recommendation	Lead	Action	Anticipated start date	Anticipated Completion Date	Status	September 2021 Update	March 2022 Update
1	The HPS should draft a formal policy and procedure to mandate communication between the HPS S.E.A.T. representative and the Crime Management Office within the respective divisions.	Superintendent - Support Services	Draft new policy	01-Aug-20	30-Apr-21	Complete	Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.	Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September. The policy was approved on October 25, 2021.  In-person training was conducted with S/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.
2	Upon receipt of a S.E.A.T application, the relevant HPS Crime Management Office should prepare an Operational Plan for the event.	Superintendent - Support Services	Draft new policy	01-Aug-20	30-Apr-21	Complete	Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.	Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September. The policy was approved on October 25, 2021.  A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.  In-person training was conducted with S/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.
3	The Operational Plan should be drafted after consultation with Pride Organizers.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	01-Jul-20	Ongoing	In progress	The new Operational Plan Template has been placed on the Intranet and training will take place beginning the first week of September for all Crime Managers.	A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.  In-person training was conducted with S/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.  A SEAT application has not been filed.  The 2S&LGBTQIA+ Officer has met with Pride Hamilton regarding plans for the 2022 Pride Celebration.
4	The Operational Plan must include the name and contact information for at least one Pride organizer and organizers should be provided with contact information for a commanding officer who will be present at the event.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	01-Jul-20	Ongoing	Complete	Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.  The Division 20 Crime Manager will reach out to Pride Hamilton in March 2022 regarding plans for next year's Pride celebration.	Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September. The policy was approved on October 25, 2021.  A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.  A SEAT application has not been filed.  The 2S&LGBTQIA+ Officer has met with Pride Hamilton regarding plans for the 2022 Pride Celebration.
5	HPS officers, including the LGBTQ Liaison Officer, should meet with Pride organizers to discuss public safety issues after the Operational Plan is drafted and before the event takes place.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	01-Jul-20	Ongoing	In progress	Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.	Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September. The policy was approved on October 25, 2021.  A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.  In-person training was conducted with S/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.  A SEAT application has not been filed.  The 2S&LGBTQIA+ Officer has met with Pride Hamilton regarding plans for the 2022 Pride Celebration. If Pride 2022 holds an in-person event, the 2S&LGBTQIA+ Officer and Crime Manager will meet with Pride organizers to review safety issues prior to the event.

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6	HPS, the Board or the City of Hamilton should consider providing a grant to Pride Hamilton to subsidize the cost of paid duty officers.	Chief's Office	Explore grant opportunities	01-Jul-20	Ongoing	In progress	Where grant opportunities are available, Hamilton Police Service would support submissions from PRIDE.  Where grant opportunities are present, Hamilton Police Service will forward that information to PRIDE.	Where grant opportunities are available, Hamilton Police Service would support submissions from PRIDE.  Where grant opportunities are present, Hamilton Police Service will forward that information to PRIDE.
7	The Operational Plan for Pride in the Park 2021 must include far more information than it has in previous years.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	01-Jul-20	01-Mar-21	Complete	Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.  A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.	Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September. The policy was approved on October 25, 2021.  A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.  A SEAT application has not been filed.  In-person training was conducted with S/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.
8	The Operational Plan should be available for officers to review at least two weeks prior to Pride in the Park 2021.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	01-Jul-20	Ongoing	In progress	Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.	Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September. The policy was approved on October 25, 2021.  A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.  A SEAT application has not been filed.  In-person training was conducted with S/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.
9	Pre-Pride HPS briefings for officers must be detailed.	Superintendent - Support Services Community Relations	Draft new Operational Plan template - fillable form	01-Jul-20	Ongoing	Complete	Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.	Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September. The policy was approved on October 25, 2021.  A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.  A SEAT application has not been filed.  In-person training was conducted with S/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.
10	On the day of the event, supervising officer(s) should arrive at the park and contact organizers well in advance of the start.	Superintendent - Support Services	Draft new policy	01-Aug-20	Ongoing	In progress	Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.	Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September. The policy was approved on October 25, 2021.  A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.  In-person training was conducted with S/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.  A SEAT application has not been filed.  The 2S&LGBTQIA+ Officer and Crime Manager will meet with Pride organizers to review safety issues prior to the event.

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11	The HPS should seek the assistance of a City by-law enforcement officer to enforce by-laws that ensure a peaceful and celebratory event.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	01-Jul-20	Ongoing	Complete	<p>Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.</p> <p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September. The policy was approved on October 25, 2021.</p> <p>A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.</p> <p>In-person training was conducted with 5/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.</p> <p>A SEAT application has not been filed.</p> <p>The 2S&amp;LGBTQA+ Officer and Crime Manager will meet with Pride organizers to review safety issues prior to the event.</p>	
12	Officers should be prepared for the arrival of Agitators.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	01-Jul-20	Ongoing	Complete	<p>Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.</p> <p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September. The policy was approved on October 25, 2021.</p> <p>A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.</p> <p>In-person training was conducted with 5/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.</p> <p>A SEAT application has not been filed.</p> <p>The 2S&amp;LGBTQA+ Officer and Crime Manager will meet with Pride organizers to review safety issues prior to the event.</p>	
13	HPS supervising officers at Gage Park should be in constant communication with Pride organizers for the duration of the event.	Superintendent - Support Services	Draft new policy	01-Aug-20	Ongoing	Complete	<p>Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.</p> <p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September. The policy was approved on October 25, 2021.</p> <p>A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.</p> <p>In-person training was conducted with 5/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.</p> <p>A SEAT application has not been filed.</p> <p>The 2S&amp;LGBTQA+ Officer and Crime Manager will meet with Pride organizers to review safety issues prior to the event.</p>	

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14	Police should attempt to engage and coordinate with Pride defenders to the greatest extent possible.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	01-Jul-20	Ongoing	Complete	<p>Incident Command and Operational Planning Policy 4.3.41 has been drafted and was reviewed at Commanders in early September.</p>	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September. The policy was approved on October 25, 2021.</p> <p>A new operational plan fillable template has been created and approved. This template is part of the revised policy noted above.</p> <p>In-person training was conducted with S/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.</p> <p>A SEAT application has not been filed.</p> <p>The 2S&amp;LGBTQIA+ Officer and Crime Manager will meet with Pride organizers to review safety issues prior to the event.</p>
15	The HPS should unequivocally apologize to the community for creating the impression that the police response to Agitators would have been different had the HPS been formally invited to the event.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.
16	The HPS should apologize to the community for inadequate planning and lack of preparation for Hamilton Pride 2019.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.
17	The HPS should apologize to the community for the public statements made during and after the event and for equating the conduct of the Agitators with that of Pride Defenders.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.
18	The HPS should apologize to the community for the lack of communication with Pride Organizers.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.
19	The HPS and the Board should publicly acknowledge that building a relationship of mutual trust will take years and should commit to the hard work necessary for that to happen.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.
20	The HPS should acknowledge to the community that more needs to be done to protect Pride attendees and Two-Spirit and LGBTQIA+ community members from Agitators who wish to disrupt events and cause conflict. The HPS should acknowledge they understand the perception in the community that they are protecting hatemongers and commit to doing more to balance these Agitators' free speech rights without interfering with the community's peaceful, lawful use of public spaces.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.
21	The HPS should refrain from making comments around recruitment booths and police inclusion at Two-Spirit and LGBTQIA+ events until a joint statement can be issued with Pride Hamilton. Instead, the HPS should issue a statement such as "The Hamilton Police Service is committed to protecting the public safety and ensuring that Pride 2021 is a success for everyone who attends to celebrate the diversity of Hamilton. The HPS will work with Pride organizers to ensure a safe event where everyone is respected regardless of whether the HPS is asked to participate in Pride."	Corporate Communicator	Draft mutually agreed upon statement prior to Pride 2021 in conjunction with organizers	01-Jun-21	01-May-21	In progress	Prior to Pride 2022, Hamilton Police will reach out to Pride Hamilton organizers to draft a joint statement regarding the event and the police role.	<p>Prior to Pride 2022, Hamilton Police will reach out to Pride Hamilton organizers to draft a joint statement regarding the event and the police role.</p> <p>The 2S&amp;LGBTQIA+ Officer has met with Pride Hamilton regarding plans for the 2022 Pride Celebration.</p> <p>A SEAT application has not been filed.</p> <p>Once more information is available regarding this year's celebration, Hamilton Police will engage with Pride Hamilton regarding the possibility of a joint statement.</p>

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22	The HPS should carefully review the role of and responsibilities associated with the LGBTQ Liaison Officer position and whether it ought to be a full-time, Sergeant level position.	Community Relations/EDI Specialist	Conduct a review of the position.	01-Sep-20	01-Mar-21	Complete	In June 2021, the Two-Spirit and LGBTQIA+ Liaison role was formally transitioned into a full time position.	In June 2021, the Two-Spirit and LGBTQIA+ Liaison role was formally transitioned into a full time position.
23	The HPS should integrate the LGBTQ Liaison Officer position with the Community Relations Coordinator position and consider expanding these roles.	Community Relations/EDI Specialist	Conduct a review of the position.	01-Sep-20	01-Mar-21	Complete	The Two-Spirit and LGBTQIA+ Liaison Officer and Community Relations Coordinator are organizationally situated in the Community Mobilization Division. Both roles work closely together and collaborate on community initiatives.	The Two-Spirit and LGBTQIA+ Liaison Officer and Community Relations Coordinator are organizationally situated in the Community Mobilization Division. Both roles work closely together and collaborate on community initiatives.
24	The HPS, in consultation with the LGBTQ Liaison Officer and members of the ISN, should determine what role the LGBTQ Liaison Officer should have within the ISN.	Community Relations/EDI Specialist	Define the role and mandate of the ISN.	01-Sep-20	01-Mar-21	Complete	Within the ISN Terms of Reference, it is stipulated that the Two-Spirit and LGBTQIA+ Liaison Officer will be a standing member of the ISN.	Within the ISN Terms of Reference, it is stipulated that the Two-Spirit and LGBTQIA+ Liaison Officer will be a standing member of the ISN.
25	The HPS should retain a third-party facilitator or mediator from a list provided by community members to facilitate future community meetings moving forward.	Community Relations	Create a list of qualified facilitators with the community.	01-Sep-20	01-Mar-21	In progress	<p>HPS entered into an agreement with McMaster University to administer the Two Spirit and LGBTQIA+ Communities Survey to help inform the selection of a suitable facilitator to lead ongoing conversations between police and Two-Spirit and LGBTQIA+ communities.</p> <p>The Survey has been launched and a report will be prepared by McMaster University outlining the thematic analysis. This report is anticipated for completion in October.</p>	<p>McMaster University completed the Two-Spirit and LGBTQIA+ Communities Survey in October 2021. The final Report submitted by McMaster University is provided as an appendix to this update.</p> <p>The 2S &amp; LGBTQIA+ Liaison Officer delegated to the LGBTQ Advisory Committee on March 15 to share results and next steps.</p> <p>A call-out seeking input from community for facilitators (s) and possible task force members will also be issued by the end of March. The survey results have informed the criteria for facilitator and potential task force member selection.</p>
26	The HPS should consider holding larger town hall meetings to review their action plan, ‘The Way Forward’.	Community Relations	Establish a mechanism for Town Hall meetings.	01-Oct-20	01-May-21	In progress	The Two-Spirit and LGBTQIA+ Communities Survey results will inform next steps on how HPS will work together with community to form working group(s) that reflect the various communities and their needs.	The Two-Spirit and LGBTQIA+ communities' recommendation and final selection of facilitator(s) will inform next steps on how HPS will work together with community to form working group(s) that reflect the various communities and their needs.
27	The HPS should consult with the community to determine if and when it may be appropriate to recreate a community task force/advisory committee.	Community Relations	Facilitate creation of community working group.	01-Sep-20	01-May-21	In progress	The Two-Spirit and LGBTQIA+ Communities Survey results will inform what a community task force/advisory committee could look like, if and when, the community is ready.	The Two-Spirit and LGBTQIA+ communities' recommendation and final selection of facilitator(s) will inform next steps on how HPS will work together with community to form working group(s) that reflect the various communities and their needs.
28	To build trust and foster a positive relationship with the Two-Spirit and LGBTQIA+ communities, the HPS leadership should consider having an inspector or higher ranking officer work with the HPS's Community Relations staff to conduct ongoing community outreach.	Chief's Office	Organizational Chart review	01-Jul-20	01-Jul-21	Complete	The Two-Spirit and LGBTQIA+ Liasion role is organizationally situated within the Community Mobilization Division. There is an Inspector and Superintendent assigned to oversee the division.	The Two-Spirit and LGBTQIA+ Liasion role is organizationally situated within the Community Mobilization Division. There is an Inspector and Superintendent assigned to oversee the division.

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29	During block training, the HPS must develop and mandate more in-depth seminars and hands-on training with respect to Two-Spirit and LGBTQIA+ issues.	Superintendent - Professional Development/EDI Specialist	Explore opportunities for in person training through CCDI.	Upon contract with external agency approval	Block Sept 2021	In progress	<p>Internal training review was completed in Spring 2021.</p> <p>Inclusive training strategic plan will be included in the EDI Strategy. The plan will address the gaps found in the internal review. The EDI Strategic Plan is expected to be delivered in late 2021.</p> <p>A number of training sessions have been delivered by the Two Spirit and LGBTQIA+ Liasion Officer. This training was developed in consultation with community and community members had an opportunity to review it and provide input and that process is ongoing.</p> <p>At BLOCK Training this year, all members will be provided with training with respect to Two-Spirit and LGBTQIA+ issues. This training will be delivered by the Two-Spirit and LGBTQIA+ Liasion Officer. In addition, members will also receive implicit bias training delivered virtually through the Canadian Police Knowledge Netwrok (CPKN). Further training will be delivered by EGALE, Canada's leading organization for Two-Spirit and LGBTQIA+ people and issues.</p> <p>Two-Spirit and LGBTQIA+ ISN members have been offered priority seats at this training as part of their role in the ISN and larger organization. In addition, all members will be recieveing a equity, diversity and inclusion training starting this September 2021.</p>	<p>2021-2022 BLOCK training includes training sessions on:</p> <ul style="list-style-type: none"> <li>- The fundamentals to equity, diversity &amp; inclusion</li> <li>- The diverse communities we serve</li> <li>- Two-Spirit and LGBTQIA+ matters</li> <li>- Implicit bias, harassment and discrimination</li> </ul> <p>Planning for BLOCK 2022-2023 is underway with consideration to include practical scenarios into BLOCK/Use of Force. In addition, EGALE training took place with Senior Command in September 2021.</p> <p>On February 28, 2022, HPS hosted the EDI Strategic Planning Day where members participated in EDI centred focus groups relating to talent management, competency building, policy frameworks, incorporating EDI principles into community practice and successes to implementing EDI at HPS. These focus groups will inform the development of the EDI Strategy to be presented to the HPS Board in April.</p> <p>Equity, diversity &amp; inclusion specific training by Arbinger was offered to five members to review material and make recommendations for further training. Arbinger is a leadership training program that has been adopted by the Ontario Police College. Participants learn the difference between an inward an outward mindset.</p> <p>HPS has also implemented Project ABLE (Active Bystandership for Law Enforcement). The project is designed to prepare officers to successfully intervene to prevent harm and to create a law enforcement culture that</p>
30	The HPS should continue training officers with respect to appropriate and current terminology and the need for sensitivity when it comes to terminology.	Superintendent - Professional Development/EDI Specialist	Explore training opportunities.	01-Jul-20	Block 2021	In progress	<p>Internal training review was completed in Spring 2021.</p> <p>Inclusive training strategic plan will be included in the EDI Strategy. The plan will address the gaps found in the internal review. The EDI Strategic Plan is expected to be delivered in late 2021.</p> <p>Further terminology and emotional intelligence training has been included in Block Training and will be delivered by both EGALE , the Two Spirit and LGBTQIA+ Liasion Officer and the EDI Specialist starting September 2021.</p>	<p>Training regarding terminology is being done through the Two-Spirit and LGBTQIA+ training offered during BLOCK , the Egale training, Arbinger's Equity, Diversity &amp; Inclusion training, as well as our internal speaker series (Indigenous and Two-Spirit and LGBTQIA+ lived experience). Additional Trans-specific training was also requested and delivered to the Communications Branch.</p> <p>An in-house Trans-inclusion terminology focused training was approved for development by the EDI specialist and 2S&amp;LGBTQIA+ Liasion Officer (an initial recommendation from EGALE).</p>
31	The HPS should work in conjunction with the ISN to create additional training materials regarding Two-Spirit and LGBTQIA+ issues, either through lectures or online materials. This training can focus on scenarios that arise in interactions between HPS officers and community members.	Superintendent - Professional Development/EDI Specialist	Meet with ISN to review training.	24-Jul-20	Ongoing	In progress	<p>With the formalization of the ISN and the assessment of training gaps, the Two-Spirit and LGBTQIA+ Liasion Officer and the EDI Specialist will begin to consult the ISN for recommendations on additional training items in September. This is part of a larger five-year training framework being developed in consultation with the EDI Specialist to address equity, diversity and inclusion and ensure the continued education of our members.</p>	<p>Beginning in 2022, HPS in conjunction with the 2S&amp;LGBTQIA+ ISN, launched a speaker series. The first speaker was human rights activist Michelle Douglas and the second speaker is Dr. Penny Anderson, one of the first out Transgender priests in Canada. Further training opportunities are being assessed as the EDI Strategy is being developed.</p> <p>2022-2023 Block/Use of Force will include scenarios that will be created in collaboration with the ISN and EDI Specialist.</p>



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32	The HPS should review training materials from other police services with regards to Two-Spirit and LGBTQIA+ issues and determine if there are training materials and programs that are suitable for the HPS to develop and deliver.	Superintendent - Professional Development/EDI Specialist	Reach out to other Police Services to review their training.	15-Jul-20	30-Sep-20	In progress	<p>With the adoption of the new Two-Spirit and LGBTQIA+ Liasion Officer role, HPS has begun to review training materials from other Services to determine their relevance for HPS and Hamilton. The Two-Spirit and LGBTQIA+ Liasion Officer and the EDI Specialist will collaborate on this initiative with the Professional Development Division.</p> <p>The implicit bias training being delivered to members through CPKN was identified as part of this review. This will be an ongoing and regular review of training material to identify further training opportunites.</p>	<p>HPS has canvassed Halton, Toronto, York and Peel. Most services use their ISN or their 2S&amp;LGBTQIA+ Liaison Officer to create and deliver training. HPS has also sought additional community input and collaboration on training modules to ensure the training best meets the needs of the community.</p> <p>HPS has connected with Serving With Pride to deliver optional training for members. This was delayed due to COVID.</p> <p>On March 14, HPS and neighbouring police services participated in discussions on how to serve the Trans and Gender Diverse community to foster the systemic and cultural change needed for bias-free and trans-inclusive policing.</p>
33	The HPS officers should be required to work within the Two-Spirit and LGBTQIA+ communities in order to receive experiential training in conjunction with more traditional, lecture-oriented sessions. Officers of all ranks should interact with community members on a more regular basis.	Superintendent - Professional Development/EDI Specialist	Explore learning opportunities.	01-Sep-20	01-Sep-21	In progress	<p>HPS is currently exploring potential community partnerships to offer experiential training for members.</p> <p>The Two-Spirit and LGBTQIA+ Liaison Officer created a training module which will be presented to all Sworn Officers and Civilians in the BLOCK 2021-2022 sessions. Numerous community members reviewed the training module and provided feedback into the training content and the module reflects these important changes."</p>	Beginning in 2022, HPS in conjunction with the 2S&LGBTQIA+ ISN, launched a lived experience speaker series. The first speaker was human rights activist Michelle Douglas and the second speaker is Dr. Penny Anderson, one of the first out Transgender priests in Canada.
34	All senior command officers should receive enhanced media training to ensure any media appearances are conducted with professionalism and convey appropriate messaging.	Corporate Communicator	Arrange media training.	01-Jul-20	01-Jun-21	In progress	<p>Senior Officers participated in virtual media training offered by the OACP in August 2021.</p> <p>In person training to be rescheduled once current public health restrictions are lifted.</p>	<p>Senior Officers participated in virtual media training offered by the OACP in August 2021.</p> <p>In person training to be rescheduled once current public health restrictions are lifted.</p>
35	The HPS must continue to support the ISN and clarify the role of the ISN.	Superintendent - Professional Development/EDI Specialist	Determine the ISN mission and goals.	01-Sep-20	01-Mar-21	Complete	<p>Command continues to support the Two-Spirit and LGBTIQ+ ISN by meeting with the group bi-annually and on an ad hoc basis as per the outlined Terms of Reference.</p> <p>The role of the ISN is to provide support, mentorship and guidance to Two-Spirit and LGBTQIA+ members within the Hamilton Police Service. The purpose of the ISN has been developed by the group, in consultation with the EDI Specialist and is clearly articulated in the Terms of Reference.</p>	<p>Command continues to support the Two-Spirit and LGBTIQ+ ISN by meeting with the group bi-annually and on an ad hoc basis as per the outlined Terms of Reference.</p> <p>The role of the ISN is to provide support, mentorship and guidance to Two-Spirit and LGBTQIA+ members within the Hamilton Police Service. The purpose of the ISN has been developed by the group, in consultation with the EDI Specialist and is clearly articulated in the Terms of Reference.</p>
36	The HPS should carefully consider undertaking a Diversity Audit or Organizational Culture Review.	Director - Human Resources/EDI Specialist	Partner with CCDI execute a diversity and inclusion survey.	13-Jul-20	05-Mar-20	Complete	<p>Survey launched in January 2021. Administered by the Canadian Centre for Diversity and Inclusion, all HPS members were invited to participate.</p> <p>Results from the survey will form the foundation for the EDI Strategy.</p>	<p>Survey launched in January 2021. Administered by the Canadian Centre for Diversity and Inclusion, all HPS members were invited to participate.</p> <p>Results from the survey will form the foundation for the EDI Strategy.</p>
37	The HPS should consider the legal tools discussed in this Report in the context of demonstrations at City Hall.	Legal Counsel	Conduct legal review.	01-Jul-20	31-Oct-20	Complete	<p>Legal authorities have been considered and incorporated into the operational planning document.</p>	<p>Legal authorities have been considered and incorporated into the operational planning document.</p>

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#	Recommendation	Lead	Action	Anticipated start date	Anticipated Completion Date	Status	September 2021 Update	March 2022 Update
38	The Board and/or HPS should institute a mechanism for external review and audit of these recommendations and grading of compliance. The HPS should be prepared to address how and in what manner it has responded to these recommendations 12 months and 24 months after the release of this Report.	Chief's Office	Establish external review.	01-Jul-20	Ongoing	In progress	<p>The Two-Spirit and LGBTQIA+ Communities Survey results will inform what a community task force/advisory committee could look like, if and when, the community is ready.</p>	<p>The Two-Spirit and LGBTQIA+ Communities Survey results will inform what a community task force/advisory committee could look like, if and when, the community is ready.</p> <p>Hamilton Police Service continues to provide the HPSB with bi-annual updates on how it has responded to the recommendations outlined in the report.</p> <p>Progress reports are shared on the HPS website.</p>



**Bergman Report Recommendations #1 2020**

[illegible]







**Bergman Report Recommendation #2 2020**

[illegible]









## Bergman Report Recommendation #3 2020

[illegible]







## Bergman Report Recommendation #4 2020

[illegible]









## Bergman Report Recommendation #5 2020

[illegible]







## Bergman Report Recommendation #6 2020

[illegible]









**Bergman Report Recommendation #7 2020**

[illegible]

















## Bergman Report Recommendation #9 2020

[illegible]









## Bergman Report Recommendation #10 2020

[illegible]

























<b>Bergman Report</b>	<b>Recommendation #13 2020</b>
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[illegible]









**Bergman Report Recommendation #14 2020**

[illegible]







**Bergman Report Recommendation #15 2020**

[illegible]









**Bergman Report Recommendation #16 2020**

[illegible]

















**Bergman Report Recommendation #18 2020**

[illegible]







<b>Bergman Report</b>	<b>Recommendation #19 2020</b>
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[illegible]









**Bergman Report Recommendation #20 2020**

[illegible]









**Bergman Report Recommendation #21 2020**

[illegible]











**Bergman Report - Recommendation #22 2020**

[illegible]







**Bergman Report - Recommendation #23 2020**

[illegible]









**Bergman Report - Recommendation #24 2020**

[illegible]









**Bergman Report - Recommendation #25 2020**

[illegible]









**Bergman Report Recommendation #26 2020**

[illegible]







**Bergman Report - Recommendation #27 2020**

[illegible]











**Bergman Report Recommendation #28 2020**

[illegible]









**Bergman Report Recommendation #29 2020**

[illegible]







**Bergman Report Recommendation #30 2020**

[illegible]











## Bergman Report Recommendation #31 2020

[illegible]







**Bergman Report - Recommendation #32 2020**

[illegible]









**Bergman Report - Recommendation #33 2020**

[illegible]







**Bergman Report Recommendation #34 2020**

[illegible]









**Bergman Report - Recommendation #35 2020**

[illegible]









Bergman Report Recommendation #36 2020								
#	Recommendation	Lead	Activity	Anticipated start date	Duration	Anticipated Completion Date	Status	Notes
36	The HPS should carefully consider undertaking a Diversity Audit or Organizational Culture Review.	Leanne Sneddon	Contract with CCDI	Jul-20		30-Dec-20	In progress	Received contract from CCDI. The Diversity Census Tool is the focus on the contract which will provide a qualitative and quantative online measurement tool that provides a snapshot of your workforce. The contact will include Coaching, Communications, online tool with post analysis and data strategy
			Develop internal communications	Sep-20		30-Dec-20	Not started	
			Work with CCDI n the project plan details	Sep-20		30-Dec-20	Not started	
			Issue Census/Survey for staff completion	Jan-21		Feb-21	Not started	
			CCDI to present findings/reports to Senior Command	Apr-21		Apr-21	Not started	
			HPS to present findings to all members	Jun-21		Jun-21	Not started	
			HPS to present findings & next steps to HPSB	Jul-21		Jul-21	Not started	
			Development of formal ED&I Strategic Plan/Roadmap	May-21		01-Sep	Not started	
			Obtain approval of ED&I Plan from Chief and HPSB	Oct-21		01-Nov	Not started	
			Communication & Implementation of Plan	Nov-21		ongoing	Not started	











**Bergman Report Recommendation #37 2020**

[illegible]







## Bergman Report Recommendation #38 2020

[illegible]









Not started

In progress

Past Due

Complete