



SURVEY OF HAMILTON'S TWO-SPIRIT AND LGBTQIA+ COMMUNITY

Following the Bergman Report, HPS worked with McMaster University's Office Of Community Engagement to collect input from Hamilton's Two-Spirit and LGBTQIA+ communities.

Survey ran from August 1 to October 1, 2021

- ▶ 350 participants
- ▶ 44% of responses included in the final dataset
- ▶ 155 valid responses
- ▶ Shared via print ads, social media and emails to community organizations
- ▶ Survey asked four questions;
 1. Qualities and characteristics sought in a third-party facilitator
 2. Composition of a Community Advisory Panel
 3. Issues that these processes should take up
 4. Vision for healing and the building of trust between Hamilton's Two-Spirit and LGBTQIA+ community and the Hamilton Police Service (HPS).

KEY FINDINGS

- 1 Facilitator must have strong connections to Hamilton's Two-Spirit and LGBTQIA+ community and be independent from HPS.
- 2 Facilitator should be highly skilled and experienced in mediation, facilitation and inspire trust.
- 3 Community Advisory Panel members must be from diverse backgrounds such that the composition of the panel is intersectional in identity and experience.
- 4 Communications should directly address the history of negative treatment of Two-Spirit and LGBTQIA+ community members by HPS.
- 5 Lack of trust with HPS is a key concern. Some participants are concerned that police engagement with Hamilton's Two-Spirit and LGBTQIA+ community may not be helpful or safe as this time.



FACILITATOR CHARACTERISTICS

- Empathetic
- Kind
- Fair
- Respectful
- Honest
- Strong listening skills
- Open-minded
- Diverse



KEY QUALIFICATIONS AND EXPERIENCE FOR A FACILITATOR

- ▶ Must be a member of the Two-Spirit and LGBTQIA+ community
- ▶ Independent
- ▶ Politically neutral
- ▶ Unbiased
- ▶ Should not be affiliated with HPS
- ▶ Knowledgeable about the issues and challenges faced by Two-Spirit and LGBTQIA+ Hamiltonians
- ▶ Must understand historical oppression of marginalized groups by police
- ▶ Previous experience working with Two-Spirit and LGBTQIA+ community organizations and/or with other marginalized communities
- ▶ Understand appropriate language usage
- ▶ Skilled in trauma informed practices



QUALITIES OF THE COMMUNITY ADVISORY PANEL

- ▶ Populated with members of the Hamilton Two-Spirit and LGBTQIA+ community
- ▶ Independent
- ▶ Politically neutral
- ▶ No affiliation with HPS
- ▶ Inclusive and Diverse
- ▶ Presence of intersecting identities and lived experiences
- ▶ Multiple members should be Black, Indigenous and people of color
- ▶ Include cis women, cis men, non-binary, trans people, intersex
- ▶ Socio-economic diversity
- ▶ Include individuals with disabilities
- ▶ Negotiation and communication skills
- ▶ Open-minded

OVERALL



Participants want to see deep changes within HPS



Want increased accountability



Want history publicly acknowledged



Want police officers held accountable for their actions



Want more officers from the Two-Spirit and LGBTQIA+ community



Want targeted hiring of Two-Spirit and LGBTQIA+ community members

* McMaster University's Office Of Community Engagement was commissioned to conduct the independent study. The study was completed by Dr. Tina Fetner, Professor of Sociology at McMaster University.