



**HAMILTON
POLICE SERVICE**

COMMITMENT TO EQUITABLE SERVICE

A Race and Identity-Based
Data Strategy



About the Strategy

Hamilton Police Service (HPS) is committed to fostering trust and confidence as we strive for policing practices that are fair, just, and equitable. We are listening to the community, our members, and experts to drive positive and meaningful change.

The Race and Identity-Based (RIBD) plan will help us identify differences in how we interact with people, determine if they are related to race and identity, and take action to address them. Our first focus is on how and when force is used with future priorities based on community feedback. Our goal is to build a police service free of discrimination, where everyone feels respected and valued.





COMMITMENT TO EQUITABLE POLICING

Systemic racial bias exists in many Canadian institutions, including law enforcement. For years, equity-deserving communities have had more frequent interactions with police, often in ways that cause harm and create mistrust. The Ontario Human Rights Commission (OHRC) Policy on Eliminating Racial Profiling in Law Enforcement states that the first step to fixing this issue is recognizing it.

We acknowledge decades of reports showing Indigenous, Black, and other racialized groups are overrepresented in the justice system. Many calls for change have led to action, including the Race and Identity-Based Data (RIBD) Strategy.

The RIBD Strategy focuses on **accountability, transparency, and fairness** in policing. This means reviewing practices, fostering a police culture of respect and inclusion, and using data to inform change.

WHAT IS THE COMMUNITY ADVISORY PANEL?

Hamilton Police Service welcomed the first RIBD Community Advisory Panel (CAP) in 2024. This ten-member group has played a key role in helping to shape the RIBD strategy. Their task is to support the Hamilton Police in building and executing the strategy. CAP members provide critical perspective that challenges data interpretations, strategy, and action planning while offering their community perspectives and lived-experience.

The CAP includes individuals passionate about data, social justice and community service. Panel members contribute their understanding of systemic racism and their experience in research, analytics, advocacy, and frontline work. This group plays a key role in oversight and community-driven accountability.

Where We've Been

RIBD – How did we get here?



How We Get There

PRIORITY AREAS:

First focus is on Use of Force, with future areas identified through community input.

DATA COLLECTION & ANALYSIS:

Outlines an analytical framework aligned with the Ontario Anti-Racism Data Standard (2018) to track disparities and disproportionalities, while also addressing community-generated questions about racial and identity-based data differences in policing practices.

POLICY & PRACTICE REVIEW:

Reviewing legislation and internal policies to identify and address systemic biases and improve practices within our Service.

BENCHMARKING & METRICS:

Comparing data against key benchmarks to measure disparities in police interactions.



Community Engagement & Partnerships



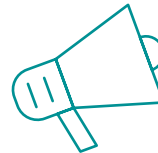
INTERNAL ENGAGEMENT:

HPS is involving officers and staff through training and participation.



COMMUNITY COLLABORATION:

The CAP, community collaborators, and broader community contributors will provide insights to the data and serve as partners to co-create actionable solutions to any findings of unfair practices.



TRANSPARENCY & REPORTING:

Findings will be shared publicly through reports, dashboards, and community discussions.



STRATEGIC PARTNERSHIPS:

HPS is collaborating with academics, advocacy groups, and other police services for best practices.



Building Trust Through Data: The RIBD Strategy

The RIBD Strategy is more than just collecting data—it's about using it to build trust, accountability, and open conversations between HPS and the community. By tracking disparities and sharing insights, we aim to make policing more transparent and fair.

By openly analyzing and sharing data, like use of force reports, HPS hopes to create a clearer understanding of police practices and encourage meaningful change.

Internally, this strategy helps guide decision-making by shaping policies, improving training, and aligning practices to promote equitable service delivery. Data will assist HPS in making evidence-based changes.

Transparency allows for fact-based discussions, helping both police and the community work together on solutions. The RIBD Strategy is not a final step but a foundation for continuous progress, where policing is equitable, responsive, and accountable to those we serve.

Equity in policing is an ongoing journey, and this strategy lays the foundation for meaningful, lasting change.

To read the full Race and Identity-Based Data Strategy, visit **www.hamiltonpolice.on.ca/RIBD**



View the full RIBD Strategy





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