

Bergman Report - Recommendations Index								
#	Recommendation	Lead	Action	Anticipated start date	Anticipated Completion Date	Status	March 2022 Update	September 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	1-Aug-20	30-Apr-21	Complete	<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>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>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September 2021. The policy was approved on October 25, 2021.</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>
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	1-Aug-20	30-Apr-21	Complete	<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 fillable operational plan 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>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September 2021. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan 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>
3	The Operational Plan should be drafted after consultation with Pride Organizers.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	Ongoing	Complete	<p>A new fillable operational plan 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 Liaison Officer has met with Pride Hamilton regarding plans for the 2022 Pride Hamilton Celebration.</p>	<p>A new fillable operational plan 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 was not filed.</p> <p>The 2S &amp; LGBTQIA Liaison Officer met and collaborated with Pride Hamilton regarding plans for the 2022 Pride Hamilton Celebration. A comprehensive operational plan was prepared and shared with all HPS members assigned to Pride Hamilton 2022.</p> <p>HPS recognizes every operational plan is unique and commits to continually meeting with Pride Hamilton moving forward.</p>
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	1-Jul-20	Ongoing	Complete	<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 fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>A SEAT application has not been filed.</p> <p>The 2S &amp; LGBTQIA Liaison Officer has met with Pride Hamilton regarding plans for the 2022 Pride Hamilton Celebration.</p>	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September 2021. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>A SEAT application was not filed.</p> <p>The 2S &amp; LGBTQIA Liaison Officer met and collaborated with Pride Hamilton regarding plans for the 2022 Pride Hamilton Celebration. A comprehensive operational plan was prepared and shared with all HPS members assigned to Pride Hamilton 2022.</p>

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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	1-Jul-20	Ongoing	Complete	<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 fillable operational plan 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 has met with Pride Hamilton regarding plans for the 2022 Pride Hamilton Celebration. If Pride Hamilton 2022 holds an in-person event, the 2S &amp; LGBTQIA Officer and Liaison Crime Manager will meet with Pride Hamilton organizers to review safety issues prior to the event.</p>	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September 2021. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan 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 was not filed.</p> <p>The 2S &amp; LGBTQIA Liaison Officer met and collaborated with Pride Hamilton regarding plans for the 2022 Pride Hamilton Celebration. Hamilton Police met with Pride Hamilton organizers and Hamilton Convention Centre event management staff on numerous occasions to discuss specific security needs and risk mitigation.</p>
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	1-Jul-20	Ongoing	Complete	<p>Where grant opportunities are available, Hamilton Police Service would support submissions from Pride Hamilton.</p> <p>Where grant opportunities are present, Hamilton Police Service will forward that information to Pride Hamilton.</p>	<p>Hamilton Police Service extended grant opportunities to Pride Hamilton and will continue to do so as opportunities arise.</p> <p>The Service is committed to working with Pride Hamilton to support their application for municipal, provincial or federal grants.</p>
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	1-Jul-20	1-Mar-21	Complete	<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 fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>A SEAT application has not been filed.</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>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September 2021. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>The 2S &amp; LGBTQIA Liaison Officer met and collaborated with Pride Hamilton regarding plans for the 2022 Pride Hamilton Celebration.</p>
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	1-Jul-20	Ongoing	Complete	<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 fillableoperational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>A SEAT application has not been filed.</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>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September 2021. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>A comprehensive Operational Plan was prepared and shared with all HPS members assigned to the event well in advance of Pride Hamilton 2022. Moving forward, this will be an ongoing practice to ensure members are aware of the plan and any potential disruptions that could occur.</p>
9	Pre-Pride HPS briefings for officers must be detailed.	Superintendent - Support Services Community Relations	Draft new Operational Plan template - fillable form	1-Jul-20	Ongoing	Complete	<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 fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>A SEAT application has not been filed.</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>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September 2021. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>Detailed briefings were provided to officers leading up to the event.</p>

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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	1-Aug-20	Ongoing	Complete	<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 fillable operational plan 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 Liaison Officer and Crime Manager will meet with Pride Hamilton organizers to review safety issues prior to the event.</p>	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September 2021. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>Upon arrival, supervising officers made contact with Pride Hamilton organizers and maintained constant contact with event and venue organizers throughout the celebration.</p>
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	1-Jul-20	Ongoing	Complete	<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 fillable operational plan 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 Liaison Officer and Crime Manager will meet with Pride Hamilton organizers to review safety issues prior to the event.</p>	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September 2021. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above. Hamilton Municipal Law Enforcement (MLE) is considered a component of the operational plan.</p> <p>HPS sought assistance from MLE for Pride Hamilton 2022.</p>
12	Officers should be prepared for the arrival of Agitators.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	Ongoing	Complete	<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 fillable operational plan 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 Liaison Officer and Crime Manager will meet with Pride Hamilton organizers to review safety issues prior to the event.</p>	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September 2021. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>A comprehensive Operational Plan was prepared and shared with all HPS members assigned to the event. Moving forward, this will be an ongoing practice to ensure members are aware of the plan and any potential disruptions that could occur.</p>

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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	1-Aug-20	Ongoing	Complete	<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 fillable operational plan 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>	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September 2021. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>Upon arrival, supervising officers made contact with Pride Hamilton organizers and maintained constant contact with event and venue organizers throughout the celebration.</p>
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	1-Jul-20	Ongoing	Complete	<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 fillable operational plan 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 Liaison Officer and Crime Manager will meet with Pride organizers to review safety issues prior to the event.</p>	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September 2021. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>Upon arrival, supervising officers made contact with Pride Hamilton organizers and maintained constant contact with event and venue organizers throughout the celebration.</p> <p>Hamilton Police deployed the Police Liaison Team to engage with the counter Pride street march and party leading up to the official Pride Hamilton 2022 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.

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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	1-Jun-21	1-May-21	Complete	<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 Liaison 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>	<p>Each organization spoke individually leading up to Pride Hamilton 2022.</p> <p>Hamilton Police spoke about the commitment to public safety and ensuring the safety of everyone in attendance.</p> <p>The 2S &amp; LGBTQIA Liaison Officer met and collaborated with Pride Hamilton regarding plans for the 2022 Pride Hamilton Celebration. A comprehensive operational plan was prepared and shared with all HPS personnel assigned to Pride Hamilton 2022.</p> <p>Hamilton Police acknowledge there is still much work to do to repair the relationship between police and the 2S &amp; LGBTQIA community and will continue to work towards creating a joint statement with Pride Hamilton for future events.</p>
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.	1-Sep-20	1-Mar-21	Complete	<p>In June 2021, the 2S &amp; LGBTQIA Liaison role was formally transitioned into a full time position.</p>	<p>In June 2021, the 2S &amp; LGBTQIA Liaison role was formally transitioned into a full time position.</p> <p>The Community Relations Coordinator, 2S &amp; LGBTQIA Liaison Officer and the EDI Specialist now report directly to the Chief's office.</p>
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.	1-Sep-20	1-Mar-21	Complete	<p>The 2S &amp; 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.</p>	<p>The Community Relations Coordinator, 2S &amp; 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.</p>
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.	1-Sep-20	1-Mar-21	Complete	<p>In creating the ISN Terms of Reference, the ISN stipulated that the 2S &amp; LGBTQIA+ Liaison Officer will be a standing member of the ISN.</p>	<p>In creating the ISN Terms of Reference, the ISN stipulated that the 2S &amp; LGBTQIA Liaison Officer will be a standing member of the ISN.</p>
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.	1-Sep-20	1-Mar-21	In progress	<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>	<p>A call-out seeking input from community for facilitators (s) and possible task force members was issued in April. The survey was open for three weeks. A list of names was generated.</p> <p>The 2S &amp; LGBTQIA Liaison Officer delegated to the LGBTQ Advisory Committee on April 19 regarding the nomination survey.</p> <p>In adherence to the City of Hamilton's procurement process, an RFP has been created and distributed to potential candidates. A facilitator(s) is expected to be selected by October 2022.</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.	1-Oct-20	1-May-21	In progress	<p>The 2S &amp; 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.</p>	<p>The 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.</p>



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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.	1-Sep-20	1-May-21	In progress	The 2S & 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.	The 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	1-Jul-20	1-Jul-21	Complete	<p>The 2S &amp; LGBTQIA Liasion role is organizationally situated within the Community Mobilization Division. There is an Inspector and Superintendent assigned to oversee the division.</p>	<p>The Community Relations Coordinator, 2S &amp; LGBTQIA Liaison Officer and the EDI Specialist now report directly to the Chief's office. The positions report to an Inspector.</p> <p>In preparation for the Hamilton Police Service's 2023-2026 Strategic Plan, extensive environmental scanning took place in early 2022 and involved a number of strategies to gather information, such as focus groups, community survey, member survey and a community town hall.</p> <p>A total of nine sessions were held with a variety of community stakeholders, including members of the 2S &amp; LGBTQIA communities. Feedback will be included in the 2023-2026 Strategic Plan.</p> <p>Hamilton Police are committed to ongoing outreach with the 2S &amp; LGBTQIA communities in order to strengthen the relationship.</p>
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	Complete	<p>2021-2022 annual training includes 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 annual training 2022-2023 is underway with consideration to include practical scenarios into annual training/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>	<p>For 2022-23, HPS has created more specialized training pertaining to the trans community in order to ensure members are up-to-date on current terminology and best practices in serving the trans and gender diverse communities.</p> <p>Ongoing discussions will continue on how to best incorporate further training with respect to the 2S &amp; LGBTQIA community in annual training. In addition to traditional lecture-oriented sessions, there will be a focus on scenario-based training this year which will include this topic.</p> <p>The 2S &amp; LGBTQIA ISN facilitated a lived experience speaker series to all members. Those that participated in the series received a certificate of completion for attending all three sessions.</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.	1-Jul-20	Block 2021	Complete	<p>Training regarding terminology is being done through the Two-Spirit and LGBTQIA+ training offered during annual training, 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>	<p>For 2022-23, HPS has created a more specialized training program pertaining to the trans community\ which will include appropriate and current terminology. This terminology will also be included in training scenarios.</p>

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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	Complete	<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 annual training/Use of Force will include scenarios that will be created in collaboration with the ISN and EDI Specialist.</p>	<p>The 2S &amp; LGBTQIA ISN facilitated a speaker series, which offered traditional, lecture-oriented sessions from members of the 2S &amp; LGBTQIA community. Further training opportunities are being assessed as the EDI Strategy is being developed. This training will be ongoing.</p> <p>2022-23 training/Use of Force will include scenarios that have been created in collaboration with the ISN and EDI Specialist.</p>
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	Complete	<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>	<p>HPS provided Implicit Bias training via our learning management system as part of the review of materials from other police services.</p> <p>Ongoing training is being developed in collaboration with our EDI Specialist and 2S &amp; LGBTQIA Liaison.</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.	1-Sep-20	1-Sep-21	Complete	<p>Beginning in 2022, HPS in conjunction with the 2S &amp; 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.</p>	<p>The 2S &amp; LGBTQIA ISN facilitated a speaker series, which offered traditional, lecture-oriented sessions from members of the 2S &amp; LGBTQIA community.</p> <p>HPS worked closely with a 2S &amp; LGBTQIA community member who identified as a trans woman to develop different scenarios to better understand best practices when addressing trans people. This experiential training is included in 2022-2023 annual training.</p>
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.	1-Jul-20	1-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>Additonal training is being arranged with an international law enforcement agency.</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.	1-Sep-20	1-Mar-21	Complete	<p>Command continues to support the 2S &amp; LGBTIQIA 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 2S &amp; 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 2S &amp; LGBTIQIA 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 2S &amp; 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>Membership in the 2S &amp; LGBTIQIA ISN has increased by 33 per cent over the previous year and continues to provide support, mentorship and guidance to 2S &amp; LGBTQIA members within the Hamilton Police Service.</p>

Bergman Report - Recommendations Index								
#	Recommendation	Lead	Action	Anticipated start date	Anticipated Completion Date	Status	March 2022 Update	September 2022 Update
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	5-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 formed the foundation for the EDI Strategy. The strategy was launched in May 2022.</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.	1-Jul-20	31-Oct-20	Complete	Legal authorities have been considered and incorporated into the operational planning document.	Legal authorities have been considered and incorporated into the operational planning document.
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.	1-Jul-20	Ongoing	Complete	<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>	<p>The Two-Spirit and LGBTQIA+ Communities Survey results have informed what a community task force/advisory committee could look like, if and when, the community is ready.</p> <p>Hamilton Police Service provided 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> <p>Moving forward, the 2S &amp; LGBTQIA Liaison Officer will review and audit the recommendations annually to ensure compliance.</p>