




# HAMILTON POLICE SERVICE

## INFORMATION REPORT

<b>TO:</b>	Chair and Members Hamilton Police Services Board
<b>BOARD MEETING DATE:</b>	September 16, 2021
<b>SUBJECT:</b>	National Day for Truth and Reconciliation
<b>REPORT NUMBER:</b>	21-101
<b>SUBMITTED BY:</b>	Frank Bergen, Chief of Police
<b>SIGNATURE:</b>	

### EXECUTIVE SUMMARY

- On June 3, 2021 the Federal government designated September 30<sup>th</sup> as a public holiday for federally regulated employees.
- The National Day for Truth and Reconciliation will be observed on September 30<sup>th</sup> to honour First Nations, Inuit and Métis Survivors and their families and communities, and ensure the public commemoration of their history and the legacy of residential schools.
- The new statutory holiday applies to all federally regulated public and private sectors, including employers that are subject to the Code.
- While the holiday does not currently apply to provincially regulated employers, employers can, at their discretion, adopt the holiday.
- On September 2<sup>nd</sup>, the Hamilton Police Services Board (HPSB) approved that the Hamilton Police Service (HPS) adopt the National Day for Truth & Reconciliation as a holiday.

### INFORMATION

On June 3, 2021 the Federal government designated September 30<sup>th</sup> as the National Day for Truth and Reconciliation, and as a public holiday for federally regulated employees. At this time, the Provincial (Ontario) government has not adopted this holiday. Police Services are provincially regulated and as such, are not required to provide this holiday unless otherwise required through collective agreement language.

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On September 2, 2021, the HPSB approved the adoption of the National Day for Truth and Reconciliation as a holiday for the HPS. The decision to adopt the National Day for Truth and Reconciliation as a holiday results in a cost of impact of approximately \$52,000 in holiday pay for essential staff.

The Hamilton Police Service is committed to honoring this important day, to listen and to learn from Canada's colonial history and the atrocities of the residential school system, while striving to be more inclusive. We hope to achieve this by working with our Indigenous community partners in establishing the best and most respectful ways to mark the National Day for Truth and Reconciliation.

Some preliminary discussions with members of the Indigenous community indicate that by adopting the holiday, the HPS and the HPSB would be demonstrating commitment to and honouring the Truth and Reconciliation Commission's Calls to Action. In particular, Action item #80 which states "We call upon the federal government, in collaboration with Aboriginal peoples to establish as a statutory holiday, a National Day for Truth and Reconciliation to honour Survivors, their families and communities and to ensure that public commemoration of the history and legacy of residential schools remains a vital component of the reconciliation process." In addition, it was noted by Community that while adopting the holiday is important, it will be equally important to ensure the Service is meaningfully acknowledging the holiday in the days leading up to it. This may include a ceremony, learning opportunities for staff or other engagement initiatives to honour the day.

Earlier this year, the Service worked with the Legacy of Hope Foundation to display exhibits at Central Station which aimed to increase HPS member and public awareness about challenges facing Indigenous Peoples, including the history and impacts of the residential school system. The Service worked with the Indigenous Community to host the exhibits with the intention of promoting healing and acts of reconciliation. The exhibits will continue to be on display until the end of the year.

Over the coming weeks, HPS staff will continue to engage with Community to ensure to most appropriate method of recognition in the days leading up to the September 30<sup>th</sup> holiday.

## **APPENDICES AND SCHEDULES ATTACHED**

Not Applicable

FB/A. Filice

cc: Ryan Diodati, Deputy Chief – Support  
Paul Hamilton, Acting Deputy Chief - Operations

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