HAMILTON POLICE SERVICE

INFORMATION REPORT

TO:	Chair and Members Hamilton Police Services Board
BOARD MEETING DATE:	September 16, 2021
SUBJECT:	Diversity & Inclusion Survey
REPORT NUMBER:	21-099
SUBMITTED BY:	Frank Bergen, Chief of Police
SIGNATURE:	

EXECUTIVE SUMMARY

- As detailed in PSB #20-060, the Hamilton Police Service (HPS) formally entered into a partnership with the Canadian Centre for Diversity & Inclusion (CCDI) in 2020 and began work on a diversity and inclusion survey to measure the diversity of our workplace and, to identify any gaps and barriers to achieving an inclusive workplace
- The Survey launched in January 2021 and closed in March 2021
- Results were shared with staff over the last several months
- This report contains a summary of survey results and details on next steps for the Service's EDI strategy

INFORMATION

The HPS entered into a formal partnership with CCDI in 2020. As part of our partnership agreement, CCDI launched a Service-wide survey to our Members to measure the diversity of our workplace and, to identify any gaps and barriers to achieving an inclusive workplace. The survey launched in January 2021 and closed in March 2021. The Service achieved a response rate of 52.8%, equal to 692 members. This response rate is comparable to other Police agencies who have engaged with CCDI. CCDI has drawn conclusions from this statistical measurement based on the sample size of the population respondents. We recognize the limitations of the sample size and will be re-surveying our membership in two to three years with the goal of increasing participation and statistical validity. The information received remains highly valuable and will serve as a critical input to the development of the Service's EDI strategy.

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Following the closing of the survey, CCDI analyzed and summarized the results for HPS. In June 2021, CCDI presented the results of the survey to the leadership team. The Service's EDI Specialist then facilitated a number of sessions throughout the summer to share those results with all members of the Service.

The objectives for doing this survey are as follows:

- To support the Service in building welcoming spaces for our Members and our Community
- To become competent in EDI principles and create a culture of organizational inclusion
- To remove barriers that may result in discrimination or inequities in our organization
- To achieve representation within our organization that reflects the communities which we serve
- To embrace diverse teams and perspectives, which will lead to better performance outcomes

Representation at HPS:

Appendix A, HPS Demographic Profile, provides a summary of how our Members responded to demographic questions in the survey. Some insights from the demographic section are as follows:

- Overall, 37.7% of members identified as female, 56.1% as male, and 5.4% other/preferred not to answer. These percentages are varied when the data is looked at from a sworn and civilian perspective
  - Civilians identified as 29.3% male, 66.54% female, and 4.2% other/preferred not to answer
  - Sworn identified as 70.2% male, 22.5% female, and 6.6% other/preferred not to answer
- Of the total respondents, 12.1% identified as racialized members, 7.4% identified as members of the Two-Spirit & LGBTQIA+ community, 2.9% identified as Indigenous, and 7.4% identified as having a disability
- When compared to Police Sector benchmarks, and based on our respondents, HPS has a higher overall representation of women, persons with disabilities, and Two-Spirit & LGBTQIA+ members. Based on those same benchmarks, HPS has a lower representation of Indigenous Persons and Racialized Persons

CCDI generally looks at an 80% response rate to make statistical generalizations. The Service was able to compare gender categories to data maintained in our HR systems and the percentages are consistent with how members self-identified in the survey. Unfortunately, the HPS does not currently maintain any other category of demographic

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information (i.e. race based data, data on sexual identity or sexual orientation, or data on disability status) in our HR systems. Given that our response rate was 52.8% we will use this as information to guide our strategy, recognizing that we will strive to collect more robust data in the future.

Key Findings:

CCDI summarized and themed the data to assist the Service in identifying focus areas for improvement and provided a series of recommendations to assist the Service in moving its EDI action plans forward. CCDI noted that we had many different perspectives and different experiences in the same workplace and all must be considered. These recommendations and insights will serve as key inputs to the Service's overall EDI strategy. Four focus areas for improvement emerged from CCDI's analysis:

1. Fairness in Advancement Opportunities:
   - The Service has an opportunity to improve perceptions and experiences of fairness in talent management practices at HPS

2. Work-Flexibility & Accommodation Supports:
   - The Service has an opportunity to improve support for employees' well-being for providing flexible work options and accommodation supports to meet diverse needs of employees, paying special attention to those with disabilities and those with dependents

3. Harassment & Discrimination:
   - The Service has an opportunity to improve the psychological safety of individuals to increase their comfort in seeking assistance for these issues

4. Commitment & Support by Leaders Towards EDI:
   - The Service has an opportunity to increase diversity and inclusion, and cultural competency training of all leaders and staff in order to raise awareness and understanding of EDI

CCDI also noted many areas where the Service has already achieved meaningful progress from an EDI perspective, noting our current/previous work with respect to related training and the introduction of employee resource groups for underrepresented members to create safe spaces to discuss and share challenges (referencing the Service's Two-Spirit LGBTQ1A+ Internal Support Network and the Service's Diversity & Inclusion Internal Support Network). We will continue to progress this work while putting plans in place to address the areas of opportunity identified above.

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Next Steps:

During staff presentations, the Service invited Members to come forward and participate in the Service's EDI work. Key stakeholders have since been identified from all levels of the organization to support the development a Member-led EDI strategy. While the EDI Specialist will lead and facilitate the development of the Strategy, its action plans and implementation, the work will require the ongoing input and support of Members across the organization.

The EDI Specialist will convene stakeholders for a series of focus groups in the fall to enable final strategy development.

APPENDICES AND SCHEDULES ATTACHED

Appendix "A" – HPS Demographic Profile

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

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