Appendix A

HPS Demographic Profile

As part of the survey conducted in partnership with the Canadian Centre for Diversity & Inclusion (CCDI), the Hamilton Police Service (HPS) asked a series of questions to invite HPS members to share their demographic information.

Notations on the data:

- The survey had an overall response rate of 52.8%. CCDI generally looks at an 80% response rate to make statistical generalizations
- This document largely summarizes data as reported to CCDI. Where data was available from our internal systems to provide proportional comparisons, those will be specified
- Proportional comparisons are limited to areas where data is readily available and maintained in existing HPS systems and can be reasonably compared to the information collected by CCDI
- CCDI provided aggregated data for the survey demographics
- Results with a cell size of less than 5 are hidden to protect the identity of respondents

Diversity Profile

Representation	Demographic group				
	Women	Racialized Persons	Indigenous Persons	Persons with Disabilities	LGB2sQ+ Persons
The HPS workforce	37.7%	12.1%	2.9%	14.6%[21]	7.4%
Hamilton labour force	51.0%	17.7%	2.0%	20.0%	5.1%
Difference	**-13.3%**	**-5.6%**	**+0.9%**	**-5.4%**	**+2.3%**
Police sector benchmarks	36.5%	17.0%	3.9%	12.4%	5.4%
Difference	**+1.2%**	**-4.9%**	**-1.0%**	**+2.2%**	**+2.0%**
CCDI Diversity Meter Benchmarks	50.4%	24.2%	3.5%	14.0%	7.1%
Difference	**-12.7%**	**-12.1%**	**-0.6%**	**+0.6%**	**+0.3%**

CCDI Diversity Profile Data for HPS Summarized:

5.4% OTHER/PREFER NOT TO ANSWER

37.7%

FEMALE

MALE

56.1%
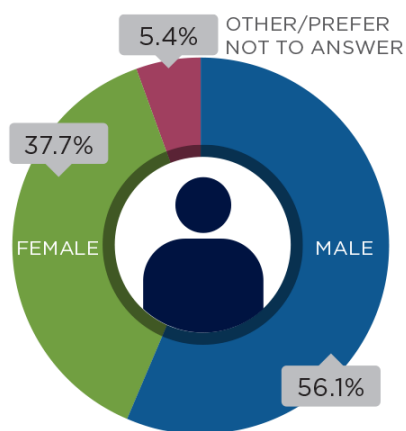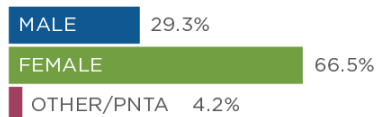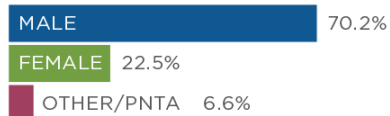
37.7% WOMEN

12.1% RACIALIZED

7.4% TWO-SPIRIT & LGBTQIA+

2.9% INDIGENOUS

7.4% PERSON WITH DISABILITIES

CIVILIAN
MALE 29.3%
FEMALE 66.5%
OTHER/PNTA 4.2%

SWORN
MALE 70.2%
FEMALE 22.5%
OTHER/PNTA 6.6%

Proportional Comparison – Member Status:

SWORN STATUS, CCDI SURVEY
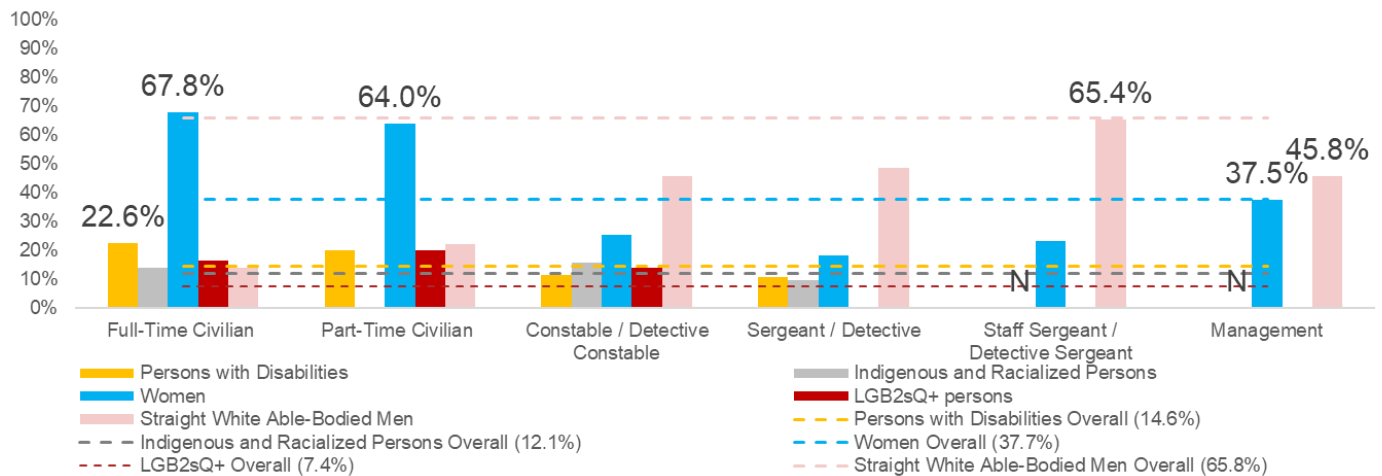● Sworn Member ● Civilian

34.5%

65.5%
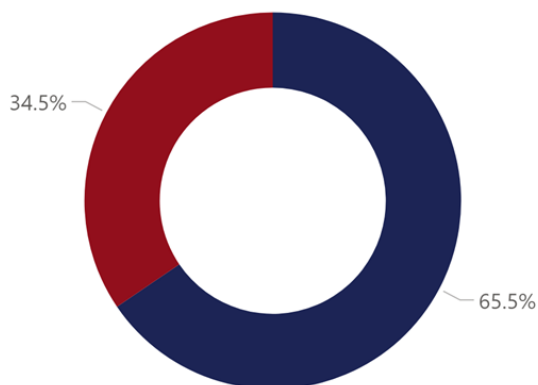
SWORN STATUS, SERVICE WIDE
● Sworn ● Civilian

33.8%

66.2%
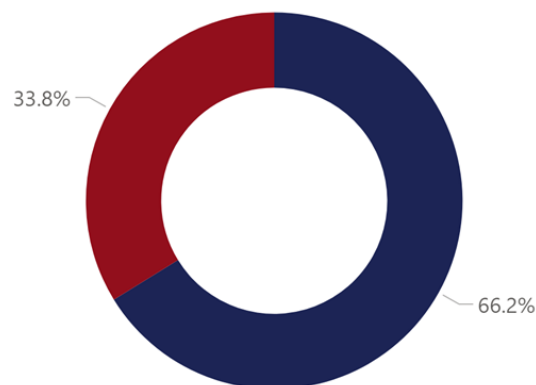
This proportional comparison suggests that the composition of respondents (sworn versus civilian) is proportional to the Service wide composition of members

CCDI Data - Representation Across Roles at HPS:

Note: Roles with fewer than 5 respondents are noted with an "N"

Dotted lines are a representation of those who identified overall. Of note, women, persons with disabilities, Two-Spirit LGBTQIA+ are most represented in FT civilian roles. Representation decreases as rank becomes more senior

CCDI Data - Representation Across Roles at HPS and Police Sector Benchmarks:
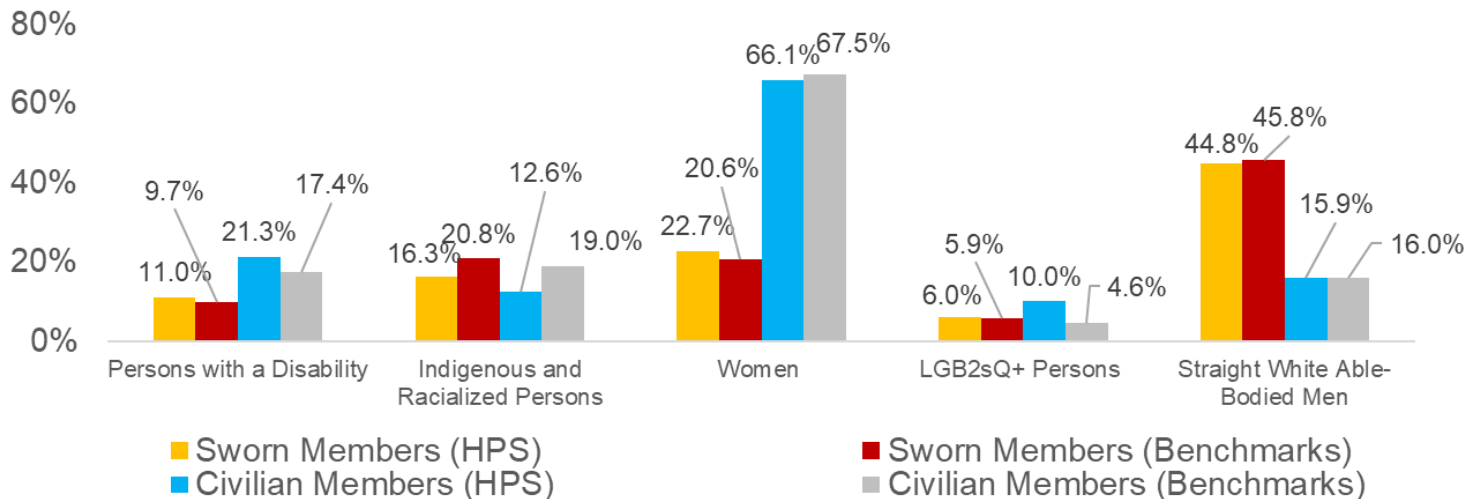
Results are comparable to police sector benchmarks except in the categories for Indigenous and Racialized Persons where comparatively CCDI data shows less representation

Proportional Comparison – Role Groups:

ROLE PERCENTAGES, CCDI SURVEY

Role	% RESPONDENTS
Senior Command	0.7%
Superintendent	0.7%
Inspector	1.2%
Director	N < 5
Manager	
Full-Time Civilian	25.6%
Part-Time Civilian	7.2%
Staff Sergeant / Detective Sergeant	3.8%
Sergeant / Detective	13.4%
Constable / Detective Constable	42.9%

ROLE PERCENTAGES, SERVICE WIDE

Role	% TOTAL EMPLOYEES
Senior Command	0.2%
Superintendent	0.5%
Inspector	0.5%
Director	0.5%
Manager	0.5%
Full-Time Civilian	22.4%
Part-Time Civilian	10.4%
Staff Sergeant / Detective Sergeant	2.4%
Sergeant / Detective	11.1%
Constable / Detective Constable	51.5%

This proportional comparison suggests that generally, the composition of respondents by role groups is proportional to Service wide data
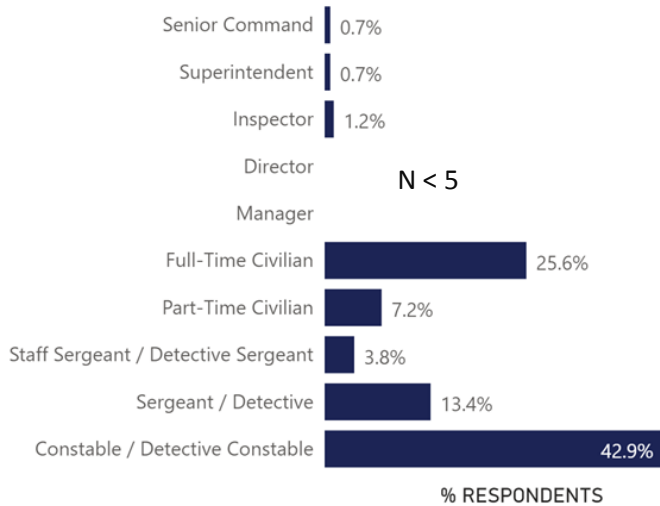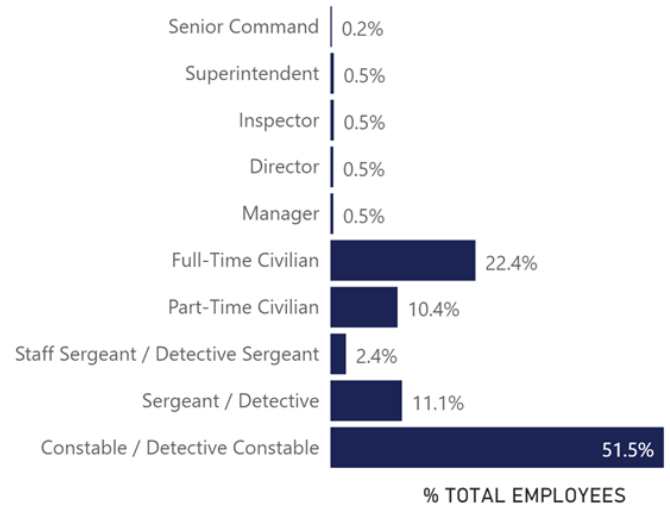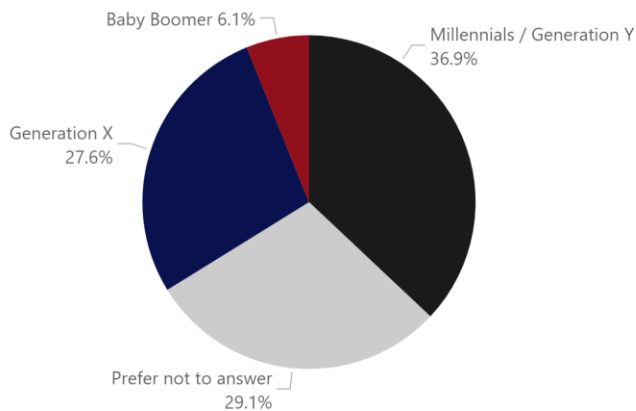
Proportional Comparison – Age Groups:

AGE GROUPS, CCDI SURVEY

- Baby Boomer 6.1%
- Millennials / Generation Y 36.9%
- Generation X 27.6%
- Prefer not to answer 29.1%

AGE GROUPS, SERVICE WIDE

- Traditionalist 0.1%
- Baby Boomer 9.3%
- Millennials / Generation Y 44.7%
- Generation X 42.5%
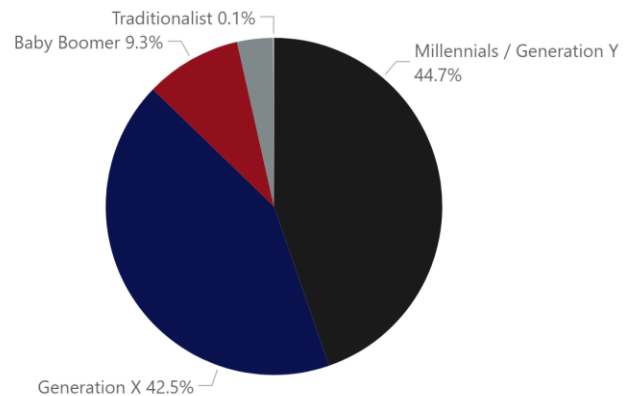
A large portion of survey respondents selected "prefer not to answer" making it difficult to draw a conclusion if respondent's age groups were proportional to Service wide data

Proportional Comparison – Sex & Sworn/Civilian Status

SEX, CCDI SURVEY

5.4%
37.7%
56.1%

Sex
- Male
- Female
- Prefer not to answer
- Intersex
- Not specified above

SEX*, SERVICE WIDE

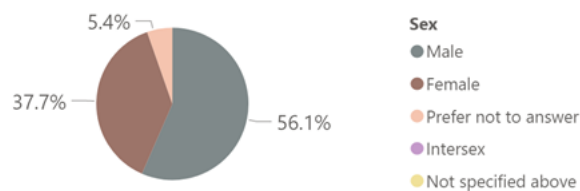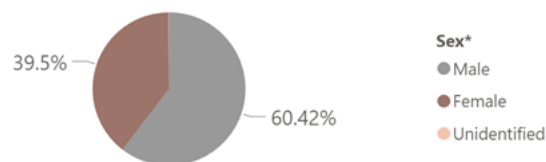39.5%
60.42%

Sex*
- Male
- Female
- Unidentified

CIVILIAN SEX, CCDI

Male 29.3%
Female 66.5%
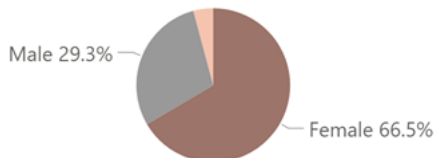
CIVILIAN SEX, SERVICE WIDE

Male 31.0%
Female 68.8%

SWORN SEX, CCDI

Other/PNTA 6.6%
Female 22.5%
Male 70.2%
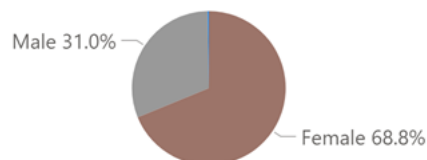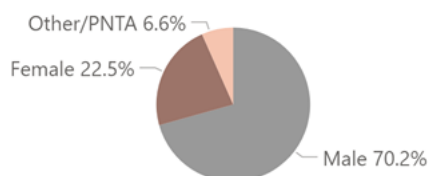
SWORN SEX, SERVICE WIDE

Female 24.5%
Male 75.5%
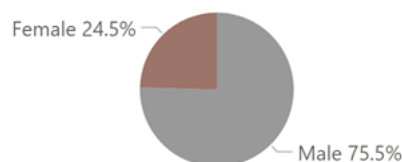
Internal HR System data options are restricted to only binary sex options which does not allow for direct comparisons. Generally, all other categories are comparable in composition

CCDI Data - Gender Identity:

HPS MEMBER GENDER IDENTITY

5.6%
37.7%
55.4%

Gender Identity
- Man
- Woman
- Prefer not to answer
- Additional Genders*
- Not specified above
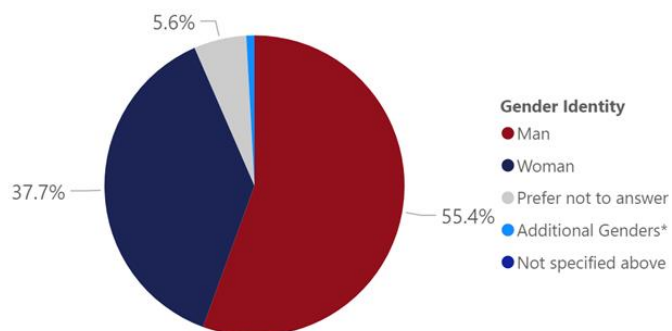
HPS MEMBERS TRANS, 2S, NON-BINARY, AND GENDER FLUID

0.7%

Non-Binary, Gender-Fluid | Two-spirit | Trans Man (FtM) | Trans Woman (MtF)

* Additional genders groups the following: non-binary, gender-fluid, two-spirit, trans man, and transwoman

CCDI Data - Sexual Orientation & Two-Spirit LGBTQIA+ Proportions:

SEXUAL ORIENTATION, %

7.4% (7.4%)
9.5% (9.58%)
82.7% (83.02%)

Sexual Orientation
- Heterosexual
- Prefer not to answer
- LGB2sQ
- Not specified above
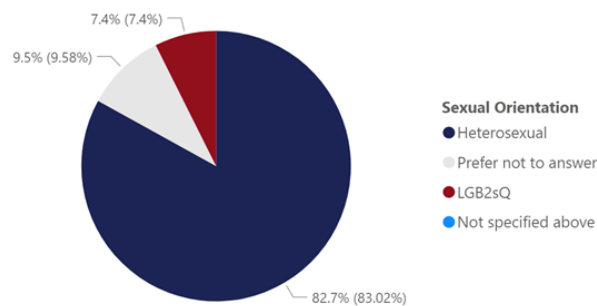
SEXUAL ORIENTATION %, LGB2sQ

Category	%
Bisexual	2.3%
Asexual	1.2%
Pansexual	1.2%
Gay	1.0%
Lesbian	1.0%
Queer	N < 5
Questioning	N < 5
Two-spirit	N < 5
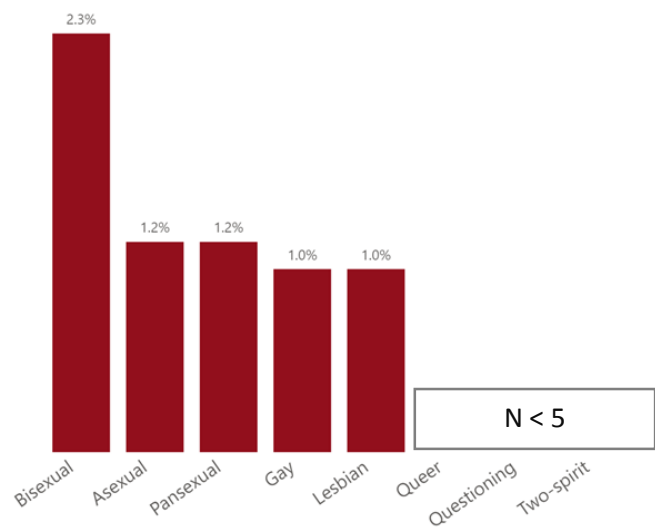
CCDI Data - Highest Level of Education:

MEMBER EDUCATION BY HIGHEST EDUCATION

- Master's Degree 4.8%
- High School or equivalent 4.9%
- Bachelor's Degree 42.9%
- College Certificate / Diploma 40.8%

MEMBERS USING HIGHEST EDUCATION

- Prefer not to answer 7.6%
- No 34.0%
- Yes 58.4%
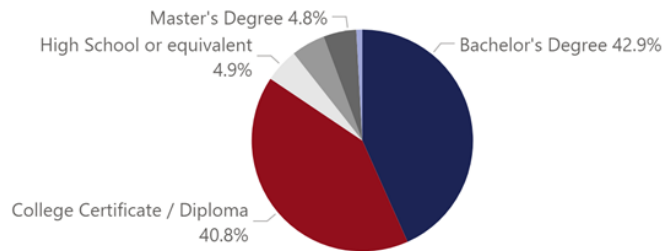
CIVILIAN VERSUS SWORN MEMBER HIGHEST EDUCATION

- CIVILIAN
- SWORN

Category	CIVILIAN	SWORN
Diploma or certificate	46.2%	40.8%
Bachelor's degree	40.8%	46.9%
Master's degree (eg. M.A., M.Sc., M.Ed.)	4.9%	5.0%
Prefer Not to Answer	4.0%	5.7%
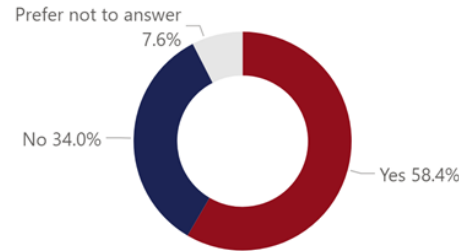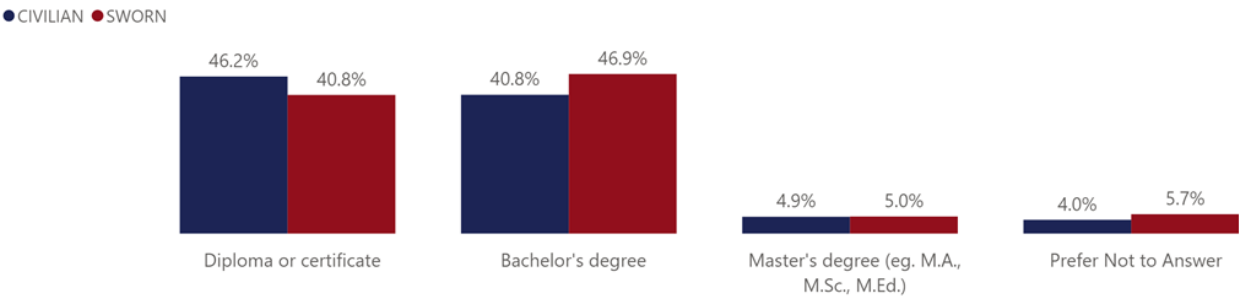
CCDI Data - Work Proficient Languages:

WORK PROFICIENT LANGUAGES, BY CATEGORY

Language Category	Percent of HPS Proficient
English only	80.1%
English and one or more other l...	10.7%
English and French only	4.9%
Prefer not to answer	2.9%
English and French and one or ...	1.5%
Hindi	1.5%
Spanish	1.3%
Croatian	1.2%
Polish	1.2%
Punjabi	1.2%
Serbian	1.2%
Urdu	1.2%
German	1.0%
Italian	1.0%
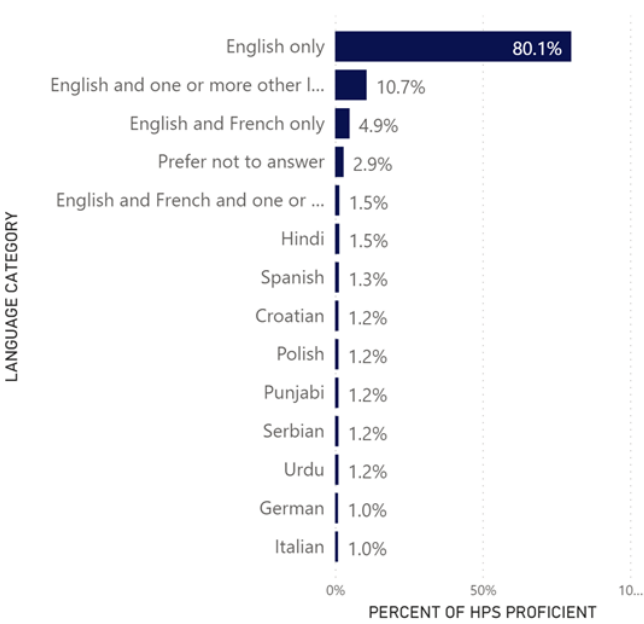
HPS MEMBER WORK PROFICIENT LANGUAGES (N < 5)

Work Proficient Language

Ukrainian
Turkish
Romanian
Portuguese
Not specified above
Latvian
Languages related to sensory disability (e.g. American Sign Language or Langue des signes Québécoise, etc.)
Korean
Jamaican Patois
Gujarati
Greek
Finnish
Farsi (Persian)
Dutch
Creole
Chinese (Mandarin)
Assyrian languages (Akkadian, Sumerian, Aramaic)
Arabic
Afrikaans
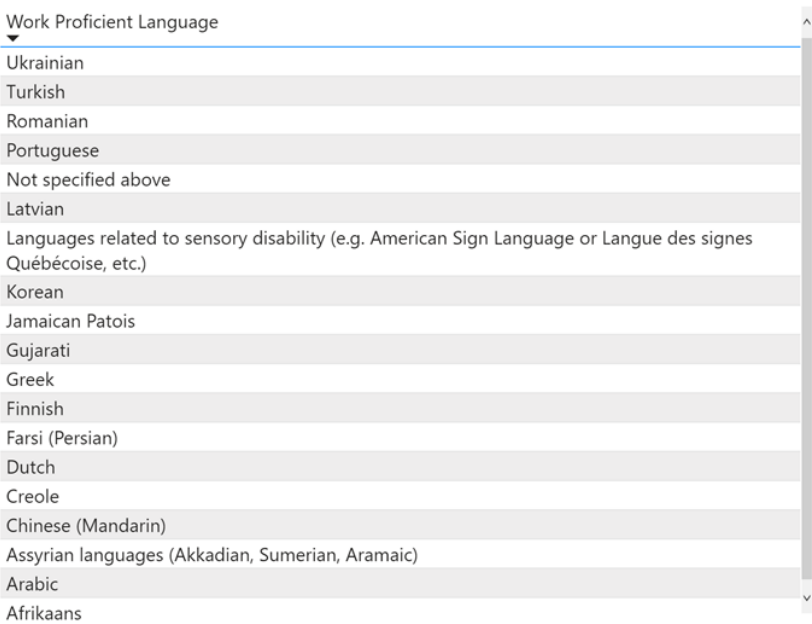
CCDI Data - Race & Ethnicity:

RACE %, CCDI SURVEY

Asian 4.5%
Prefer not to a... 5.5%
Black 2.2%
White 81.1%

Race / Ethnicity
- White
- Prefer not to answer
- Asian
- Black
- Mixed Race (e.g. for those...
- Not specified above

ETHNICITY %, CCDI SURVEY

Ethnic Category	Percentage
Caucasian - North American (e.g. Ca...	56.7%
European (e.g. Dutch, German, Russi...	19.2%
Caucasian - Not specified above	4.8%
Latin/Hispanic	2.7%
South Asian (e.g. Indian, Pakistani, Sr...	2.5%
European (e.g. Spanish, Portuguese)	1.9%
Caribbean (e.g. Barbadian, Jamaican,...	1.2%
East Asian (e.g. Chinese, Japanese, K...	1.0%
Middle Eastern	0.9%
African (e.g. Ghanaian, Kenyan, Som...	
African (e.g. South African, Namibian)	
Asian - North American (e.g. Canadi...	
Asian Caribbean (e.g. Trinidadian)	
Black - European (e.g. British, French)	
Black - North American (e.g. Canadia...	
Central American (e.g. Honduran, El ...	
Middle Eastern - North American (e....	
Middle Eastern - Not specified above	
Middle Eastern (e.g. Syrian, Lebanese)	
North African (e.g. Libyan, Moroccan)	
South / Central American (e.g. Argen...	
South American (e.g. Colombian, Chi...	
South East Asian (e.g. Malaysian, Fili...	
West Asian (e.g. Iranian, Afghani)	

CCDI Data - Indigenous or Aboriginal Status & Ancestry:

INDIGENOUS OR ABORIGIONAL STATUS, CCDI SURVEY

Prefer not to answer 2.9%
Yes 2.9%
No 94.2%

INDIGENOUS OR ABORIGIONAL STATUS, CCDI SURVEY

First Nations: 35.0%

N < 5

(Categories: First Nations, Indigenous or Aboriginal ancestry not included here, Inuit, Métis, Mixed-race Indigenous or Aboriginal ancestry, Prefer not to answer)

Y-axis: INDIGENOUS OR ABORIGINAL ANCESTRY (0% – 35%)

CCDI Data - Religion Group & Type:

HPS CCDI RESPONDENTS RELIGION

- Agnostic 6.2%
- Atheist 6.7%
- Non Christian 6.9%
- Prefer not t... 10.7%
- No Affiliation 21.0%
- Christian 47.5%

HPS MEMBER RELIGIONS

Religion	Response	Percentage
Christian - Catholic / Roman Catholic	178	25.7%
Christian – Protestant (e.g.: Adventist, Anabaptist, Anglican, Baptist, Calvinist, Lutheran, Methodist, Pentecostal)	117	16.9%
Spiritual	20	2.9%
Christian - not included elsewhere	17	2.5%
Christian - Orthodox / Eastern Orthodox	15	2.2%
Sikh	10	1.5%
Muslim	8	1.2%
Bahá'í	N	0.0%
Buddhist	N	0.0%
Hindu	N	0.0%
Jewish	N	0.0%
Pagan	N	0.0%
Rastafarian	N	0.0%
Spiritual (Aboriginal or Indigenous)	N	0.0%
Unitarian	N	0.0%
Zoroastrian	N	0.0%

CCDI Data - Disability Status & Type:

DISABILITY STATUS

Prefer not to answer
5.2%

Yes 14.6%

No 80.2%
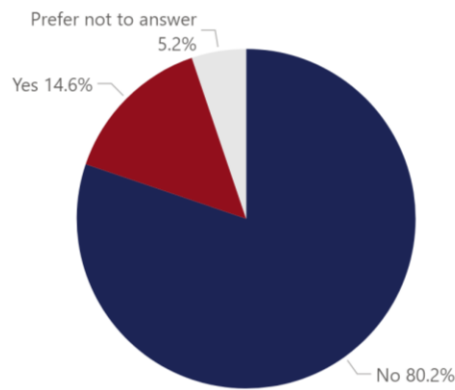
DISABILITY STATUS TYPES (MULTIPLE APPLY)

Category	Percentage
Mental Health condition (e.g. schizop... depress...)	55.5%
Chronic condition (e.g. epilepsy, cystic fibrosis,...)	18.8%
Prefer not to answer	14.9%
Learning disability (e.g. dyslexia, attention deficit h...)	8.9%
Addiction (e.g. alcohol, drugs, gamblin...)	7.9%
Sensory disability (e.g. hearing or vision loss)	7.9%
Physical disability (e.g. cerebral palsy, spinal c...)	6.9%
Develo... disability (e.g. autism, Down syndro...)	0.0%
Not specified above	N < 5