




# HAMILTON POLICE SERVICE

## INFORMATION REPORT

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| <b>TO:</b>                 | Chair and Members<br>Hamilton Police Services Board                               |
| <b>BOARD MEETING DATE:</b> | May 25, 2023  |
| <b>SUBJECT:</b>            | Race and Identity Based Data Strategy   |
| <b>REPORT NUMBER:</b>      | 23-049  |
| <b>SUBMITTED BY:</b>       | Frank Bergen, Chief of Police   |
| <b>SIGNATURE:</b>          |  |

### EXECUTIVE SUMMARY

- The Anti-Racism Act (ARA), 2017 outlines the initiatives to eliminate system racism, advance racial equity, and measure the strategy's progress across Public Sector Organizations (PSOs).
- In September 2022, the OACP recognized the gap between data collection requirements and a Race and Identity Based Data (RIBD) strategy for all police services needed to make sustainable progress on the ARA strategy.
- A Framework and Toolkit to assist Police Services in creating a service-specific RIBD strategy, endorsed by the OACP, is projected to be available by June 2023.
- Hamilton Police will embark on the creation of a service-specific strategy once the Framework and Toolkit are completed and distributed.

### INFORMATION

The Anti-Racism Act (ARA), 2017 outlines the initiatives to eliminate system racism, advance racial equity, and measure the strategy's progress across Public Sector Organizations (PSOs). A key component to the ARA is the data capture required to identify disparities between racialized groups. In 2018, Ontario's Data Standards for the Identification and Monitoring of Systemic racism were passed by the Order in Council and articulated the data standards necessary to monitor racial disparities across PSOs. Police Services are required through O. Reg. 267/18 to capture and report disaggregated data involving subject race using the Use of Force (UoF) form submissions.

Police Services across the province are facilitating the collection of the required race data through UoF forms; however, there is a gap between the data collection and service-specific strategies required to facilitate the goals of the ARA. Using principles of transparency and

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under the Service's reporting requirements, the Hamilton Police published the 2020 row-level Use of Force data and summary statistics while considering how to build a sustainable, actionable, and meaningful Race and Identity-Based strategy (RIBD).

Race and Identity-Based strategies are expensive, resource intensive, and require specialization. In September 2022, the Ontario Association of Chief's of Police (OACP) approved a leadership approach to address systemic discrimination through an RIBD framework. In November 2022, an expert working group comprised of subject matter experts and stakeholders began the work of developing an adaptable framework and toolkit for provincial use that addressed the following components: Communication, Expert Consultation & Collaboration, Training and Policy, Data Analysis Frameworks, and Action Planning. The proposed framework and toolkit will be presented to the OACP in June 2023 for province wide adoption.

It is the intention of Hamilton Police Service to await the finalization of the OACP endorsed framework and tool kit before developing an internal RIBD strategy. HPS will plan to understand the disparities, provide responsible analysis and contextualization, and co-create meaningful action planning derived from findings.

## **APPENDICES AND SCHEDULES ATTACHED**

Not applicable

FB/J.Callender

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