




# HAMILTON POLICE SERVICE

## INFORMATION REPORT

<b>TO:</b>	Chair and Members Hamilton Police Services Board
<b>BOARD MEETING DATE:</b>	June 22, 2023
<b>SUBJECT:</b>	Women of HPS Internal Support Network & 65 Years of Women in Policing
<b>REPORT NUMBER:</b>	23-050
<b>SUBMITTED BY:</b>	Frank Bergen, Chief of Police
<b>SIGNATURE:</b>	

### EXECUTIVE SUMMARY

- Introduction of Women of HPS Internal Support Network (WISN)
- Celebration of 65 Years of Women in Policing

### INFORMATION

In the spring of 2022, the Women of HPS Internal Support Network (WISN) was created by members of the Hamilton Police Service (HPS).

The mission of the WISN is to provide support and guidance to women of the HPS through professional development, advocacy, representation, mentoring, training and team building.

Our members recognize the overall benefits of ISNs to the Police Service and its members and welcome the WISN as the third formalized ISN following the Diversity Inclusion ISN and the 2S&LGBTQIA ISN.

ISNs have been shown to:

- improve employee engagement
- promote personal and professional development
- improve employee retention
- promote equity, diversity and inclusion practices
- support leadership skills
- support the Service's mission, vision, values and strategic direction
- assist culturally competent organizational change
- improve employee morale

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The responsibilities of the WISN within the HPS are to:

- a. Foster a safe and confidential space for dialogue
- b. Advocate for and support women of the organization through gender related concerns including pregnancy and family responsibilities
- c. Support mentorship and coaching initiatives
- d. Support training and team building initiatives
- e. Support recruiting initiatives for women
- f. Support members experiencing harassment, gender-based violence, exclusion, micro-aggressions and bullying
- g. Provide guidance/mentorship to assist with preparing for the promotional process
- h. Create and support initiatives to increase representation of women throughout the organization
- i. Build networking channels
- j. Enhance and promote recruitment to the WISN
- k. Engage in internal ad hoc events

The WISN is very active within the Police Service, with a number of initiatives and events in 2023.

#### 2023 WISN Initiatives / Events

- January 2023, WISN Events Subcommittee was created to plan, organize and facilitate WISN training / events.
- Spring Event – On March 23, 2023, PSB Chair Pat Mandy was the key note speaker at the first WISN event held at the HPS Association. Key messages were about female leadership in large organizations, women supporting each other, change management and unique challenges. The evening was well attended and received positive feedback from all who attended.
- May 2023, WISN Mentorship Subcommittee was created to develop and promote WISN mentorship initiatives.
- Information Session in Partnership with the Community Safety Division - May 24, 2023 – The WISN information session in partnership with CMD held a panel at the MATA Training Facility. The panel showcased a number of different positions within the division including the Emergency Response Unit (ERU), K9 Unit, Public Order Unit, Marine Unit, Mounted Unit, Negotiators and Drone operator. The purpose of this event was to provide information and generate interest in this division for women of the police service. Many of the units in the Community Safety Division lack female representation.

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- Information Session in Partnership with the Investigative Services Division (ISD) – June 6, 2023 – The WISN information session in partnership with ISD held a panel at the MATA Training Facility. The panel showcased a number of different positions within the division including the Major Drugs and Gang Unit, Forensics Unit, BEAR Unit (Commercial Break and Enter, Arson, Robbery) and Intelligence Unit. The purpose of this event was to provide information and generate interest in this division for women of the police service. Many of the units in ISD lack female representation.
- June 10, 2023 – WISN recruiting initiative in partnership with the Recruiting Branch at the Mudgirl event in Binbrook, which sees up to 2,000 women participating in the team building event throughout the day.
- Fall Event – On October 5, 2023, the WISN and members of the organization will celebrate 65 Years of Women in policing. There will be a key note speaker during the day followed by an evening event. The event will celebrate those women who paved the way in the policing field and celebrate the many successes of women in our organization over the past 65 years. This will be an incredible opportunity for learning, networking and celebrating our Police Service.

## **APPENDICES AND SCHEDULES ATTACHED**

Not applicable

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