



# 2S&LGBTQIA+ Facilitator Update

Rebecca Banky (she/her)



## About Me

- EDI Background, with panel moderation and facilitator focus
- Transgender woman and current chair of Hamilton's LGBTQ Advisory Committee
- 10+ years Hamilton resident and community advocate
- Contracted by HPS in February of 2023 to facilitate conversations with the 2SLGBTQIA community



# Timetable

- Steps so far
  - Goal Outlining
  - Running Focus Groups
- What's next?
  - More focus groups
  - Collaborative Town Hall **early fall, date TBD**
  - Legacy Steps

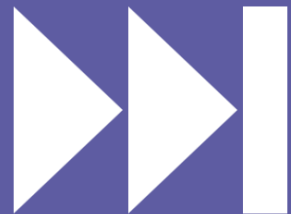
# Stage One – Goals & Expectations (Completed)



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Work with HPS to identify new goals since the progress on Bergman Report recommendations

Rebuilding trust will be an ongoing process



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Wider context of Hamilton and North American policing limits potential for reconciliation

Key goals include increased willingness to access service, community partnerships, visible good-faith efforts



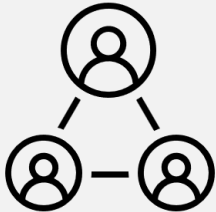
# Stage Two – Focus Groups (Ongoing)



Facilitator shares HPS goals with groups of small, micro-town halls comprised of 2SLGBTQIA+ community



Some groups virtual, anonymous-in-person, located in multiple parts of the city



Trauma-informed approach to site selection and conversations



# Stage Two – Focus Groups (cont.)

## Closed Door Meetings without HPS

- Focus groups conducted: 8
- Unique community members included: 90+
- Organized out of private homes and community spaces
- Themes emerging: a need for officer training around queer populations, concerns around trust and confidence, the inflexibility of black-and-white systems



## Major Challenges – Time & Community Buy-In

- Smaller groups will take longer to reach critical mass
- Easier to manage smaller groups
- Regular meetings with HPS Team to strategize and maintain a schedule



# Stage Two – Focus Groups (cont.)



8

Focus Groups  
Conducted

93

Unique Community  
Members Included

90%+

Indicated they, or  
someone close to them,  
had **negative personal**  
experience with HPS

70%+

Indicated they believe  
HPS needs to **make**  
**changes** to rebuild trust

# Stage Three – Collaborative Town Hall

## Town Hall with HPS & Community

- Collaborative Town Hall event, run by HPS & Facilitator (**early fall, date TBD**)
- Virtual attendance made available
- 2SLGBTQIA+ community invited to attend and contribute
- Trained support people available on site

## Tone & Expectations

- Community are not looking for an apology
- Re/defund arguments should be addressed directly rather than ignored
- Expect attendees who have reasons to fear law enforcement
- Attendees are looking for optimism and change





# Stage Four – Legacy & Community Task Force



# Questions & Discussion

