



# HAMILTON POLICE SERVICE

## INFORMATION REPORT

<b>TO:</b>	Chair and Members Hamilton Police Services Board
<b>BOARD MEETING DATE:</b>	November 23, 2023
<b>SUBJECT:</b>	EDI Report Update
<b>REPORT NUMBER:</b>	23-099
<b>SUBMITTED BY:</b>	Frank Bergen, Chief of Police
<b>SIGNATURE:</b>	

### EXECUTIVE SUMMARY

- The purpose of this report is to provide an update on the EDI Strategy, “From Strategy to Action: Advancing Equity, Diversity, and Inclusion at the Hamilton Police Service 2021-2025.”
- This report will also overview projects and initiatives that have been completed, are currently in progress, and projected to take place in the future.
- The objective of the EDI Strategy, projects, and initiatives is to promote equity, diversity, and inclusion within the Service and incorporate an EDI lens throughout the organization.

### INFORMATION

In August 2020, Hamilton Police Service (HPS) partnered with the Canadian Centre for Diversity and Inclusion (CCDI) to conduct a diversity and inclusion audit to identify and better understand the needs of our membership using an equity, diversity and inclusion (EDI) lens. The results of this audit assist us in developing and improving specific policies and procedures, programs and practices.

The recommendations were used to create our EDI Strategy titled “From Strategy to Action: Advancing Equity, Diversity and Inclusion at the Hamilton Police Service 2021-2025.” This five-year plan includes 4 areas of focus, 14 key priorities and 40 strategic actions to implement.

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**Vision:** To be a trusted partner in delivering public safety.

**Mission:** To serve and protect in partnership with our communities.

**Our Values:** Compassionate, Dedicated, Inclusive, Integrity, Innovative, Professional, Teamwork

Leading the EDI Strategy, programs and initiatives, the EDI Specialist works within the EDI and Community Engagement Unit under the Chief's Office to promote equity, diversity, and inclusion within the Service and imbed an EDI lens throughout the organization.

This presentation will provide an update on the progress of the EDI Strategy and the next steps moving forward into 2024 and 2025 when it concludes. In addition, this presentation will overview EDI programs and initiatives that have been completed outside of the strategy, that are in progress and the vision of EDI at HPS beyond 2025.

An EDI lens is vital to assessing morale, motivations, and sense of belonging of all members of the organization. The EDI Strategy, projects, and initiatives are aligned to Hamilton Police Service's vision to be a trusted partner in delivering public safety; our mission to serve and protect in partnership with our communities; and our values of compassion, dedication, inclusivity, integrity, innovation, professionalism, and teamwork.

#### **APPENDICES AND SCHEDULES ATTACHED**

Not applicable.

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