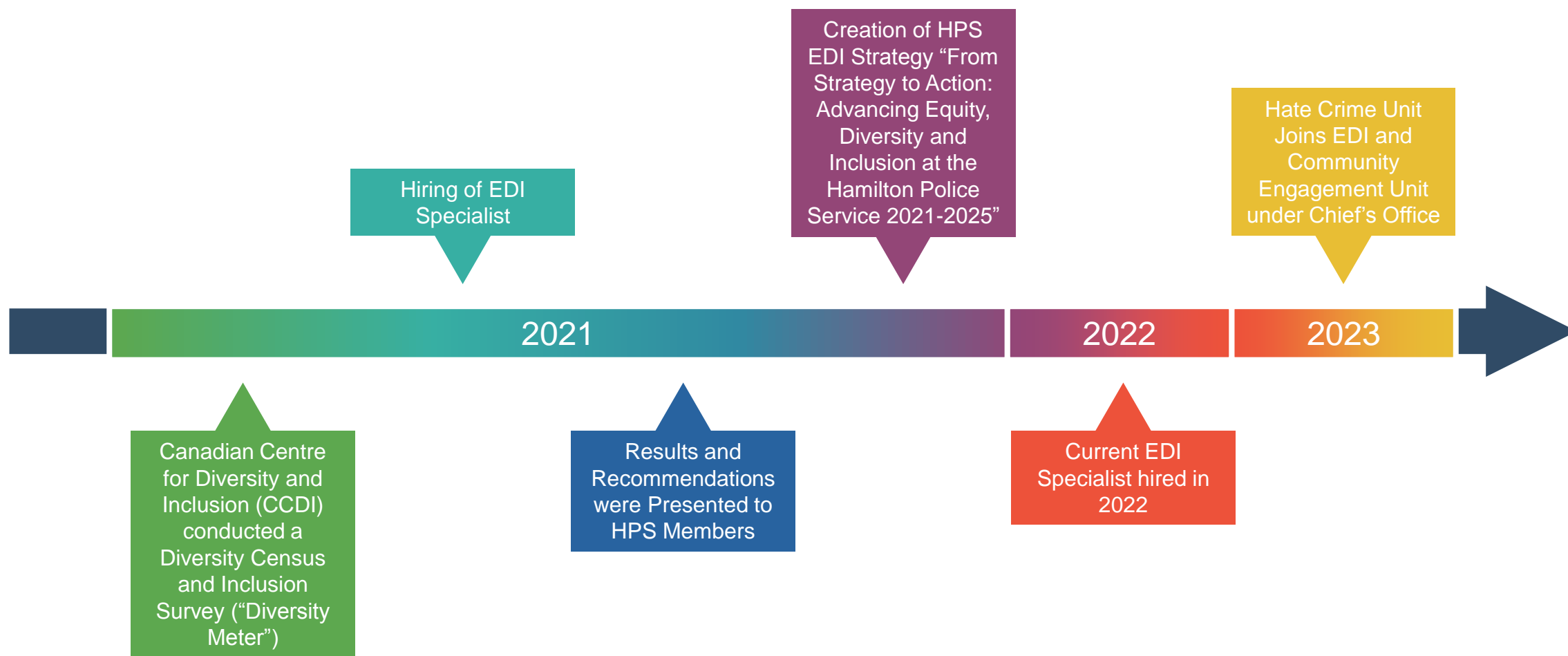




EDI Strategy Report Update
FROM STRATEGY TO ACTION:
Advancing Equity, Diversity and Inclusion
at the Hamilton Police Service 2021-2025

Hamilton Police Service Board Presentation
Presented by EDI Specialist Dr. Rahim Samnani

BACKGROUND INFORMATION



EDI STRATEGY 2021-2025



4 Main Areas
of Focus



14 Priorities



40 Strategic
Calls to Action



VISION:

Hamilton Police Service is committed to building and cultivating an equitable, diverse, and inclusive (EDI) organization, fostering a culture of belonging and empathy that deeply values human rights and dignity for all.



MISSION:

To successfully integrate and embed EDI within the organization by advancing structural, individual and cultural transformative change in key areas of focus, including HPS EDI governance, policy cohesion, training and attracting and retaining talent.



GUIDING PRINCIPALS FOR BEST PRACTICES

- ✓ Equity
- ✓ Diversity
- ✓ Inclusion
- ✓ Human Rights
- ✓ Collective Responsibility
- ✓ Continuous Improvement



AREA OF FOCUS:


FOUNDATION – DRIVE THE STRATEGY



Priorities

1. Leadership Accountability
2. EDI Governance
3. Sustainability of Resources

Progress (5/7 Completed)

- ▶ Creating an EDI Committee
 - ▶ Engaged members of 2021 CCDI Diversity Census and Inclusion Survey Results
 - ▶ Established EDI accountabilities for Senior Leaders
 - ▶ Established Internal Support Networks (ISN): Diversity and Inclusion, 2S&LGBTQIA and Women at HPS
 - ▶ Provided dedicated resources to EDI implementation
 - ▶ Built capacity by establishing a group of EDI Champions throughout HPS
 - ▶ Continuing to build EDI capacity through Lunch and Learns on various topics
 - ▶ Established designated gender-neutral washrooms in all HPS buildings
 - ▶ Created HPS Land Acknowledgement
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AREA OF FOCUS:


POLICY COHESION



Priorities

- 4. Analysis of Policies and Procedures
- 5. Data-Driven Diversity
- 6. Communication of EDI Processes

Progress (6/12 Completed)

- ▶ Updating the Equal Opportunity, Anti-Racism & Anti-Discrimination Policy
 - ▶ Developed an EDI Framework to review all policies and procedures with an EDI lens
 - ▶ Generated a new Workplace Harassment, Discrimination and Violence Policy
 - ▶ Periodically reviewed the Work Accommodation, Family Status Accommodation and Remote Work Arrangement policies
 - ▶ Established a standard approval process for family accommodation and work flexibility requests
 - ▶ Provided clear communication to members on the process for reporting harassment, discrimination and related experiences
 - ▶ Provided clear communication to membership on the availability of accommodation and work flexibility
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AREA OF FOCUS:


TRAINING PROGRAMS



Priorities

7. EDI Training Framework
8. Organizational-Wide Training
9. Senior Leader Training
10. Supervisor Specific Training

Progress (3/9 Completed)

- ▶ Provide leaders with training on EDI fundamentals in the workplace
 - ▶ Provide leaders with training on systemic inequities in the workplace
 - ▶ EDI Module for Block Training 2022-2023
 - ▶ Incorporate EDI into experiential learning at Block Training 2023-2024
 - ▶ EDI Training for all new constables, special constables and cadets
 - ▶ Building religious literacy and cultural competency training for new officers through experiential learning
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AREA OF FOCUS:


PEOPLE – ATTRACT AND RETAIN



Priorities

- 11. Diversifying our Workplace
- 12. Career Advancement and Promotion
- 13. Recruitment and Hiring
- 14. Mentorship Programs

Progress (1/12 Completed)

- ▶ Ongoing EDI Audits for individual HPS departments/units
 - ▶ Preparing bias and cultural competency training to those involved in hiring decisions
 - ▶ Developing a process to collect data on new applicants to understand their diversity profile
 - ▶ Ongoing support for diverse recruitment information sessions
 - ▶ Established pathways into community for the purposes of recruitment and partnership development
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CURRENT EDI PROJECTS AND INITIATIVES 2023-2024

Conducting
EDI Audits
for
Departments
/Units

Establishing
Lunch and
Learns on
Various
Topics in
2024

Designating
a Prayer
Room within
HPS
Buildings

Honouring
Days and
Months of
Significance

Working with
CCDI on
Second
Survey for
HPS
Membership



SUPPORTING HPS PROJECTS AND INITIATIVES WITH AN EDI LENS



Hate Crime
Case Review
Team (HCCRT)



Hate Crime
Awareness
Campaign



Race and
Identity Based
Data Collection
(RIBD)



2S&LGBTQIA
Facilitator



VISION FOR EDI MOVING FORWARD

- ▶ Overall evaluation of 2021-2025 EDI Strategy
- ▶ EDI Strategy 2026-2030 informed by 2024-2025 CCDI survey results
- ▶ EDI Audits with other departments to establish recommendations and action plan for individual units
- ▶ Growing membership in EDI Capacity through Lunch and Learns, diversification, recruitment and promotions, and mentorship
- ▶ Incorporate EDI Best Practices into Block Training, service-wide training and policies and procedures



Questions?

