



# HAMILTON POLICE SERVICE

## INFORMATION REPORT

<b>TO:</b>	Chair and Members Hamilton Police Services Board
<b>BOARD MEETING DATE:</b>	December 14, 2023
<b>SUBJECT:</b>	Race and Identity Based Data Strategy
<b>REPORT NUMBER:</b>	23-110
<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 the development of service-specific RIBD strategies was created, endorsed by the OACP, and provided to police services in October 2023.
- The Hamilton Police Service has received this Framework and accompanying Toolkit and is beginning the first stages of developing a service-specific Race and Identity Based Data strategy.

### 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. 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. The collection and analysis of Race

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and Identity Data (RIBD) is essential in addressing disparities that negatively affect communities.

In October 2023, the Hamilton Police Service (HPS) received the OACP endorsed RIBD Framework and Toolkits developed by a multifaceted team of experts in the fields of policing, academia, and data analysis. The framework encompasses the following key elements: communication, policy, expert consultation & collaboration, data analysis framework, and action planning & training. The key elements provide guidance on best practice and considerations, allowing Services to tailor content. Accompanying the framework is a toolkit that contains approaches to benchmarking, communication templates for internal and external messaging, examples of policy directives, Privacy Impact Assessment resources, and training and education that spans topics such as history of racism, bias, procedural justice, and trauma informed policing.

The next step for the Hamilton Police will be to use the OACP endorsed RIBD framework to construct a Hamilton unique strategy with a human rights lens and anchored in our community. The strategy will look at the unique internal culture of our organization as well as the needs of our community. The first step in this strategy development will be creating a governance model that will establish membership and a roadmap. The governance model will include an internal HPS project team and a community advisory panel (CAP) that will support the development of the strategy. The purpose of the CAP will be to provide lived experience, insight, and civilian perspective to the terms of reference, development of the strategy, and the sequencing of executing the strategy. The proposed CAP will contain membership of leaders representing diverse racialized groups with the necessary skillset to establish and action a roadmap of activities and outcomes. HPS is targeting an application process for the CAP for early 2024.

The Hamilton Police Service is committed to a Race and Identity Based Data Collection Strategy as we acknowledge our responsibility to the community we serve to understand our impact on racial disparities that fall within our scope of public service. Our strategy will consider how to build a sustainable, actionable, and meaningful Race and Identity-Based strategy (RIBD).

## **APPENDICES AND SCHEDULES ATTACHED**

Not applicable

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