



# HAMILTON POLICE SERVICE

## INFORMATION REPORT

<b>TO:</b>	Chair and Members Hamilton Police Service Board
<b>BOARD MEETING DATE:</b>	June 27, 2024
<b>SUBJECT:</b>	Race and Identity Based Data Strategy
<b>REPORT NUMBER:</b>	24-053
<b>SUBMITTED BY:</b>	Frank Bergen, Chief of Police
<b>SIGNATURE:</b>	

### EXECUTIVE SUMMARY

- Hamilton Police Service (HPS) is committed to the promotion of equity, fairness and non-discriminatory policing in Hamilton.
- In December 2023, HPS identified the need to establish a Race and Identity-Based Data (RIBD) Community Advisory Panel (CAP) to advise the HPS with creating the RIBD strategy.
- HPS received 39 applications and the selection committee has established a CAP consisting of 10 members with diverse experiences and backgrounds.
- A first draft of the RIBD Strategy is targeted for late Fall 2024

### INFORMATION

HPS is committed to the promotion of equity, fairness and non-discriminatory policing in Hamilton. In October 2023, the HPS received the Ontario Association of Chiefs of Police (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 and training.

In December 2023, the HPS identified the need to establish an RIBD CAP to advise the HPS on the creation of the RIBD strategy. In January 2024, HPS launched an application process to establish a CAP comprised of 8-10 citizens with lived experience, passionate about data, social justice, and community service.

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

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

The application process launched on February 1, 2024, and HPS received 39 applications to join the panel. The selection committee was made up of two civilian employees, one academic partner, and three community members from overrepresented communities. The process consisted of two steps where the selection committee reviewed applications and resumes to move 16 individuals forward to interview. The 16 candidates then underwent a structured interview with the selection committee where 10 individuals were chosen as CAP members.

The first meetings with the CAP are set in June. Over the next six months, the CAP will assist with strategic guidance and recommendations to assist in building an RIBD strategy that will better support our members in their delivery of fair and equitable service. A first draft of the strategy is targeted for late Fall 2024. Overall, HPS is committed to continued engagement with members and communities as this data is collected, analyzed, and actions are co-developed in response.

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

Not applicable

FB/J.Callender, C.Rashford, C.Nyitray

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