




HAMILTON POLICE SERVICE

INFORMATION REPORT

TO:	Chair and Members Hamilton Police Services Board
BOARD MEETING DATE:	June 24, 2021
SUBJECT:	Hamilton Police Service Community Safety and Wellbeing Realignment
REPORT NUMBER:	21-058
SUBMITTED BY:	Frank Bergen, Chief of Police
SIGNATURE:	

EXECUTIVE SUMMARY

In June 2021, the Hamilton Police Service will move forward with realignment of staffing to support the spirit of the Community Safety and Wellbeing Plan, working in partnership with community agencies to address issues of concern within the community.

The realization of the HPS involvement in the CSWB Plan will take part in three phases, with an expansion of the Social Navigator Program (SNP) in June 2021, expansion of the Mobile Crisis and Rapid Response Team in the fall of 2021 and the participation in a proposed Rapid Intervention Support Team (RIST).

INFORMATION

PHASE 1 HPS SNP Staffing Expansion

Currently, the HPS has one Sergeant, one Coordinator and two Constables working in the Social Navigator Program. In June of 2021, three Constables will be reassigned from the School Liaison Officer program to work with the SNP to better serve the community.

Officer scheduling will be extended to seven days a week from 8:00 am through 8:00 pm. This will ensure that four teams are deployed regularly. Additionally, there will be an identified position working Monday to Friday from 8:00 am until 4:00 pm, who will serve as liaison with the City's Housing Encampment Team, ensuring consistent messaging and service.

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PHASE 2 Future MCRRT Expansion

Come fall of 2021, two of the three Constables that came from the SLO program would move from SNP to MCRRT, pending funding from St. Joseph's for additional Mental Health workers. This would further increase our commitment to mental health coverage and further demonstrate our commitment to the Community Safety and Wellbeing Plan.

PHASE 3 Rapid Intervention and Support Team (RIST)

The Hamilton Police Service recognizes that the goal of the Community Safety and Wellbeing Plan is to foster coordination and cooperation between community agencies and the HPS in dealing with areas affecting at risk communities. To that end, we are endorsing and moving towards the creation of the Rapid Intervention and Support Team, which is a proposed model that would provide support to the most marginalized and vulnerable people in our community.

Using a multi-disciplinary team of staff from the community who specialize in the fields of homelessness, addictions and mental health, Intensive Case Workers (ICW) and members of our Social Navigator Program will work together to provide resources, referrals and support to the more complex and marginalized individuals in the City.

RIST Goals

In line with the underlying premise of the CSWB Plan, the RIST would put the "right people, with the right training, in the right place" by coordinating and streamlining efforts to support individuals who are the most at-risk. RIST uses a public health approach, recognizing social determinants of health to identify areas of need, and utilize a holistic approach to provide wraparound supports to marginalized individuals who are disconnected from many community services. The project uses a collaborative approach among participant services providers to ensure that proper case management is done, identifying the appropriate resource for the client and consolidating the silos to ensure appropriate client care.

The stakeholders' targeted benefit would be the ability to engage in a team lead setting, allowing for more critical engagement with those most marginalized. By working together, agencies will be able to provide more thorough and successful client care, ensuring that needs are addressed in totality and not individually. Costs savings may also be realized through the reduction of duplicate services and most importantly, by addressing the needs of the client in advance of problems that would divert and put strains on agency resources, including those of the HPS, if not addressed in a timely manner.

Community Buy-in

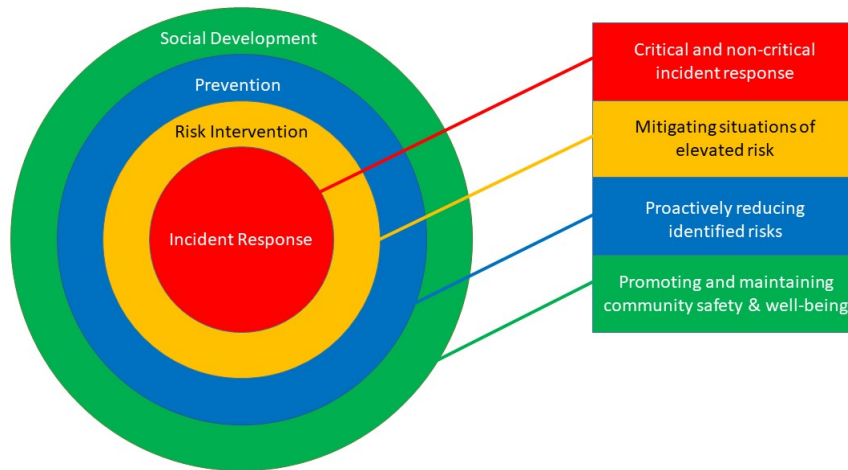
Wesley Urban Ministries, a non-profit community-based organization in Hamilton, has committed to serve as lead agency for this pilot project, pending funding for staffing. Numerous other community agencies have demonstrated their commitment to being involved with RIST by providing letters of support, with the understanding that this pilot project will be a success. Community buy-in is the most critical element to this pilot project, and presently the right stakeholders are at the table.

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This move to a more collaborative model of client care will bring agencies with expertise in addiction services, homelessness, mental health, social justice and indigenous services together, ensuring the individual is taken care of in a more inclusive and thorough manner.



Agency Involvement

Upon start-up of the RIST pilot project, the following agencies have provided letters of commitment, confirming their immediate involvement:

- Hamilton Police Service
- Hamilton Paramedic Service
- Wesley Urban Ministries
- St. Joseph's Healthcare Hamilton
- Canadian Mental Health Association
- Living Rock
- YMCA – housing assistance
- Provincial Crown Attorneys Office – mental health court
- Hamilton-Wentworth Detention Centre – social workers
- Hamilton Defence Attorneys – Court Mandated clients
- Shelter Health Network
- Mission Services of Hamilton
- Hamilton Regional Indian Centre

Future Considerations

Once participant agencies are able to secure appropriate funding streams, the RIST will evaluate its trends and goals regularly, ensuring that captured information is driving the program in a direction that continues to benefit the community and is reflective of the Community Safety and Wellbeing Plan.

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To ensure the program works towards common goals, best practice suggests that there is a need to locate a centralized facility for the agencies to work in a group setting. It will also serve as a community hub, where clients are able to access multiple resources easily.

HPS Financial Commitment

With the immediate realignment of three Constables to the Social Navigator Program, the Hamilton Police Service is committing to use currently existing budget dollars to expand its commitment to assisting those people in the community most at risk. This means an additional \$378,000 to our current Crisis Response Branch budget of \$1,657,635 to address mental health.

This advancement of the Community Safety and Wellbeing Plan can be done initially with no impact on the HPS budget and with proper funding for partner agencies, will not require increase in our budget requests.

Conclusion

The Hamilton Police Service is committed to the fundamental goals of the Community Safety and Wellbeing Plan. By realigning staff and expanding our Community Resource Branch, we are taking that first step. With appropriate and adequate funding for partner agencies, we will continue that expansion to participate in RIST, a first of its kind concept of community partnership for those most at risk.

The RIST model is an example of what Community Safety and Wellbeing Plans can do. It will use trauma-informed, housing-focused engagement in order to ensure that the co-response model supporting individuals is effective. Our community will greatly benefit from the collaborating agencies providing care to those most marginalized and vulnerable individuals within the community, who need different levels of support.

FB/T.MacSween

cc: Frank Bergen, Chief of Police
Paul Hamilton, Acting Deputy Chief Support
Anna Filice, Chief Administrative Officer
Treena MacSween, Superintendent – Community Mobilization Division
Michelle Wiley, Acting Inspector – Community Mobilization Division

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