




HAMILTON POLICE SERVICE

INFORMATION REPORT

TO:	Chair and Members Hamilton Police Service Board
BOARD MEETING DATE:	March 28, 2025
SUBJECT:	Race and Identity Based Data Strategy
REPORT NUMBER:	25-017
SUBMITTED BY:	Frank Bergen, Chief of Police
SIGNATURE:	

EXECUTIVE SUMMARY

- The Hamilton Police Service (HPS) is launching its first Race and Identity Based Data (RIBD) Strategy, developed with the Ontario Association of Chiefs of Police (OACP) Framework and Toolkit along with the Community Advisory Panel.
- The Strategy launch contains a 17-page document and a summary document, which is available in English, French and Arabic.
- An Information Session was hosted February 25, 2025, to present the strategy and provide the strategy in draft.
- HPS will report back on the execution of the strategy in June 2025 with updates being posted on the RIBD website.

INFORMATION

The HPS is committed to furthering the delivery of equitable and accountable policing to the community it serves. In October 2023, the 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. This report is to advise of the launch of the HPS's first RIBD strategy. The strategy outlines the purpose, vision, commitments, and approach for executing the strategy.

This report was drafted using the OACP framework and toolkit, peer service support, academic expertise, in collaboration with HPS's Community Advisory Panel (CAP). The CAP played a critical role in this work by co-creating the vision, mission, and guiding principles of the work, carefully providing critical feedback and community lens. The launch of the strategy includes a full 17-page strategy document that provides deeper context to

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

the frameworks and analysis that will guide its execution along with a 3 page summary, available in English, French, and Arabic.

On February 25, 2025, HPS hosted a hybrid community information session to present the draft RIBD strategy and answer questions from attendees. This draft strategy was shared with CAP members, community partners, and the public. Members of the Police Service Board were invited and attended the session. Attendees also included peer police services who commended the HPS on being the first police service to adopt the OACP framework and acknowledge their expedient progress in the past year.

The execution of the strategy will begin with Use of Force as its first priority area, but the strategy will guide the approach to future priority areas. All updates on the execution of the strategy and CAP recommendations will be found on the HPS website: <https://hamiltonpolice.on.ca/ribd>.

A subsequent board report and presentation will be provided in June 2025 with an update on the execution of the strategy and any available findings.

APPENDICES AND SCHEDULES ATTACHED

Appendix A – Hamilton Police Service Commitment to Equitable Service: A Race and Identity-Based Data Strategy

Appendix B – Hamilton Police Service Commitment to Equitable Service: A Race and Identity-Based Data Strategy- Overview - English

Appendix C – Hamilton Police Service Commitment to Equitable Service: A Race and Identity-Based Data Strategy- Overview - French

Appendix D – Hamilton Police Service Commitment to Equitable Service: A Race and Identity-Based Data Strategy- Overview - Arabic

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