




HAMILTON POLICE SERVICE

INFORMATION REPORT

TO:	Chair and Members Hamilton Police Service Board
BOARD MEETING DATE:	June 26, 2025
SUBJECT:	Commitment to Equitable Service – Race and Identity Based Data Strategy June 2025 Update
REPORT NUMBER:	25-045
PRESENTATION:	Yes
OUTSTANDING BUSINESS ITEM:	No
SUBMITTED BY:	Frank Bergen, Chief of Police
SIGNATURE:	

EXECUTIVE SUMMARY

- This report outlines the framework for measuring the success of the Race and Identity Based Data Strategy and providing an update on the work completed to date within the Use of Force priority area.
- The Hamilton Census Population and Arrest Apprehension Population will be used to calculate the legislative mandatory Disproportionality and Disparity Indices. The outcome of these calculations flag to the Hamilton Police Service the necessity for further investigations and are not endpoints, but invitations to raise questions and gather answers.
- Engagement with the Community Advisory Panel (CAP) has resulted in a set of prioritized, community-informed questions focused on racial and identity-based equity in use of force. Phase 1 of the RIBD Strategy will aim to answer these questions in consultation with the CAP and the broader community. Strong analytical methods will complement basic diagnostic tools to help identify the factors driving any findings of inequity, while accounting for situational variables such as subject behavior and the context of the interaction.
- All findings will be refined with input from the Community Advisory Panel and will undergo broader community consultation and action planning to address any identified inequities.

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

APPENDICES ATTACHED

Appendix A – Commitment to Equitable Service – A Race and Identity-Based Data Strategy
June 2025 Update

Appendix B – RIBD Strategy Summary – June 2025 Update – Arabic

Appendix C – RIBD Strategy Summary – June 2025 Update – English

Appendix D – RIBD Strategy Summary – June 2025 Update – French

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

c: Paul Hamilton, Deputy Chief – Support
Marco Visentini, Legal Counsel

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