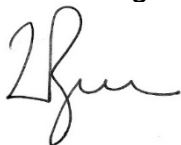




HAMILTON POLICE SERVICE

INFORMATION REPORT

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| TO: | Chair and Members Hamilton Police Services Board |
| BOARD MEETING DATE: | June 24, 2021 |
| SUBJECT: | Diversity & Inclusion Survey |
| REPORT NUMBER: | 21-064 |
| SUBMITTED BY: | Frank Bergen, Chief of Police |
| SIGNATURE: |  |

EXECUTIVE SUMMARY

- In June 2020, the Hamilton Police Services Board (HPSB) approved that the Hamilton Police Service (HPS) enter into a partnership with the Canadian Centre for Diversity and Inclusion (CCDI)
- As detailed in PSB #20-060, HPS formally entered into a partnership with CCDI in 2020 and began work on a diversity and inclusion survey to measure the diversity of our workplace and, to identify any gaps and barriers to achieving an inclusive workplace
- Since then, the survey was launched and plans have been put in place to review, analyze and communicate results with all members of the Service
- Following the communication of survey results to HPS members, staff will bring back a report containing outcomes to the HPSB

INFORMATION

The HPS entered into a formal partnership with CCDI in 2020. As part of our partnership agreement, CCDI launched a Service-wide survey to our Members to measure the diversity of our workplace and, to identify any gaps and barriers to achieving an inclusive workplace. The survey launched in January 2021 and closed in March 2021. Since then, CCDI has been analyzing and compiling the results to present to the leadership team, and eventually, to all members of the Service.

CCDI is scheduled to present the results of the survey to the leadership team at the end of June. Following that presentation, staff have developed a plan to share the results of the

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survey with all members throughout July and August. Staff will prepare a report for September 2021 to inform the HPSB of the outcomes and next steps.

The survey results will help us to identify important diversity and inclusion opportunities within the Service and will help us make informed decisions on how to best develop programs and improve policies that will lead to a more diverse and inclusive workplace.

APPENDICES AND SCHEDULES ATTACHED

Not Applicable

FB/A.Filice

cc. Anna Filice, Chief Administrative Officer
Paola Jani, Equity, Diversity & Inclusion Specialist
Leanne Sneddon, Director of Human Resources

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