

Strategic Direction Update



Presented by: Chief Paul Pedersen
May 19th 2021



Agenda

- Strategic Direction Overview
- Our Priorities
- Our Members and Our Inclusive Workplace
- **Public Trust and Accountability**
- **Collaborative Community Safety and Well-being for Greater Sudbury**
- Policing with Excellence and Professionalism
- Conclusion
- Questions



Strategic Direction Overview

- **Vision**

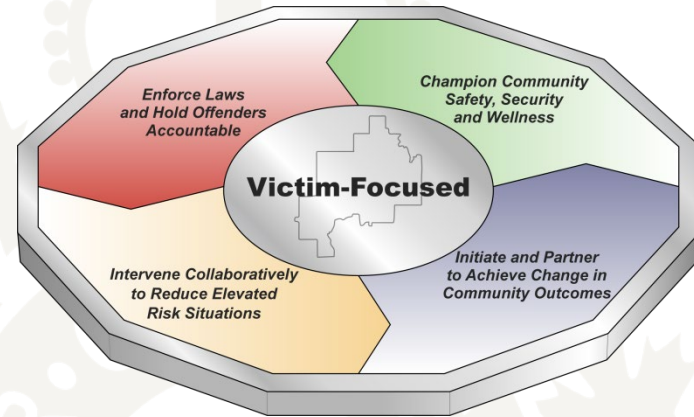
- We ensure community safety and well-being (CSWB) through collaborative partnerships, innovation and community engagement

- **Mission**

- Ensuring a culture of trust through professional service while empowering our community to enhance safety

- **Values**

- Proudly, we pursue our vision while living our “RICH” values
 - Respect
 - Inclusivity
 - Courage
 - Honesty



Our Priorities

- **Our Members and Our Inclusive Workplace**
 - *The health, safety and well-being of our members will be the first consideration in all that we do*
- **Public Trust and Accountability**
 - *We commit to transparency and continued engagement across the diverse communities we serve – we are **your** police*
- **Collaborative CSWB for Greater Sudbury**
 - *Together with our partners, we will advance data-driven solutions to build strengths, meet needs and reduce vulnerabilities*
- **Policing with Excellence and Professionalism**
 - *We will pursue and apply the best practices in the planning and execution of all core policing functions*



Our Members and Our Inclusive Workplace

- Promote a culture of trust through transparent communication
- Emphasize effective and efficient operational deployment processes
- Improved Member recognition, succession planning and career development opportunities



Our Members and Our Inclusive Workplace

- *Develop enhanced communication strategies that break down barriers between our Members, Supervisors and Administration*
 - *Ongoing use of virtual platforms to connect with members throughout the pandemic*
 - *Through Member Wellness, ongoing 10-78 Talks/Warrior Coffee, launch of Blue Balance Wellness, emphasis on Spousal/family support resources*
- *Implement actions, practices and policies that utilize the experience of our Members*
 - *Creation of Police Reframing Working Groups – Anti Racism, Authentic Inclusion, Member Wellness & Community Response to Mental Health*
 - *Promotional Committee*
 - *Tenure Committee*



Our Members and Our Inclusive Workplace

- *Continue to develop innovative strategies and improve our workspaces to increase Member efficiency*
 - *Newly renovated 128 Larch Street Police Facility*
 - *Opportunity for members to work remotely*
- *Develop and implement alternative response models to ensure equitable workloads*
 - *Internal COVID-19 Task Force – Members with specialized skill set & knowledge*
 - *Police Community Response Centre – focus on Priority 4+ calls*
 - *Calls for Service Working Group*
- *Expand internal and external recognition programs*
 - *Divisional Awards awarded by Division Commanders*
 - *Challenge coins*



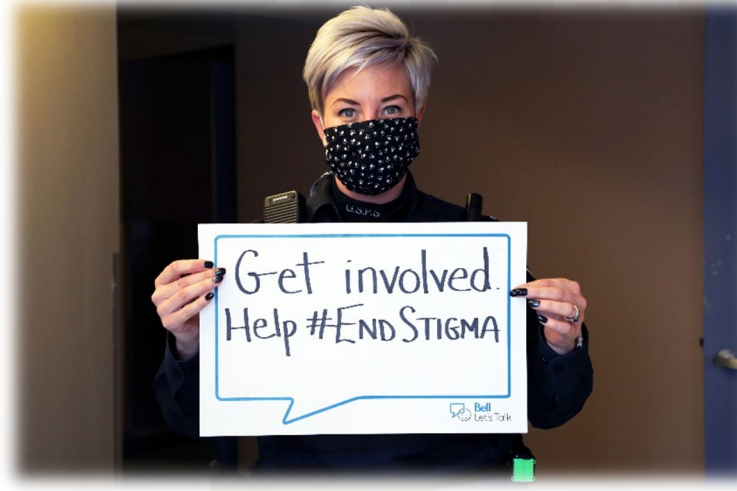
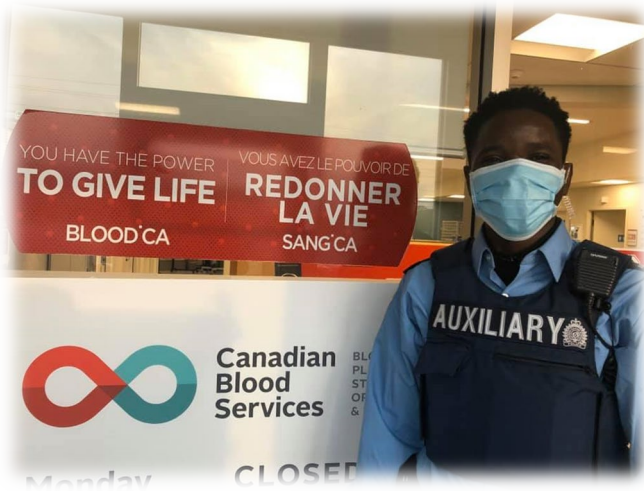
Public Trust and Accountability

- Enhance public trust through transparency and accountability
- Focus on community engagement through visibility, accessibility and recruitment
- Embrace community input through community engagement



Public Trust and Accountability

- Continue to provide consistent, fair and transparent communication that reflects professional police actions
 - *Social Media used to recognize Awareness Days/Weeks/Months*
 - *Social Media that highlights a cross-section of our diverse organization (individuals, units, roles, etc.)*
- Ensure accountability is consistently applied and communicated to our Members and the public
 - *COVID-19 Task Force communication internally – Policy/procedural changes & updates*
 - *Outcomes of police oversight investigations (SIU/Section 11/ OIPRD/Chief's Complaints)*



Public Trust and Accountability

- *Develop and maintain recruitment programs that engage and attract a talented and diverse candidate pool*
 - *Talent Acquisition – six-part YouTube video for Cadet selection process*
 - *Members of Diversity Advisory Committee assist in promotional process*
- *Build sustainable, diverse and inclusive networks and partnerships with agencies, organizations and community groups*
 - *Equity, Diversity & Inclusion Sergeant & Intern Position*
 - *Indigenous Law Student & Summer Student*
 - *Police Reframing Working Groups – internal & external representation*
- *Provide opportunities for community members and stakeholders to help guide and shape their police service*
 - *Ongoing Indigenous Cultural Awareness Training – Mental Health First Aid First Nations*
 - *Anti-Racism Training – ULU*
 - *Chief's Youth Advisory Council, Indigenous Advisory Committee & Diversity Advisory Committee*



Collaborative CSWB for Greater Sudbury

- Strengthen partnerships and provide collaborative response as part of sustainable CSWB and Road Safety
- Reduce victimization through collaborative solutions with an emphasis on a Downtown Strategy
- Invest in our community's future through innovative youth services and initiatives



Collaborative CSWB for Greater Sudbury

- Enhance partnerships with service providers to mobilize the appropriate community response
 - *Railway Safety Week 2020 - TMU working in partnership with CP Police*
 - *COVID-19 Education & Enforcement working in collaboration with PHSD & CGS*
- Motivate and support community organizations to effectively address the root cause of crime and complex social issues
 - *Mayor's Task Team*
 - *Mobile Crisis Rapid Response Team – HSN*
 - *Community Drug Strategy*
 - *MHA-SPT Mental Health & Addictions – Situation Priority Table*
- Continue to involve, engage and mobilize community partners in crime prevention strategies
 - *Crime Prevention/safety messaging – through social media*
 - *CPTED Audits through Central Community Response Unit*



Collaborative CSWB for Greater Sudbury

- Establish and maintain a multi-sectoral approach of education, awareness, prevention and intervention
 - *Rapid Mobilization Table*
- Strengthen partnerships with school boards and educational institutions to effectively address situations and/or persons exhibiting acutely elevated risk
 - *VTRA – Violence Threat Risk Assessment*
 - *SPEAR – School Police Emergency Action Response*
- Investigate evidence-based approaches that build resiliency in youth
 - *BURST – Building Understanding, Resilience & Strength Together*



Policing with Excellence and Professionalism

- Effective and efficient deployment of resources
- Reduce incidents of crime through education, prevention and intervention
- Enforce the law and hold offenders accountable



Policing with Excellence and Professionalism

- *Use data to effectively and efficiently deploy resources*
 - *Crime Analyst Weekly Crime Reports accessible to Front-line Officers*
 - *Daily uploads to GSPS Dashboard*
- *Use evidence and data-driven information to ensure equitable workloads*
 - *Confirmation Hearing Process – 195 cancelled Court appearances*
- *Use crime and intelligence analysis to generate proactive initiatives*
 - *Northern Ontario Joint Intelligence Group - represents 11 partner agencies across the North East Region*



Policing with Excellence and Professionalism

- *Focus on individuals who pose the greatest risk using tactical and strategic analysis*
 - *Incident Response model & training rolled out across the organization*
- *Employ appropriate enforcement strategies to identify, investigate and disrupt individuals and groups that pose a threat to community safety and well-being*
 - *Analysts Collaboration – Intelligence Crime Analyst, Crime Analyst & Research Analyst*
 - *Ongoing JFO with O.P.P. Organized Crime Enforcement Bureau – focus on drug trafficking and distribution*
- *Target evolving and rapidly changing crimes through enhanced partnerships and technologies*
 - *CID - over 900 new investigations*
 - *Human Trafficking Prevention Coordinator – Project Empower*



Questions

