

Greater Sudbury Police Service Strategic Direction 2019-2021



Vision

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

Mission

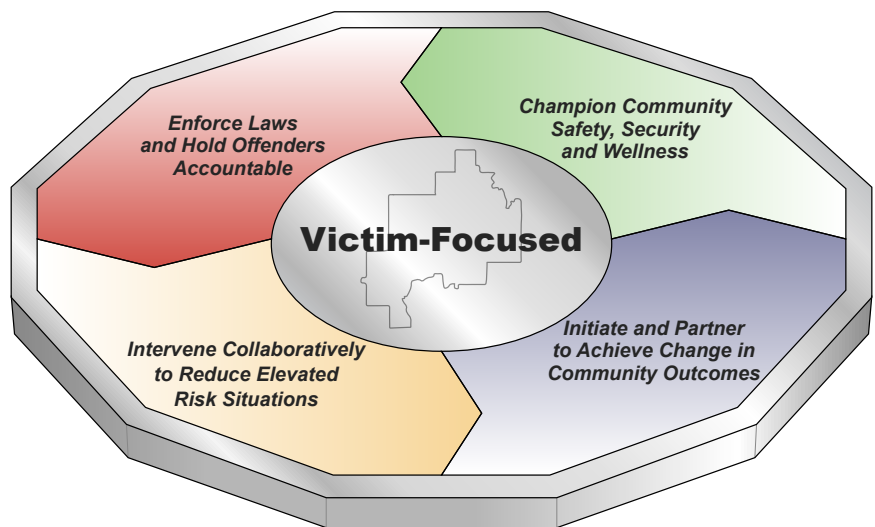
Ensuring a culture of trust through professional service while empowering our community to enhance safety.

Values

Proudly, we pursue our vision while living our “RICH” values:

- ◇ Respect
- ◇ Inclusivity
- ◇ Courage
- ◇ Honesty

Our Shared Commitment Model



Our Strategic Priorities

Our Members & Our Inclusive Workplace

The health, safety & well-being of our members will be the first consideration in all that we do.

Goal 1 - Promote a culture of trust through transparent communication

Objective 1 - Develop enhanced communication strategies that break down barriers between Our Members, Supervisors and Administration.

Objective 2 - Implement actions, practices and policies that utilize the experience of our Members.

Goal 2 - Emphasize effective and efficient operational deployment processes

Objective 1 - Continue to develop innovative strategies and improve our workspaces to increase Member efficiency.

Objective 2 - Develop and implement alternative response models to ensure equitable workloads.

Goal 3 - Improved member recognition, succession planning and career development opportunities

Objective 1 - Expand internal and external recognition programs.

Objective 2 - Develop and support all Members' commitment to continuous learning, development and succession planning.

Our Strategic Priorities (Continued)

Public Trust & Accountability

We commit to transparency & continued engagement across the diverse communities we serve - we are your police.

Goal 1 - Enhance public trust through transparency and accountability

Objective 1 - Continue to provide consistent, fair and transparent communication that reflects professional police actions.

Objective 2 - Ensure accountability is consistently applied and communicated to our Members and the public.

Goal 2 - Focus on community engagement through visibility, accessibility and recruitment

Objective 1 - Develop and maintain recruitment programs that engage and attract a talented and diverse candidate pool.

Objective 2 - Ensure organizational visibility through cross-sectional representation of personnel at community events.

Goal 3 - Embrace community input through community engagement

Objective 1 - Build sustainable, diverse and inclusive networks and partnerships with agencies, organizations and community groups.

Objective 2 - Provide opportunities for community members and stakeholders to help guide and shape their police service.

Collaborative CSWB for Greater Sudbury

Together with our partners we will advance data-driven solutions to build strengths, meet needs & reduce vulnerabilities.

Goal 1 - Strengthen partnerships & provide collaborative response as part of sustainable CSWB & Road Safety

Objective 1 - Enhance partnerships with service providers to mobilize the appropriate community response.

Objective 2 - Motivate and support community organizations to effectively address the root causes of crime and complex social issues.

Goal 2 - Reduce victimization through collaborative solutions with an emphasis on a Downtown Strategy

Objective 1 - Continue to involve, engage and mobilize community partners in crime prevention strategies.

Objective 2 - Establish and maintain a multi-sectoral approach of education, awareness, prevention and intervention

Goal 3 - Invest in our community's future through innovative youth services and initiatives

Objective 1 - Strengthen partnerships with schoolboards and educational institutions to effectively address situations and/or persons exhibiting acutely elevated risk.

Objective 2 - Investigate evidence-based approaches that build resiliency in youth

Policing with Excellence & Professionalism

We will pursue & apply the best practices in the planning & execution of all core policing functions.

Goal 1 - Effective and efficient deployment of resources

Objective 1 - Use data to effectively and efficiently deploy resources.

Objective 2 - Use evidence and data-driven information to ensure equitable workloads.

Goal 2 - Reduce incidents of crime through education, prevention and intervention

Objective 1 - Use crime and intelligence analysis to generate proactive initiatives.

Objective 2 - Focus on individuals who pose the greatest risk using tactical and strategic analysis.

Goal 3 - Enforce the law and hold offenders accountable

Objective 1 - Employ appropriate enforcement strategies to identify, investigate and disrupt individuals and groups that pose a threat to community safety and well-being.

Objective 2 - Target evolving and rapidly changing crimes through enhanced partnerships and technologies.