

Strategic Direction 2019 – 2021

Progressing Forward



Presented by: Chief Paul Pedersen
October 21, 2020



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**

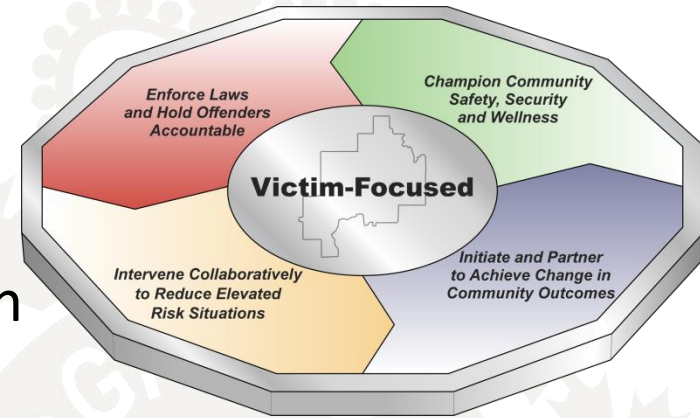
- We ensure community safety and well-being (CSWB) through collaborative partnerships, innovation and community engagement

- **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*
 - *Member Support and Wellness Unit – stand alone addition to Organizational Chart*
 - *Member Health and Wellness – Renewed peer support team, Critical Incident Support Unit, Warriors Coffee Peer Support Group & 10-78 Talks*
 - *Use of virtual platforms to connect with members (Line Up / Parade / Team Meetings)*
- *Implement actions, practices and policies that utilize the experience of our Members*
 - *Members with lived experience/expertise conducting in-service training (Sexual Assault Coordinator – Registered Social Worker)*
 - *COVID-19 Task Force (Members with specific knowledge and skills)*
 - *Equity-Diversity-Inclusivity Sergeant*
- *Continue to develop innovative strategies and improve our workspaces to increase Member efficiency*
 - *Opportunity for Members to work remotely (home office and off-site locations)*
- *Develop and implement alternative response models to ensure equitable workloads*
 - *Task-sharing during pandemic, members with cross-training redeployed to support workload*
- *Expand internal and external recognition programs*
 - *Divisional recognition certificates*



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*
 - *Media Releases - 145 & Social Media Posts - 1,640*
 - *Top post on Facebook reaching 395,617*
 - *In-person engagement with the Ontario Human Rights Commission*
- *Ensure accountability is consistently applied and communicated to our Members and the public*
 - *Health & Wellness Facebook Page, internal website and the modernization of the GSPS public site*
- *Develop and maintain recruitment programs that engage and attract a talented and diverse candidate pool*
 - *Virtual Cadet Recruitment held in Council Chambers*
- *Build sustainable, diverse and inclusive networks and partnerships with agencies, organizations and community groups*
 - *Police Reframing Working Groups (Anti-Police Wellness Support, Anti-Racism, Authentic Inclusion, Gender Equity and Harassment-Free Workplace, Community Response to Mental Health)*
- *Provide opportunities for community members and stakeholders to help guide and shape their police service*
 - *ULU*
 - *Sisters In Spirit*



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
 - *Mobile Crisis Teams – Crisis Intervention Services*
 - *Community Mobilization Sudbury*
- Motivate and support community organizations to effectively address the root cause of crime and complex social issues
 - *Community Drug Strategy – Supervised Consumption Services Feasibility Study*
 - *Downtown Strategy – Focused patrols by Central Community Response Unit, Community Mobilization Unit & Tactical Unit – 390 patrols on foot, bikes & in cruisers*
- Continue to involve, engage and mobilize community partners in crime prevention strategies
 - *Crime Prevention/safety messaging through social media – 845 posts (Facebook, Instagram and Twitter)*
- Establish and maintain a multi-sectoral approach of education, awareness, prevention and intervention
 - *Community Safety and Well-being Planning*
- Strengthen partnerships with school boards and educational institutions to effectively address situations and/or persons exhibiting acutely elevated risk
 - *VTRA - 66*
 - *RMT - 125*
- Investigate evidence-based approaches that build resiliency in youth
 - *SRO & CSP Virtually and In-Person*



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*
 - *Workload analysis of Patrol Operations & the 911 ECC*
- *Use crime and intelligence analysis to generate proactive initiatives*
 - *Weekly crime reports*
 - *Central Community Response Unit & Community Actions Networks (monthly meetings)*
- *Focus on individuals who pose the greatest risk using tactical and strategic analysis*
 - *Incident Response Model – determining tactics or course of action*
- *Employ appropriate enforcement strategies to identify, investigate and disrupt individuals and groups that pose a threat to community safety and well-being*
 - *Drugs seized Over \$3M – JFO with OPP Organized Crime Enforcement Bureau*
 - *Over \$2M in Cannabis & Over \$1M in Cocaine, Fentanyl & Methamphetamine*
- *Target evolving and rapidly changing crimes through enhanced partnerships and technologies*
 - *CID – 103 Warrants Executed in Q1 & Q2*



Questions

