Strategic Direction 2019 – 2021



Presented by Chief Paul Pedersen September 18, 2019

Agenda

Transitioning from Business Plan to Strategic Direction

- Strategic Direction 2019 2021 Overview
 - Priorities
 - Goals
 - Objectives
- Strategic Direction 2019 2021 Highlights
 - Performance Indicators



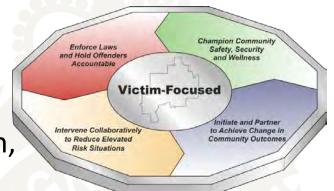
Transition from Business Plan to Strategic Direction

- Ontario Adequacy Standards Regulation 3/99, s. 30(1), 32(1) and 32(2)
- Business Plan 2015 2018
 - Mobilizing and Engaging our Community
 - Community Safety and Law Enforcement
 - Service Excellence
 - Our Members
- Strategic Direction 2019 2021
 - Our Members and Our Inclusive Workplace
 - Public Trust and Accountability
 - Collaborative Community Safety and Wellbeing for Greater Sudbury
 - Policing with Excellence and Professionalism

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
 - o Respect
 - Inclusivity
 - o Courage
 - Honesty



Our Priorities

- Our Members and Our Inclusive Workplace
 - The health, safety, and wellbeing 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 Service
- 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
 - Straight from the Chief, People of GSPS, In the Spotlight
- Implement actions, practices, and policies that utilizes the experience of our Members
 - Health and Wellness Coordinator Officer
- Continue to develop innovative strategies and improve our workspaces to increase Member efficiency
 - Review of space allocation
- Develop and implement alternative response models to ensure equitable workloads
 - Calls for Service Working Group
- Expand internal and external recognition programs
 - Internal recognition certificates
- Develop and support all Members' commitment to continuous learning, development and succession planning
 - Professional development and Supervisor training

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 **143**
- Ensure accountability is consistently applied and communicated to our Members and the public
 - Facebook reach Jan 1 Aug 31, 2019: 4,743,120 +
- Develop and maintain recruitment programs that engage and attract a talented and diverse candidate pool
 - Become a Cop Workshop
- Ensure organizational visibility through cross-sectional representation of personnel at community events
 - Community events 80
- Build sustainable, diverse, and inclusive networks and partnerships with agencies, organizations, and community groups
 - External Indigenous Committee meetings or gatherings 45
- Provide opportunities for community members and stakeholders to help guide and shape their police service
 - Community survey
 - Emergency Services response exercises

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
 - Aboriginal Liaison initiatives 18
 - RMT referrals 51
 - PCRC referrals to other agencies **75**
- Motivate and support community organizations to effectively address the root cause of crime and complex social issues
 - Feasibility study for safe consumption services through CDS
 - Downtown Strategy
- Continue to involve, engage, and mobilize community partners in crime prevention strategies
 - Crime Prevention/safety messaging **325** through social media
- Establish and maintain a multi-sectoral approach of education, awareness, prevention, and intervention
 - Community Safety and Wellbeing Planning
- Strengthen partnerships with school boards and educational institutions to effectively address situations and/or persons exhibiting acutely elevated risk
 - VTRA 27
- Investigate evidence-based approaches that build resiliency in youth
 - SPARK

SPYDR

BURST

Homestead



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 in Communications Centre
- 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
 - Focused patrols based on crime analysis 48
- Focus on individuals who pose the greatest risk using tactical and strategic analysis
 - PCRC referrals based on crime trends and repeat offenders 44
- Employ appropriate enforcement strategies to identify, investigate, and disrupt individuals and groups that pose a threat to community safety and well-being
 - Drugs seized **\$1.27 million**
- Target evolving and rapidly changing crimes through enhanced partnerships and technologies
 - ICE Investigations 9 arrests and 100 charges

Our Future



Questions

