



WINNIPEG POLICE SERVICE

A CULTURE OF SAFETY FOR ALL

2025 BUSINESS PLAN

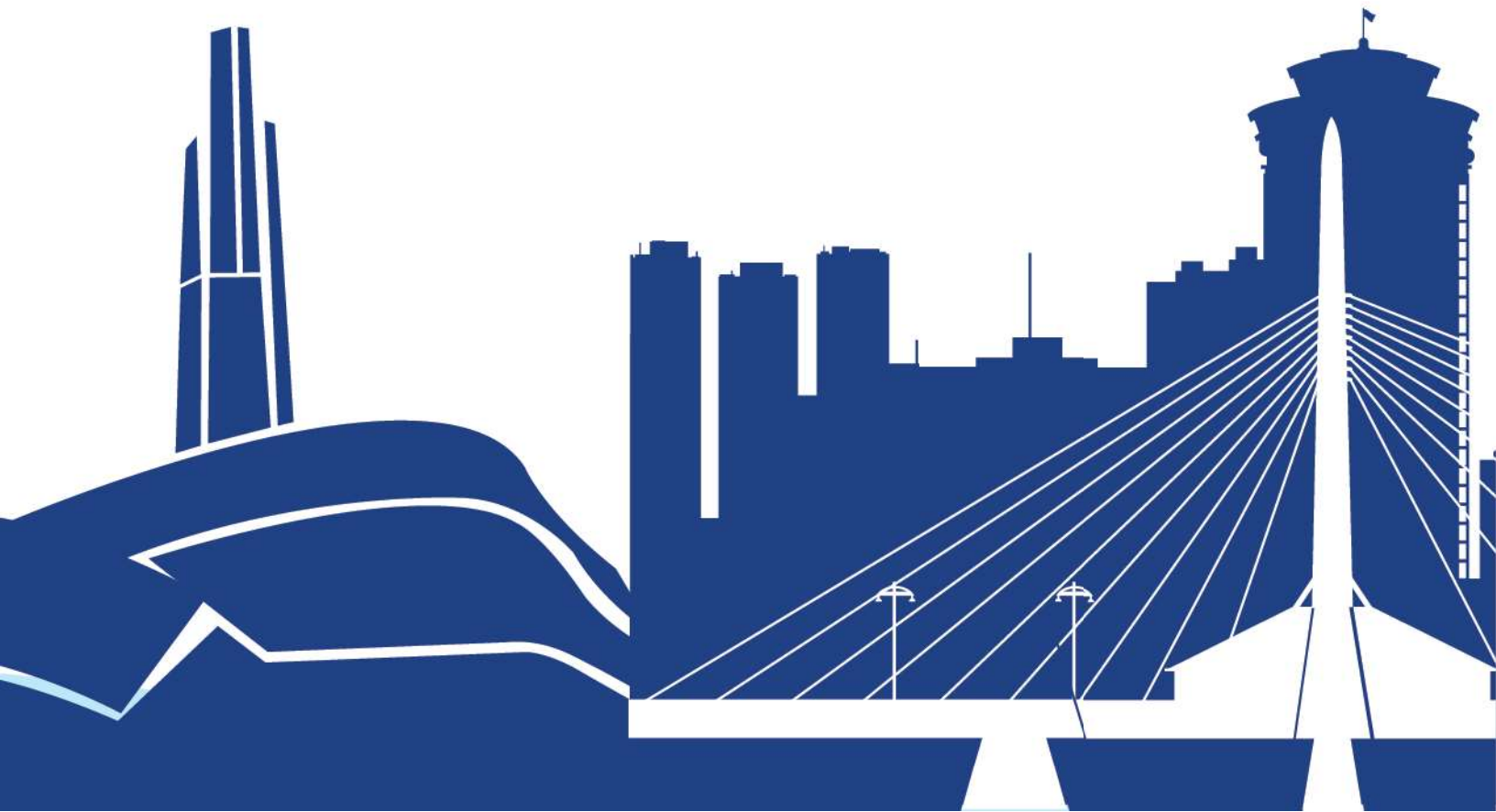


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MESSAGE FROM THE CHIEF OF POLICE



As the Interim Chief of the Winnipeg Police Service, I am pleased to introduce our 2025 Business Plan. The plan will serve as a guide to help us respond to the modern realities of an increasingly complex policing environment. Through it, we will work to pursue opportunities for innovation, foster relationships with community groups and our partner organizations, and improve public safety for all Winnipeggers.

The 2025 Business Plan continues to build on the Service's work in key areas such as traffic safety, restorative justice, and community engagement. The plan also reflects the increasing demand on frontline resources. It recognizes the important role that programs like the Alternative Response to Citizens in Crisis, and technological enhancements like a new AI tool for non-emergency communications can play in helping us continue to deliver on our core mandate.

The 2025 Business Plan also includes actions to further strengthen our capacity. We intend to expand the Firearms Investigative Analysis Section and focus on our collaborations with other agencies, including the ongoing efforts of the Manitoba Integrated Violent Offender Apprehension Unit and the pending launch of the Manitoba Integrated Missing Persons Coordination Centre.

The strength of the Winnipeg Police Service lies in the professionalism and dedication of our members. In light of that fact, a significant portion of the 2025 Business Plan is dedicated to improving the health and well-being of our members. Further to the work accomplished through the Real Change, Real Difference action plan completed in 2024, we have recently undertaken a follow-up Mental Health & Workplace Culture survey. We will build on our momentum to improve organizational culture and member wellness throughout the Winnipeg Police Service so that we can continue to deliver efficient and effective policing services through 2025 and beyond.

Arthur G. Stannard
Interim Chief of Police



Our Vision

A Culture of Safety *for All*

Our Mission

Build safe and healthy communities across Winnipeg through excellence in law enforcement, protection, and crime prevention.

WE VALUE:

Integrity

We act in an open, honest, and trustworthy way in all of our interactions with each other and the public.

Respect

We honour the diversity of individuals, showing understanding and acceptance for all people.

Citizens and Communities

We conduct ourselves in a professional manner at all times, are above reproach, and demonstrate pride and commitment to the people and communities we serve.

Accountability

We make quality, ethical decisions that guide our individual and collective efforts and are responsible for our actions, use of resources, and effectiveness.

Courage

Whether serving on the streets or providing leadership and support, we will make tough decisions and take decisive actions to valiantly protect people and communities.

WE BELIEVE:

- The safety and security of people, property, and the community are a critical public interest.
- In the rights of individuals and bias-free policing.
- In the worth of each individual but in the reality that individuals and groups who engage in criminal behaviour must face the consequences and society must be protected from them.
- Significant strides in preventing crime will happen when the risk factors of crime are appropriately addressed.
- We must work collaboratively with the community and other justice, social services, health, and community agencies who contribute time, resources, and support if we are to prevent crime in the long term.
- Our success depends upon the professionalism, innovation, skill, and compassion of civilian and sworn members of the police service.
- In the health, protection, well-being, and professional development of our membership.
- Effective governance is critical to ensuring accountability and effectiveness in the delivery of policing services.



GOALS AND STRATEGIES

The Winnipeg Police Board has set the following goals and strategies for 2025:

1. Protection and Crime Prevention

- Promote road safety and driver responsibility
- Promote safety of downtown and other at-risk neighbourhoods
- Prevent and disrupt gang and illicit drug activity

2. Community Partnerships

- Promote communication, transparency, and accountability
- Foster relationships, partnerships, understanding, and trust to build confidence in police
- Provide referrals to restorative justice and diversion programming

3. Effective and Efficient Service

- Collaborate to reduce the demand for police response
- Explore innovative technologies
- Instill a culture of continuous improvement

4. Healthy Organization

- Enhance training and professionalism in the Service
- Focus on employee safety, health, and wellness

OBJECTIVE 1.1 - Downtown Safety Strategy

The Downtown Safety Strategy was developed in response to community needs, with a particular focus on the Sports, Hospitality, and Entertainment District (SHED) and surrounding area. Police and cadets provide a visible, proactive presence through foot patrols, and build relationships through engagement with the community. Collaboration with downtown businesses, the City of Winnipeg's Community Safety Team, the Downtown BIZ Patrol, and the Downtown Community Safety Partnership (DCSP) is key to achieving the goals of reducing crime and disorder, and enhancing overall community safety. The DCSP's Beacon Program will link a network of security cameras throughout the downtown in order to provide real-time remote monitoring that will improve responses to well-being and safety concerns. The continued expansion of the WPS Foot Patrol Unit will further boost community safety and provide a greater presence to deter crime.

OWNER: Superintendent Uniform Operations

LEAD: Inspector Division 11

ENVIRONMENTAL SCAN

Feel safe walking alone at night downtown (2024) ¹	Downtown violent crime % change from 5-year average (2023) ²	Total foot patrol hours in the downtown Foot Patrol Zone (2024) ³	Individuals diverted to social supports by foot patrol (2024) ⁴	Downtown property crime % change from 5-year average (2023) ⁵
9%	39.2%	9,601	198	14.2%

ACTIONS

- Proactive foot patrol presence in the Foot Patrol Zone
- Attention to special events in the downtown/SHED
- Police and cadet presence in the downtown Winnipeg Transit corridors
- Coordinate with downtown safety partners

MEASURES

- Number of foot patrol hours in the downtown Foot Patrol Zone
- Number of special events attended in the downtown/SHED
- Number of hours deployed in the downtown Winnipeg Transit corridors
- Number of individuals diverted to social supports
- Highlights of foot patrol and downtown safety partnerships

¹ 2024 Winnipeg Police Service Citizen Satisfaction Survey

^{2,5} Winnipeg Police Service 2023 Statistical Report

^{3,4} Winnipeg Police Service 2024 Business Plan Q4 Report

OBJECTIVE 1.2 - Gang and Gun Suppression Strategy

The WPS is committed to suppressing and disrupting gang activity. Through the use of skilled teams and specialized tools, the Gang and Gun Suppression Strategy aims to address crimes involving firearms, the trafficking of illicit drugs, and gang-related violence. The Strategy emphasizes enforcement, prevention, intervention, and education programs. The WPS will continue to collaborate with other law enforcement partners across the province to increase capacity in these areas, including through expansion of the Firearms Investigative Analysis Section (FIAS).

OWNER: Superintendent Investigative Services

LEAD: Inspector Division 40

ENVIRONMENTAL SCAN

Percent of homicides that were gang related (2024)	Dispatched events involving firearms (2024) ¹	Community engagements (2024) ²	Crime guns processed through FIAS (2024) ³
12.2%	2,608	504	540

ACTIONS

- Conduct short and long-term investigations focusing on known gangs and gang members, and illegal activities
- Monitor gang members' compliance with bail, parole, and probation conditions
- Continue community engagement and collaboration with gang outreach partners to refer gang members and at-risk individuals, including the #GangLivesNoLife gang-prevention campaign
- Support firearm investigations of partner law enforcement agencies through expanded use of FIAS

MEASURES

- Number of disruptions to gang operations
- Number of gang members and associates arrested
- Number of compliance checks
- Number of community engagements and social program referrals
- Number of dispatched events involving firearms
- Number of dispatched events involving firearm discharges
- Number of guns seized, including improvised, ghost, and 3-D printed
- Number of crime guns processed through the FIAS
- Number of leads through use of Canadian Integrated Ballistics Identification Network (CIBIN)

^{1, 2, 3} Winnipeg Police Service 2024 Business Plan Q4 Report

OBJECTIVE 1.3 - Manitoba Integrated Violent Offender Apprehension Unit (MIVOAU)

The Manitoba Integrated Violent Offender Apprehension Unit (MIVOAU) is a collaborative effort of the Winnipeg Police Service (WPS) and RCMP D Division. The integrated unit was launched in 2023, in response to the increase in violent crime throughout the province. MIVOAU is focused on identifying, locating, and apprehending violent and prolific offenders, including suspects in serious and violent crimes and persons with outstanding arrest warrants. The unit maintains the Manitoba's Most Wanted website and assists investigative units from the RCMP and WPS, as well as external law enforcement partners.

OWNER: Superintendent Investigative Services

LEAD: Inspector Division 43

ENVIRONMENTAL SCAN

Total MIVOAU warrant checks (2024) ¹	Violent offenders apprehended by MIVOAU (2024) ²	Percent of violent offenders arrested on bail, probation, or parole (2024) ³	Percent of violent offender arrests involving a gang member or associate (2024) ⁴
754	356	82%	26%

ACTIONS

- Apprehend violent offenders
- Assist investigative units
- Assist other law enforcement agencies and other partners to locate and apprehend violent offenders

MEASURES

- Number of violent offenders apprehended by MIVOAU
- Percentage of arrests involving a gang member or associate
- Percentage of offenders apprehended while on bail, parole, or probation
- Number of times MIVOAU assisted WPS or RCMP investigative units
- Number of initiatives with external partners or other law enforcement agencies

^{1,2,3,4} Winnipeg Police Service 2024 Business Plan Q4 Report

OBJECTIVE 1.4 - Traffic Safety Strategy

The Traffic Safety Strategy promotes responsible driving through enforcement and education, with a focus on speeding, impaired driving, and distracted driving. Road safety education and enforcement programs are led by Traffic Division members, in partnership with members of all divisions. Road safety is also supported through various external agency partnerships, provincial legislation and municipal bylaws, and commercial and light vehicle inspections that ensure compliance with relevant safety standards.

OWNER: Superintendent Operational Support

LEAD: Inspector Division 52

ENVIRONMENTAL SCAN

Impaired Driving offences (2024) ¹	Distracted Driving offences (2024) ²	Public approval of the use of red-light cameras at certain intersections (2024) ³	Vehicle inspections completed (2024) ⁴
697	2,302	81%	1,537

ACTIONS

- Coordinate and conduct enforcement and education activities with a focus on speeding, impaired driving and distracted driving
- Investigate serious collisions with injuries and/or fatalities
- Conduct commercial and light vehicle inspections

MEASURES

- Number of officer-enforced speeding offences
- Number of speeding offences captured by mobile photo enforcement
- Number of speeding and red-light offences captured by intersection safety cameras
- Number of drug impaired driving offences*
- Number of alcohol impaired driving offences*
- Number of distracted driving offences
- Number of fatal collisions investigated
- Number of vehicle inspections completed
- Percentage of inspections failed resulting in vehicles being taken out of service
- Highlights of education, enforcement, and awareness campaigns

*Incidents involving drivers who are impaired by both drugs and alcohol will be included in both measures.

^{1, 2, 4} Winnipeg Police Service 2024 Business Plan Q4 Report

³ 2024 Winnipeg Police Service Citizen Survey

OBJECTIVE 2.1 - Indigenous Women and Girls Safety Strategy

The WPS continues to develop proactive strategies to reduce the victimization of Indigenous women and girls by working with and supporting Indigenous-led community organizations and community partners. Enforcement efforts also focus on individuals and groups involved in the exploitation and trafficking of Indigenous women and girls. The WPS is committed to enhancing collaboration with external agencies and community groups regarding at-risk persons to harness their community knowledge, networking, and active engagement at the grassroots level.

OWNER: Superintendent Investigative Services

LEAD: Inspector Division 41

ENVIRONMENTAL SCAN

Percentage of counter-exploitation investigations involving Indigenous women and girls (2024)	Percentage of homicides involving Indigenous women and girl victims (2024)	Clearance rate of homicides involving Indigenous women and girls (2024) ¹
35.4%	14.6%	100%

ACTIONS

- Investigate cases involving the exploitation of Indigenous women and girls, and human trafficking
- Support the work of the Winnipeg Outreach Network and other community organizations providing support to MMIWG
- Collaborate with Indigenous and community organizations on missing person investigations

MEASURES

- Percent of homicides involving Indigenous women and girl victims
- Clearance rate of homicides involving Indigenous women and girl victims
- Percent of counter exploitation investigations involving Indigenous women and girls
- Percent of street level and on-line interventions involving Indigenous women or girls at risk of exploitation
- Percent of total missing person reports involving youth in care (in Winnipeg)
- Highlight of activities to advance the Indigenous Women and Girls Safety Strategy

¹ Winnipeg Police Service 2024 Business Plan Q4 Report

OBJECTIVE 2.2 - Restorative Justice Programs and Diversions

Restorative Justice provides the opportunity for both victims and offenders to be active participants in justice and accountability. The WPS is committed to supporting the goals of restorative justice by using discretion and a restorative justice approach to divert appropriate cases, including domestic disputes, from the criminal justice system to other programs and services.

OWNER: Superintendent Uniform Operations

LEAD: Inspector Division 13

ENVIRONMENTAL SCAN

Individuals diverted from the criminal justice system (excluding domestic offences) (2024) ¹	Individuals accused of domestic offences diverted from the criminal justice system (2024) ²	Restorative justice events facilitated on scene by School Resource Officers (2024) ³
292	186	442

ACTIONS

- Monitor and divert appropriate cases
- Monitor and divert suitable domestic cases
- Enhance members' understanding of restorative justice and current practices
- Continue partnerships to facilitate the restorative justice process

MEASURES

- Number of individuals diverted (excluding domestic offences)
- Number of individuals accused of domestic offences diverted
- Number of restorative justice events facilitated by School Resource Officers on scene
- Highlights of activities to enhance member awareness

^{1, 2, 3} Winnipeg Police Service 2024 Business Plan Q4 Report

OBJECTIVE 2.3 - Community Engagement

By actively encouraging community mobilization, partnering in community-based initiatives and consulting with diverse communities, the WPS remains committed to building and maintaining the positive relationships that are essential to promote community well-being, reconciliation and safety. The Community Relations Division and Community Support Units actively engage with citizens, community groups and organizations by supporting community-based events, providing crime prevention and education initiatives, and responding in a timely manner to community safety trends.

OWNER: Superintendent Community Engagement

LEAD: Inspector Division 51

ENVIRONMENTAL SCAN

Public/social media engagements (2024) ¹	Engagements with community groups (2024) ²	Victim Services engagements with victims of crime (2024) ³	Community-based events attended by WPS members (2024) ⁴
2,894	1,872	6,547	704

ACTIONS

- Foster relationships in the community, with a focus on Indigenous, newcomer, diverse, and racialized communities
- Collaborate with community partners and organizations on crime prevention and education initiatives
- Provide information and support to victims of crime
- Support community-based events and initiatives throughout the city

MEASURES

- Number of engagements with community groups, including Indigenous, newcomer, diverse, and racialized communities
- Number of collaborative crime prevention and education initiatives
- Number of community-based events attended by WPS members
- Number of WPS Victim Services engagements with victims of crime
- Number of public/social media engagements
- Highlights of community engagement

^{1,2,3,4} Winnipeg Police Service 2024 Business Plan Q4 Report

OBJECTIVE 2.4 - Manitoba Integrated Missing Persons Coordination Centre (MIMPCC)

When someone is reported as missing, locating the missing person quickly and ensuring they are safe and well are of the utmost importance. The Manitoba Integrated Missing Persons Coordination Centre (MIMPCC) will improve collaboration among police agencies and standardize missing person reporting within Manitoba. As work continues to launch the MIMPCC, ongoing consultation and engagement with Indigenous organizations, and partnerships with government and community agencies will help inform the policies and practices that will guide this important work. The MIMPCC addresses recommendations in *The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls*.

OWNER: Superintendent Investigative Services

LEAD: Inspector Division 41

ENVIRONMENTAL SCAN

Manitoba has the second highest rate of children/youth reported as missing among Canadian provinces (2023) ¹	Manitoba has the third highest rate of adults reported as missing among Canadian provinces (2023) ²
184/100,000	113/100,000

ACTIONS

- Continue to consult and engage with Indigenous organizations, government, and community agencies to help inform the policies and practices of the MIMPCC
- Coordinate with Manitoba police agencies and their communication centres on the MIMPCC procedures
- Support the families of missing persons through the Child and Family Services liaisons and Family Support and Resource Advocate (FSRA)
- Launch the Manitoba Integrated Missing Persons Response

MEASURES

- Number of missing persons incidents reported
- Number of missing persons reports referred to Child and Family Services liaisons
- Number of families supported by the FSRA
- Percentage of total missing persons reports involving youth in care (Province-wide)
- Highlights of the MIMPCC

^{1,2} National Centre for Missing Persons and Unidentified Remains (NCMPUR) [2019-23 Fast Fact Sheets](#)

OBJECTIVE 3.1 - Alternative Response to Citizens in Crisis (ARCC)

The Alternative Response to Citizens in Crisis (ARCC) is a collaborative partnership between the WPS and Shared Health's Crisis Response Centre (CRC) through which plainclothes police officers and mental health clinicians are partnered to respond to non-criminal, low-risk crisis calls for police services. The combined experience, skills, and expertise of the ARCC team enable them to respond safely to calls, perform mental health assessments, develop care plans, and connect individuals and their families to supports within their communities and the healthcare system. In addition to providing services to individuals in crisis, ARCC teams work collaboratively with agencies to provide wrap-around services for coordinated continued support. ARCC's proactive approach to assessing and responding to calls ensures the right assets are deployed at the right time, and reduces the demand on other frontline police resources.

OWNER: Superintendent Uniform Operations

LEAD: Inspector Division 11

ENVIRONMENTAL SCAN

Events awaiting dispatch assessed by ARCC and approved for ARCC response (2024) ¹	Total number of ARCC events (2024) ²	Percentage of ARCC clients remaining in the community (2024) ³	Clients proactively supported by ARCC (2024) ⁴
715	2,199	98%	40*

*The ARCC model allows for the same client to receive support during multiple quarterly reporting periods. This figure represents the total number of individuals supported by ARCC in 2024.

ACTIONS

- Redirect and assign calls for service awaiting dispatch to ARCC team to improve the outcomes for non-violent individuals experiencing mental health-related crises
- Work collaboratively with other WPS units to respond to referrals and provide mental health services
- Work collaboratively with agencies to provide wrap-around services and connect individuals and their families to supports within the community
- Explore opportunities to expand ARCC services

MEASURES

- Total number of ARCC events
- Number of events awaiting dispatch assessed by ARCC and approved for ARCC response
- Number of events ARCC attended on scene to take over or assist
- Percentage of clients remaining in the community
- Number of clients proactively supported by ARCC
- Highlights of ARCC activities

^{1,2,3,4} Winnipeg Police Service 2024 Business Plan Q4 report

OBJECTIVE 3.2 - Special Events

The Special Events Unit (SEU) is responsible for planning the police response to major public events, including mass assemblies, demonstrations, and protests. Together with Police Liaison Teams (PLT), the SEU monitors current and emerging public order events and proactively communicates, educates, and de-escalates where required. This engagement with event organizers is essential to encourage gatherings that are peaceful, lawful, and safe.

OWNER: Superintendent Uniform Operations

LEAD: Inspector Special Events

ENVIRONMENTAL SCAN

Number of events monitored by the Special Event Unit (2024) ¹	Number of special events attended by Police Liaison Teams (2024) ²	Number of special events attended by police resources (2024) ³	Number of hours of assigned police resources for special events (2024) ⁴
547	112	277	19,589

ACTIONS

- Maintain awareness of upcoming special events
- Engage with event organizers to identify and manage risks, and ensure events are peaceful, lawful, and safe
- Coordinate police resources for response to major public events, including mass assemblies, demonstrations, and protests
- Continue to increase the number of officers with training in special event management

MEASURES

- Number of events monitored by the SEU
- Number of event engagements by the PLT
- Number of special events attended by police resources
- Number of hours of assigned police resources for special events
- Highlights of special events

^{1, 2, 3, 4} Winnipeg Police Service 2024 Business Plan Q4 Report

OBJECTIVE 3.3 - Planned Response and Service Enhancement

The WPS continues to research and deploy alternate response models to improve service for non-urgent calls, allowing General Patrol to focus their attention on those events that require a response from frontline units. Opportunities to improve customer service include expanding the use of technology, re-aligning resources, maintaining effective partnerships, and exploring innovative solutions to meet the demand for service. This year, the WPS will pilot an AI-based call routing solution in the Communication Centre to assist with non-emergency calls.

OWNER: Superintendent Operational Support

LEAD: Inspector Division 31

ENVIRONMENTAL SCAN

Crime reports submitted online (2024) ¹	Events responded to by units other than General Patrol (2024) ²	Non-criminal domestic events closed by Domestic Violence Intervention (DVI) team (2024) ³	Events awaiting dispatch assessed by ARCC and approved for ARCC response (2024) ⁴
48,371	10,613	1,080	715

ACTIONS

- Research and identify process and service improvements
- Redirect callers from the Communication Centre to appropriate resources
- Redirect and assign calls for service awaiting dispatch to resources or police units other than General Patrol
- Continue to assess non-criminal domestic violence and non-violent mental health calls for service for alternate response
- Pilot AI-based call routing solution in the Communication Centre

MEASURES

- Number of events responded to by units other than General Patrol
- Number of crime reports submitted online
- Highlights of customer service improvements

^{1,2,3,4} Winnipeg Police Service 2024 Business Plan Q4 Report

OBJECTIVE 3.4 – Technological Advancements

The WPS will continue to leverage digital technology to increase efficiency, promote community safety, and support victims of crime. Through the Connected Officer Program, frontline officers equipped with smartphones, police applications, and mobile access to police databases have improved the efficiency of report processing, evidence gathering, and overall police response. Further implementation of the Connected Officer Program will continue in 2025. Other planned improvements include service-wide implementation of the digital evidence management system (DEMS) and upgrades to the video recording system used in police interview rooms.

OWNER: Superintendent Operational Support

LEAD: Manager of Police Records and Evidence

ENVIRONMENTAL SCAN

Connected Officers deployed (Cumulative total at the end of 2024) ¹	Total number of digital notes produced (2024) ²	Total number of audio statements produced (2024) ³
246 officers trained and equipped with Connected Officer devices	31,625	2,749

ACTIONS

- Implement DEMS
- Continue implementation of the Connected Officer Program to equip frontline officers in General Patrol divisions with digital technologies
- Track usage of mobile applications and tools

MEASURES

- Number of officers assigned to Connected Officer Program
- Number of digital notes produced
- Number of audio statements produced
- Quantity of digital evidence collected through mobile application
- Highlights of DEMS implementation

^{1,2,3} Winnipeg Police Service 2024 Business Plan Q4 Report

OBJECTIVE 4.1 - Training and Professionalism

The Training Division develops, maintains, and delivers courses for the initial instruction of Recruits, Cadets, and Central Processing Officers. The Division also offers more advanced courses for police officers and civilian members, and provides mandatory recertification training in key areas such as use of force, police vehicle operations, firearms, mental health, and first aid. The Training Division places a high priority on leadership training and maintains its commitment to diversity education. The Division is responsible for ensuring that course content reflects best practices in modern policing and addresses the current needs of the WPS and the community. Certain training is subject to the Commission on Accreditation for Law Enforcement Agencies (CALEA) standards, which ensure best practices are implemented and independently assessed. The Talent Acquisition Unit (TAU) continues to play a key role by mentoring applicants from a wide range of communities who may contribute to the WPS's overall diversity.

OWNER: Superintendent Support Services

LEAD: Inspector Division 33 and Director Human Resources

ENVIRONMENTAL SCAN

Mandatory recertification courses delivered (2024)¹	Courses with a leadership component (2024)	Percentage of new employees who identified as Indigenous, racialized, or female (2024)³	Events with tourniquets and chest seals applied (2024)⁴
286	21	63.8%	153

ACTIONS

- Maintain recertifications of members
- Deliver training and education that supports leadership development at all levels
- Track lifesaving interventions using tourniquets, chest seals, and naloxone
- Review course content on a regular basis to ensure training addresses current needs and reflects best practices in policing
- Continue recruiting efforts, including the Talent Acquisition Unit's work in mentoring Indigenous, racialized and female applicants through the application process

MEASURES

- Number of mandatory recertification courses delivered
- Number of training sessions with a leadership component
- Number of members who have completed a course with a leadership component
- Percentage of new employees identifying as Indigenous, racialized, or female
- Number of tourniquets and chest seals applied
- Number of events requiring the use of naloxone
- Highlights of recruiting efforts, including candidate mentorship by the Talent Acquisition Unit

^{1,3,4} Winnipeg Police Service 2024 Business Plan Q4 Report

OBJECTIVE 4.2 - Workplace Safety and Wellness

The Human Resources Division, Training Division, and Behavioural Health Unit (BHU) focus attention and resources to support the physical and mental health of members and their families. In response to the 2021 Mental Health & Workplace Culture Survey, the WPS worked with members to develop the Real Change, Real Difference Action Plan that was launched in August 2022. Since then, the WPS has completed 290 actions to achieve all 50 of the recommendations laid out in the plan. This work included the addition of a new Mental Health Clinician to increase the BHU's capacity. To measure these efforts, the WPS partnered again with the Winnipeg Police Association (WPA), Winnipeg Police Senior Officers' Association (WPSOA), and an external expert to conduct a second survey to assess the impact of the actions taken so far. Change has begun and we have realized progress in many areas. The goal is to continue building on the momentum to improve workplace culture and wellness.

OWNER: Superintendent Support Services

LEAD: Director Human Resources

ENVIRONMENTAL SCAN

Number of mental health training/awareness initiatives (2024) ¹	Number of BHU contacts with members (2024) ²	Number of health assessment/awareness initiatives (2024) ³
177	10,008	537

ACTIONS

- Continue BHU services to support the mental health of members and their families
- Continue health programming to support the physical health of members
- Continue to identify and implement actions to improve workplace culture and member wellness
- Continue initiatives that strengthen skills contributing to employee wellness

MEASURES

- Number of mental health training/awareness initiatives
- Number of Behavioural Health Unit contacts with members
- Number of health assessments/awareness initiatives
- Highlights of member wellness initiatives and workplace culture

^{1, 2, 3} Winnipeg Police Service 2024 Business Plan Q4 Report