



WINNIPEG POLICE SERVICE

A CULTURE OF SAFETY FOR ALL

2025 BUSINESS PLAN

Q1

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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.

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

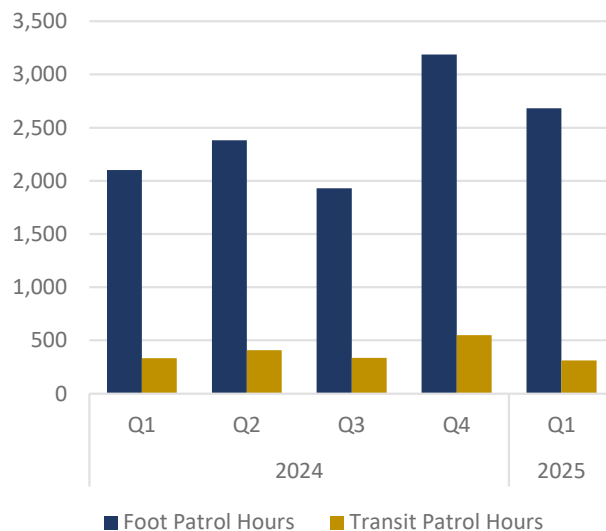
	Q1
Number of foot patrol hours in the downtown Foot Patrol Zone	2,682
Number of special events attended in the downtown/SHED	78
Number of hours deployed in the downtown Winnipeg Transit corridors	313
Number of individuals diverted to social supports	63

Highlights of Foot Patrol and Downtown Safety Partnerships

Members of the Foot Patrol Unit provided 469 hours of proactive coverage in the Osborne Village, West End, and Exchange District Business Improvement Zones.

Responding to safety concerns from the owner of a downtown business, the Foot Patrol Unit ran a disruption and theft prevention initiative in Q1. Members attended the business 27 times, resulting in seven arrests, three individuals barred from the premises, and one diversion to restorative justice.

Number of Foot and Transit Patrol Hours in the Downtown/SHED



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).

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

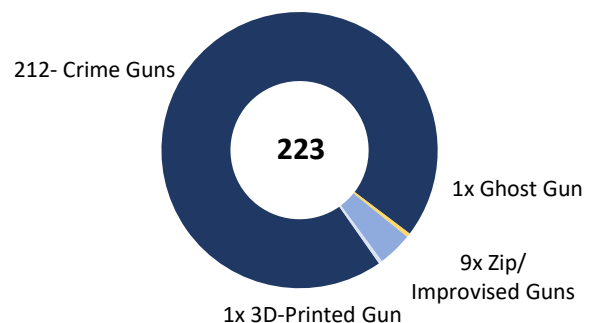
MEASURES

	Q1
Number of disruptions to gang operations	11
Number of gang members and associates arrested	9
Number of compliance checks	76
Number of community engagements and social program referrals	401/201
Number of dispatched events involving firearms	454
Number of dispatched events involving firearm discharges	34
Number of guns seized, including improvised, ghost, and 3-D printed	223
Number of crime guns processed through the FIAS	97
Number of leads through use of the Canadian Integrated Ballistics Identification Network (CIBIN)	4

Highlights of Gang Intervention Activities

WPS Gang Prevention Coordinators continued to see positive results in their interactions with gang members and those at risk of joining a gang. In one recent case, a member left the gang while in custody and undertook weekly sessions to remove their gang-related tattoos. This individual pursued counseling and therapy while in custody, and has since begun working to help others in similar circumstances make positive life changes.

Number of Guns Seized by Type



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.

ACTIONS

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

MEASURES

	Q1
Number of violent offenders apprehended by MIVOAU	88
Percentage of arrests involving a gang member or associate	14%
Percentage of offenders apprehended while on bail, parole, or probation	85%
Number of times MIVOAU assisted WPS or RCMP investigative units	4
Number of initiatives with external partners or other law enforcement agencies	2

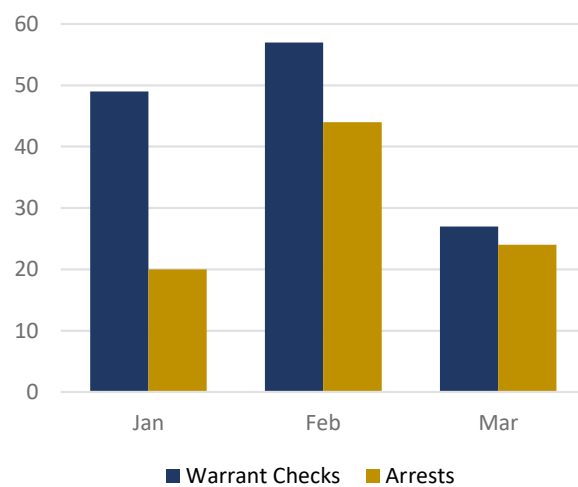
Highlights of MIVOAU

The [MBMostwanted.ca](https://mbmostwanted.ca) website remains a highly effective public communication tool, registering 44,742 visits in Q1.

In addition to supporting the WPS Major Crimes Division, MIVOAU assisted RCMP units in Manitoba and Ontario, as well as the Manitoba First Nations Police Service and the Woodstock Police Service.

To successfully locate and apprehend the 88 violent offenders arrested in Q1, MIVOAU members attended to more than 350 locations. Four of the arrest warrants executed by MIVOAU in Q1 were for murder.

MIVOAU Warrant Checks and Arrests by Month



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.

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

	Q1
Number of officer-enforced speeding offences	2,544
Number of speeding offences captured by mobile photo enforcement	13,534
Number of speeding and red-light offences captured by intersection safety cameras	5,363
Number of drug impaired driving offences*	107
Number of alcohol impaired driving offences*	101
Number of distracted driving offences	796
Number of fatal collisions investigated	2
Number of vehicle inspections completed	293
Percentage of inspections failed (resulting in vehicles being taken out of service)	15%

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

Highlights of Education, Enforcement, and Awareness Campaigns

In Q1, the WPS Traffic Division, in partnership with Manitoba Public Insurance and with a financial contribution from the Province of Manitoba, launched an enforcement and education campaign focused on drivers under the influence of cannabis and other illicit drugs. Throughout the course of the campaign, officers conducted 302 traffic stops and administered 207 drug screening tests.

Ninety-seven drivers (47%) tested positive for recent cannabis consumption, and 86 *Provincial Offences Act* tickets were issued by officers for violations such as storage of cannabis in vehicles and passengers consuming cannabis while inside a vehicle.



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.

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

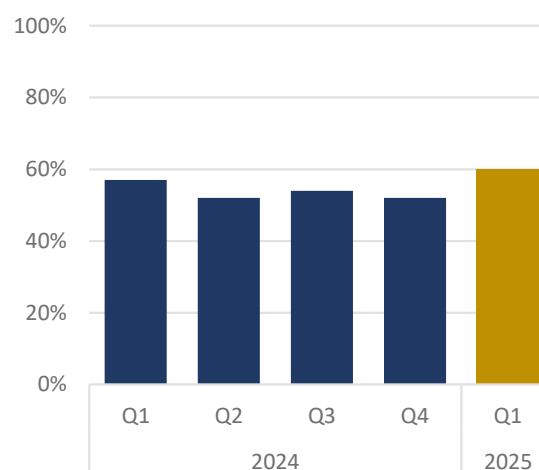
	Q1
Percent of homicides involving Indigenous women and girl victims	25%
Clearance rate of homicides involving Indigenous women and girl victims	100%
Percent of counter-exploitation investigations involving Indigenous women and girls	58%
Percent of street level and on-line interventions involving Indigenous women or girls at risk of exploitation	40%
Percent of total missing person reports involving youth in care (in Winnipeg)	60%

Highlights of Activities to Advance the Indigenous Women and Girls Safety Strategy

The WPS Family Support and Resource Advocate met with a number of Indigenous-led and Indigenous-focused organizations in Q1, including Medicine Bear Counselling, Support, and Elder Services; Manitoba Keewatinowi Okimakanak; and the Manitoba Métis Federation (MMF). The WPS engaged with MMF Leadership to address systemic gaps and share information on potential future supports.

In Q1, the Missing Persons Community BOLO (Be On the Lookout) program was expanded to include Morgan's Warriors, Aboriginal Alert, and the Bear Clan Patrol.

Percentage of Total Missing Persons Reports in Winnipeg Involving Youth in Care



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.

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

	Q1
Number of individuals diverted (excluding domestic offences)	68
Number of individuals accused of domestic offences diverted	37
Number of restorative justice events facilitated by School Resource Officers on scene	197

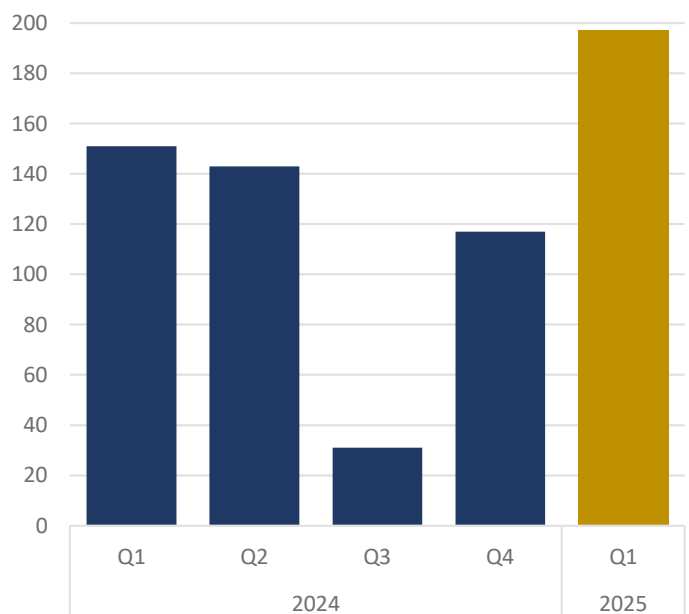
Highlights of Activities to Enhance Member Awareness

Ongoing efforts during Q1 to maintain training on the restorative justice process and an awareness of current best practices among WPS members included briefings with five shifts in the North District.

Additionally, WPS members held two meetings at the Restorative Justice Centre hub in Winnipeg, one of two such facilities run by Manitoba Justice.

In Q1, School Resource Officers facilitated the highest number of formal pre-charge diversions of any quarter to date.

Restorative Justice Events Facilitated by School Resource Officers On-Scene



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.

ACTIONS

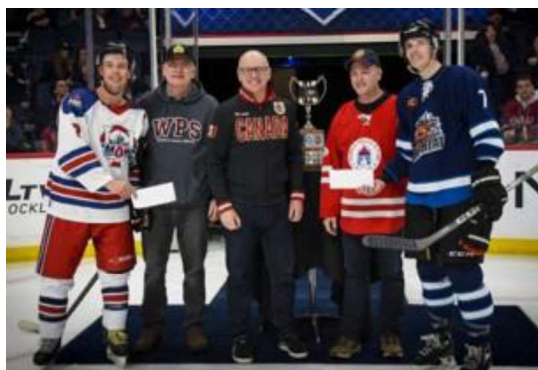
- Foster relationships in the community, with a focus on Indigenous, newcomer, diverse, and racialized communities
- Collaborate with community partners and organizations on crime prevention and education initiatives
- Provide information and support to victims of crime
- Support community-based events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

MEASURES

	Q1
Number of engagements with community groups, including Indigenous, newcomer, diverse, and racialized communities	214
Number of collaborative crime prevention and education initiatives	296
Number of community-based events attended by WPS members	196
Number of WPS Victim Services engagements with victims of crime	1,664
Number of public/social media engagements	565

Highlights of Community Engagement

In Q1, members of the Community Relations Division supported a wide range of public gatherings, including celebrations of Black History Month, the Guns n' Hoses Charity Hockey Challenge, and events in local schools marking I Love to Read Month.



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*.

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 Coordination Centre

MEASURES

	Q1
Number of missing persons incidents reported	990
Number of missing persons reports referred to Child and Family Services liaisons	598
Number of families supported by the FSRA	42

Highlights of the MIMPCC

In March 2025, the MIMPCC tested the intake and reporting process in partnership with several RCMP detachments. This enabled the identification and resolution of operational gaps, facilitated the alignment of inter-agency protocols, and strengthened collaborative efforts, laying a solid foundation for the pending province-wide implementation.

MIMPCC members met with several Manitoba police agencies in Q1 to refine the intake process for missing person calls.

Manitoba's Minister of Families was given a tour of the MIMPCC facility in Q1. The Minister's visit included discussions on the exploitation of youth in care and how service providers and law enforcement could work together to improve outcomes.

After introducing the Bear Clan Patrol to Aboriginal Alert in 2024, MIMPCC members were invited to a media event announcing the formal partnership between Bear Clan, Aboriginal Alert, and Crime Stoppers.

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.

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

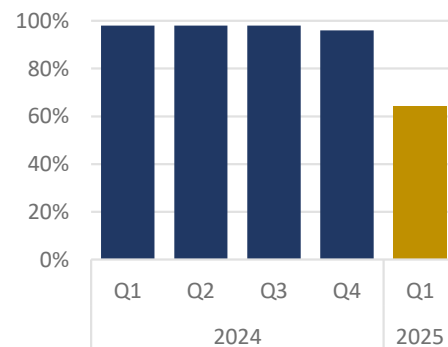
MEASURES

	Q1
Total number of ARCC events	760
Number of events awaiting dispatch assessed by ARCC and approved for ARCC response	250
Number of events ARCC attended on scene to take over or assist	62
Percentage of clients remaining in the community	64%
Number of clients proactively supported by ARCC	34

Highlights of ARCC Activities

In Q1, ARCC was engaged 303 times by WPS uniform operations, leading to 62 community visits. Of those visits, general patrol had to detain the ARCC client in accordance with *The Mental Health Act* only seven times. Those clients were subsequently transported to healthcare facilities for medical assistance. Of the 34 clients ARCC was proactively supporting in Q1, 11 have stabilized and 14 showed a significant decrease in their reliance on emergency resources. However, ARCC members are experiencing a rise in the acuity of mental health patients, as reflected in the decreased percentage of clients who are able to remain in the community.

Percentage of ARCC Clients Remaining in the Community



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.

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

	Q1
Number of events monitored by the SEU	84
Number of event engagements by the PLT	26
Number of special events attended by police resources	36
Number of hours of assigned police resources for special events	3,374

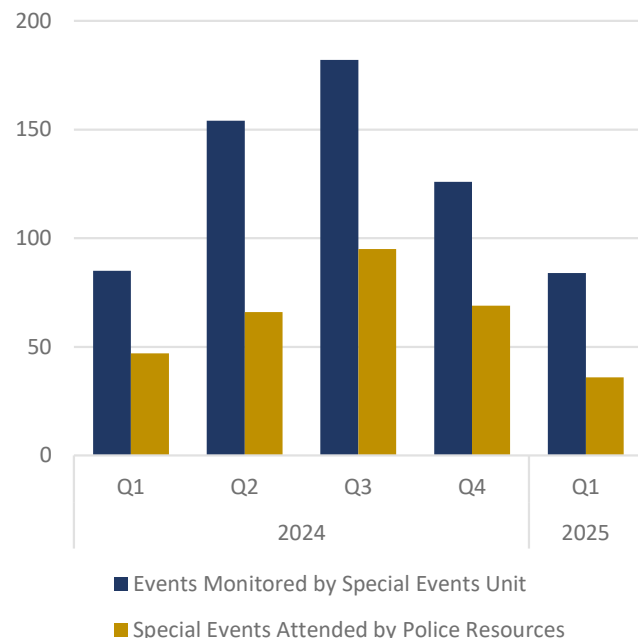
Highlights of Special Events

Three of Canada's federal party leaders visited Winnipeg within the span of a few days in the lead-up to the April 28 election, drawing significant crowds.

Regular demonstrations related to the ongoing Israel-Palestine conflict continued throughout Q1.

WPS members were deployed to a fundraising event in support of the Eritrean community, due to threats of violence.

Special Events Monitored and Attended by WPS



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.

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

	Q1
Number of crime reports submitted online	11,293
Number of events assigned by Planned Response and responded to by units other than General Patrol	
Traffic Division	17
Telephone Response Unit	393
Virtual Police Response	173
Division 31 Reporting (Report Cars)	314
Community Support Unit	118
ARCC	223
Non-Criminal Domestic Events Awaiting Dispatch Closed by the Domestic Violence Intervention Team	189

Highlights of Customer Service Improvements

The WPS received 16,516 requests for criminal record checks in Q1. Only 16 percent of these requests were made in person, continuing the trend toward the more efficient online service option. The queue management system implemented in 2024 continues to help reduce customer wait times, cutting the average in-person service transaction from 8.8 minutes in 2024 to 8.5 minutes in Q1 of 2025. Work toward the AI-based solution for non-emergency calls continues, with the WPS Communications Division undertaking supervised user testing in Q1.

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.

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

	Q1
Number of officers assigned to Connected Officer Program*	512
Number of digital notes produced	18,812
Number of audio statements produced	1,492
Quantity of digital evidence collected through mobile application	5,059

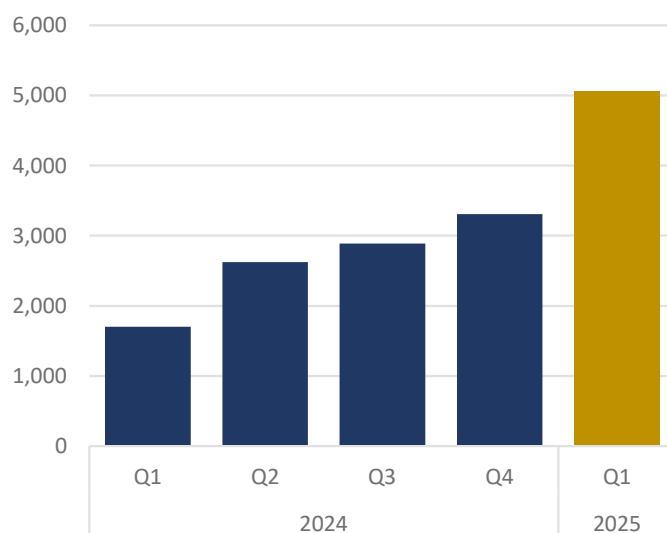
*Cumulative total since COP training began in October 2023

Highlights of DEMS Implementation

The provincially-led digital evidence management system (DEMS) pilot project concluded at the end of Q1. The software solution used during the pilot period was found to be an effective tool for the collection, management, and sharing of digital evidence.

The WPS, in partnership with the Manitoba Prosecution Service, is preparing a deployment plan for the long-term implementation of the DEMS.

Pieces of Digital Evidence Collected on Connected Officer Mobile Application



GOAL 4 | HEALTHY ORGANIZATION

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.

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

	Q1
Number of mandatory recertification courses delivered	N/A*
Number of training sessions with a leadership component	1
Number of members who have completed a course with a leadership component	26
Percentage of new employees identifying as Indigenous, racialized, or female	65%
Number of tourniquets and chest seals applied	19
Number of Naloxone kits administered	12

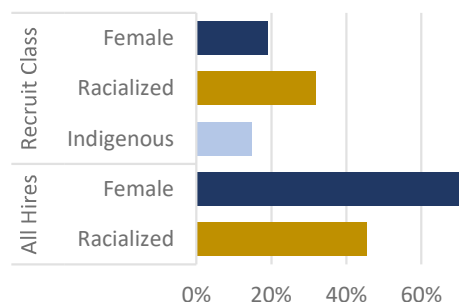
*The WPS implemented a new Learning Management System in Q1, temporarily limiting the availability of this data.

Highlights of Recruiting Efforts

In Q1, the WPS hosted Indigenous Peoples and Women in Policing recruiting workshops. Through these workshops, 52 participants were introduced to policing and civilian opportunities within the WPS. The TAU Mentorship Program had:

- eight candidates for Cadet Class 27, including two who self-identified as female, two as Indigenous, and two as racialized;
- thirteen candidates for RC 173, including four who self-identified as female and three as racialized.

New Employee Self-Declared Equity Group Representation



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.

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

	Q1
Number of mental health training/awareness initiatives	42
Number of Behavioural Health Unit contacts with members	2,434
Number of health assessments/awareness initiatives	189

Highlights of Member Wellness Initiatives and Workplace Culture

After coming on board in Q3 of 2024, the Mental Health Clinician has continued to make introductions and familiarize themselves with various units and members throughout the Service.

The Behavioural Health Unit supported a number of initiatives this quarter, including First Responder Wellness Week, which ran from March 23-28 and offered a variety of resources each day.

WPS members were supported through 12 visits from the St. John's Ambulance Therapy Dog Program throughout the quarter.

The fitness unit continued to see strong attendance at 73 bootcamp-style workouts held throughout Q1.

Eighty-five participants went through the initial screening phase of the Tactical Athlete program, which aims to prevent injury and improve physical health.

