



WINNIPEG POLICE SERVICE

A CULTURE OF SAFETY FOR ALL

2025 BUSINESS PLAN

Q2

Table of Contents

GOALS AND STRATEGIES	3
OBJECTIVE 1.1 - Downtown Safety Strategy	4
OBJECTIVE 1.2 - Gang and Gun Suppression Strategy	5
OBJECTIVE 1.3 - Manitoba Integrated Violent Offender Apprehension Unit (MIVOAU).....	6
OBJECTIVE 1.4 - Traffic Safety Strategy.....	7
OBJECTIVE 2.1 - Indigenous Women and Girls Safety Strategy	8
OBJECTIVE 2.2 - Restorative Justice Programs and Diversions	9
OBJECTIVE 2.3 - Community Engagement	10
OBJECTIVE 2.4 - Manitoba Integrated Missing Persons Coordination Centre (MIMPCC)	11
OBJECTIVE 3.1 - Alternative Response to Citizens in Crisis (ARCC).....	12
OBJECTIVE 3.2 - Special Events	13
OBJECTIVE 3.3 - Planned Response and Service Enhancement.....	14
OBJECTIVE 3.4 – Technological Advancements	15
OBJECTIVE 4.1 - Training and Professionalism.....	16
OBJECTIVE 4.2 - Workplace Safety and Wellness	17



Strategic Plan Overview



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

Goal 1 – Protection and Crime Prevention

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	Q2
Number of foot patrol hours in the downtown Foot Patrol Zone	3,521*	4,546
Number of special events attended in the downtown/SHED	78	180
Number of hours deployed in the downtown Winnipeg Transit corridors	352*	397
Number of individuals diverted to social supports	63	62

*Figures updated from Q1 report, due in part to amendments to the Downtown Safety Strategy zone boundaries.

Highlights of Foot Patrol and Downtown Safety Partnerships

In Q2, the WPS co-led roundtable discussions with downtown safety partners including the Downtown BIZ, the Downtown Community Safety Partnership, the City's Community Safety Team, and private security providers to build relationships and a shared awareness of downtown safety concerns.

The WPS downtown safety team was invited by True North to speak with downtown stakeholders in the vicinity of Portage Place on how police can help to address the potential impacts of the site's redevelopment on the safety and security of residents, workers, and visitors. Multiple community connections and meetings are scheduled for Q3 as a result of this presentation.

The WPS and WFPS were invited to attend an Armstrong Point Neighbourhood Association meeting to respond to concerns with crime occurring in and around vacant properties. The discussion included the need for enhanced board-ups of vacant properties, improved lighting, consistent reporting of crime in the area, and regular proactive patrols.

Goal 1 – Protection and Crime Prevention

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

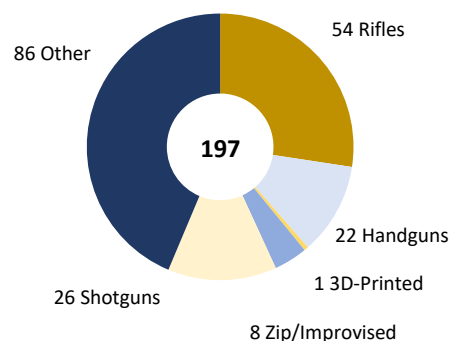
- Conduct short and long-term investigations focusing on known gangs and gang members, and illegal activities
- Monitor gang members' compliance with bail, parole, and probation conditions
- Continue community engagement and collaboration with gang outreach partners to refer gang members and at-risk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

MEASURES	Q1	Q2
Number of disruptions to gang operations	11	10
Number of gang members and associates arrested	9	25
Number of compliance checks	76	83
Number of community engagements and social program referrals	401/201	457/221
Number of dispatched events involving firearms	454	644
Number of dispatched events involving firearm discharges	34	11
Number of guns seized, including improvised, ghost, and 3-D printed	223	197
Number of crime guns processed through the FIAS	97	142
Number of leads through use of the Canadian Integrated Ballistics Identification Network (CIBIN)	4	7

Highlights of Gang Intervention Activities

Following consultations with Manitoba Justice, the Gang Prevention Coordinators have expanded their programming to the Milner Ridge Correctional Facility. Gang prevention programs include tattoo removal and help with developing release plans that address issues such as housing and ongoing addictions treatment. This initiative, which is also in place at the Headingley Correctional Centre and the Manitoba Youth Centre, will assist inmates at Milner Ridge with leaving gang life and successfully reintegrating into the community upon their release.

Number of Guns Seized by Type



Goal 1 – Protection and Crime Prevention

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

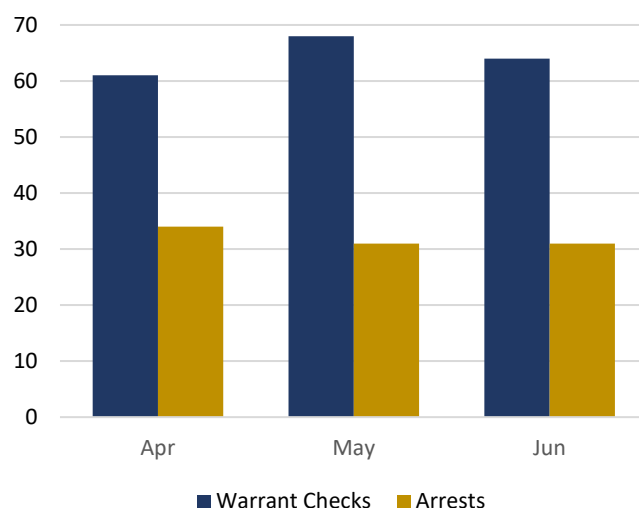
	Q1	Q2
Number of violent offenders apprehended by MIVOAU	88	96
Percentage of arrests involving a gang member or associate	14%	28%
Percentage of offenders apprehended while on bail, parole, or probation	85%	73%
Number of times MIVOAU assisted WPS or RCMP investigative units	4	3
Number of initiatives with external partners or other law enforcement agencies	2	6

Highlights of MIVOAU

In addition to supporting WPS Divisions responsible for Major Crimes and Specialized Investigations in Q2, MIVOAU also assisted the RCMP Thompson Detachment, Brandon Police Service, Vancouver Police Department, Metro Vancouver Transit Police, and Manitoba Public Insurance Corporation.

To successfully locate and apprehend the 96 violent offenders arrested in Q2, MIVOAU members attended multiple locations a total of 535 times. Eight of the arrest warrants executed by MIVOAU in Q2 were for murder.

MIVOAU Warrant Checks and Arrests by Month



Goal 1 – Protection and Crime Prevention

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	Q2
Number of officer-enforced speeding offences	2,544	3,815
Number of speeding offences captured by mobile photo enforcement	13,534	23,570
Number of speeding and red-light offences captured by intersection safety cameras	5,363	9,103
Number of drug impaired driving offences*	107	12
Number of alcohol impaired driving offences*	101	148
Number of distracted driving offences	796	895
Number of fatal collisions investigated	2	3
Number of vehicle inspections completed	293	470
Percentage of inspections failed (resulting in vehicles being taken out of service)	15%	26%

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

Highlights of Education, Enforcement, and Awareness Campaigns

The *WTF? Why That Fast?* campaign continued in Q2 with two new public education videos, one of which focuses on reducing speeding in construction zones. The campaign also includes access to complimentary yard signs so that Winnipeg residents can become visible advocates for road safety in their own neighbourhoods. On May 14th, WPS Traffic Division members participated in a mock collision exercise organized by the Manitoba Brain Injury Association. This annual event shows young drivers the potential consequences of driving while impaired or distracted, not using a seatbelt, and speeding.



Goal 2 – Community Partnership

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

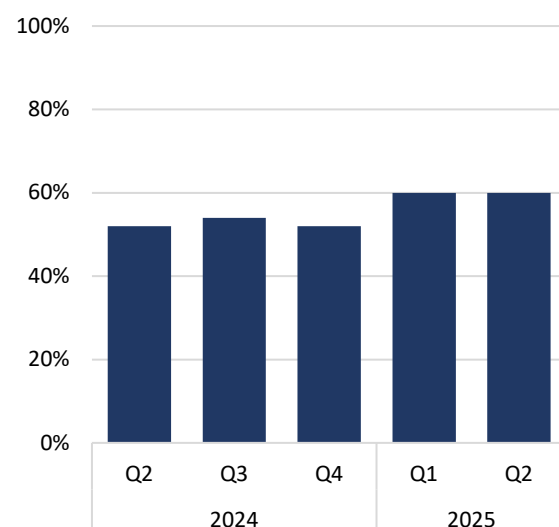
MEASURES

	Q1	Q2
Percent of homicides involving Indigenous women and girl victims	25%	29%
Clearance rate of homicides involving Indigenous women and girl victims	100%	100%
Percent of counter-exploitation investigations involving Indigenous women and girls	58%	41%
Percent of street level and on-line interventions involving Indigenous women or girls at risk of exploitation	40%	48%
Percent of total missing person reports involving youth in care (in Winnipeg)	60%	60%

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

In Q2, the Counter Exploitation Unit hosted a Human Trafficking and Sexual Exploitation course that was attended by members of the WPS, Brandon Police Service, Manitoba First Nations Police, and RCMP. The course included training on recognizing the signs of human trafficking, the roles and responsibilities of different police units, reporting processes, investigative techniques, and evidence collection procedures. The Counter Exploitation Unit also provided two training sessions to staff from the Downtown Community Safety Partnership, Manitoba Housing, and the Winnipeg Regional Health Authority to improve awareness of the signs of human trafficking and exploitation, teach safe intervention techniques, and advise on when and how to report.

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



Goal 2 – Community Partnership

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

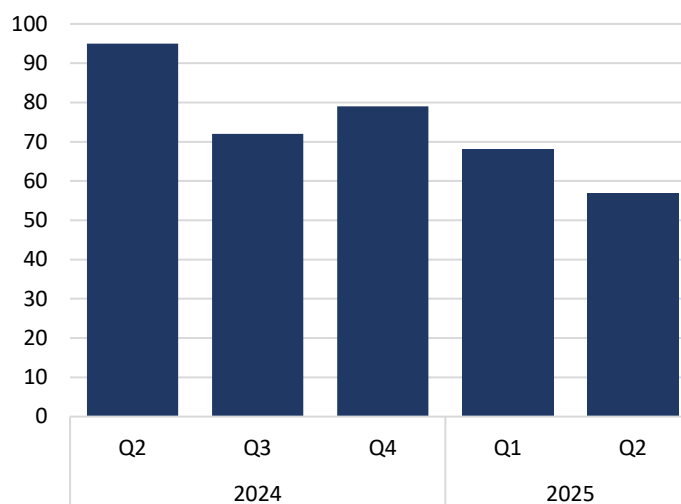
	Q1	Q2
Number of individuals diverted (excluding domestic offences)	68	57
Number of individuals accused of domestic offences diverted	37	39
Number of restorative justice events facilitated by School Resource Officers on scene	197	75

Highlights of Activities to Enhance Member Awareness

Efforts to maintain training on the restorative justice process and an awareness of current best practices among WPS members continued in Q2, with briefings delivered to four General Patrol shifts.

WPS members also held several positive meetings with staff from the Restorative Justice Centre, strengthening the existing working relationship between the Service and the Centre.

Individuals Diverted
(Excluding Domestic Offences)



Goal 2 – Community Partnership

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

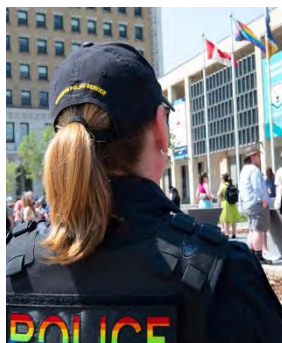
- Foster relationships in the community, with a focus on Indigenous, newcomer, diverse, and racialized communities
- Collaborate with community partners and organizations on crime prevention and education initiatives
- Provide information and support to victims of crime
- Support community-based events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

MEASURES

	Q1	Q2
Number of engagements with community groups, including Indigenous, newcomer, diverse, and racialized communities	214	274
Number of collaborative crime prevention and education initiatives	296	129
Number of community-based events attended by WPS members	196	205
Number of WPS Victim Services engagements with victims of crime	1,664	1,764
Number of public/social media engagements	565	542

Highlights of Community Engagement

In Q2, members of the Community Relations Division supported a wide range of community events and public gatherings, including the Manito Ahbee Festival, National Indigenous Peoples Day and other celebrations of Indigenous History Month, Victims and Survivors of Crime Week, and a number of Pow Wows and end-of-year school celebrations.



Goal 2 – Community Partnership

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	Q2
Number of missing persons incidents reported	990	1,261
Number of missing persons reports referred to Child and Family Services liaisons	94*	97
Number of families supported by the FSRA	42	33

*Figure has been updated from Q1 report.

Highlights of the MIMPCC

Work on the province-wide implementation of the MIMPCC continued in Q2. All Manitoba police agencies were introduced to the intake and report processes that will be used to ensure a consistent, coordinated, and responsive approach to reports of missing persons.

Building on the WPS's partnership with the National Centre for Missing Persons and Unidentified Remains (NCMPUR), MIMPCC's Missing Persons Coordinators, Data Analyst, and RCMP Constables received training in support of their roles. MIMPCC members also met with senior staff at the Office of the Chief Medical Examiner to establish best practices for assisting with investigations involving unidentified remains.

MIMPCC collaborated with Giganawenimaanaanig and the Manitoba Emergency Management Organization to provide a law enforcement lens in support of a pilot project to develop a Manitoba-wide Red Dress Alert System.

Goal 3 – Effective and Efficient Service

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

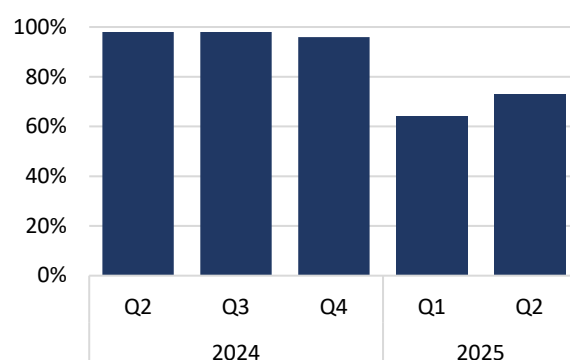
MEASURES

	Q1	Q2
Total number of ARCC events	760	899
Number of events awaiting dispatch assessed by ARCC and approved for ARCC response	250	292
Number of events ARCC attended on scene to take over or assist	62	53
Percentage of clients remaining in the community	64%	73%
Number of clients proactively supported by ARCC	34	29

Highlights of ARCC Activities

ARCC is supporting the efforts of the Winnipeg Regional Health Authority Mobile Crisis Service (MCS) to expand the continuum of mental health services available in the community. MCS assists individuals experiencing a mental health or psychosocial crisis, including persons with a co-occurring mental health or substance use disorder. MCS will be working in close partnership with the ARCC team to provide a non-police response to crisis situations, and to assist with crisis call diversion to ensure the right response at the right time.

Percentage of ARCC Clients Remaining in the Community



Goal 3 – Effective and Efficient Service

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	Q2
Number of events monitored by the SEU	84	154
Number of event engagements by the PLT	26	8
Number of special events attended by police resources	36	78
Number of hours of assigned police resources for special events	3,374	5,522

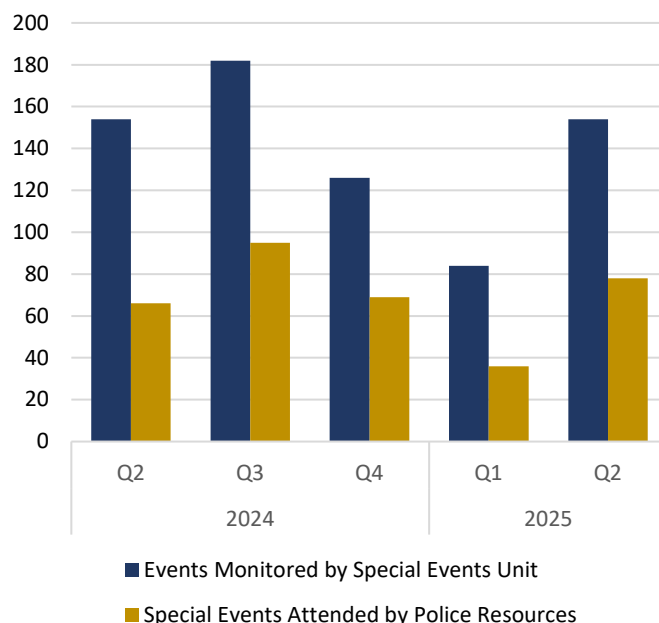
Highlights of Special Events

Downtown Winnipeg was once again the site of several Whiteout Parties celebrating the Winnipeg Jets' participation in the 2025 NHL playoffs.

The WPS deployed 28 members to assist the Calgary Police Service in support of the 2025 G7 Leaders' Summit in Kananaskis, Alberta.

By collaborating with organizers on the course design and introducing flag persons to assist with traffic management, the Special Events Unit was able to significantly reduce the number of officers required to support this year's Manitoba Marathon.

Special Events Monitored and Attended by WPS



Goal 3 – Effective and Efficient Service

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	Q2
Number of crime reports submitted online	11,293	12,790
Number of events assigned by Planned Response and responded to by units other than General Patrol		
Traffic Division	17	23
Telephone Response Unit	393	524
Virtual Police Response	174*	238
Division 31 Reporting (Report Cars)	314	697
Community Support Unit	118	286
ARCC	223	220
Non-Criminal Domestic Events Awaiting Dispatch Closed by the Domestic Violence Intervention Team	189	206

*Figure has been updated from Q1 report.

Highlights of Customer Service Improvements

The queue management system implemented in 2024 continues to reduce wait times for in-person services provided by Station Duty members at WPS Headquarters. Wait times in Q2 were down 40 percent from Q1, and 47 percent from Q2 of 2024. The WPS's pilot of an AI-powered interactive voice agent (IVA) for non-emergency calls continued through Q2. The IVA talks to callers on the phone and can answer questions, help people find the information or documents they need, or direct them to the right department. Over the last several months, the pilot has been tested in a closely monitored environment for a few hours each week. Expanded testing is planned for Q3, and will continue to be monitored.

Goal 3 – Effective and Efficient Service

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	Q2
Number of officers assigned to Connected Officer Program*		
Smart Squad	512	652
DEMS	N/A	91
Number of officers assigned as DEMS desktop users	N/A	77
Number of audio statements produced		
Smart Squad	1,492	1,688
DEMS	N/A	27
Number of photographs collected through mobile applications		
Smart Squad	5,059	6,571
DEMS	N/A	314
Number of digital notes produced	18,812	23,879
Quantity of digital evidence collected through DEMS	N/A	5,660

*Cumulative total since COP training began in October 2023

Highlights of DEMS Implementation

All in-person training for the DEMS was completed in Q2, including training on the mobile application for members of the Major Crimes Unit and Property Crimes Unit. These members were equipped with mobile devices running the Axon Capture app, capable of recording photo, audio, and video evidence on-scene and uploading it remotely with GPS locations and other relevant metadata. Several supporting units were also trained on the DEMS desktop 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

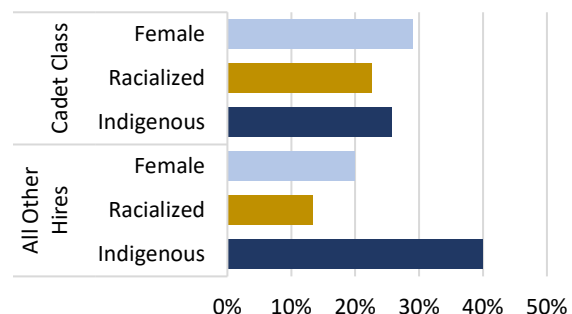
	Q1	Q2
Number of mandatory recertification courses delivered	N/A*	64
Number of training sessions with a leadership component	1	3
Number of members who have completed a course with a leadership component	26	89
Percentage of new employees identifying as Indigenous, racialized, or female	65%	63%
Number of tourniquets and chest seals applied	19	49
Number of Naloxone kits administered	12	45

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

Highlights of Recruiting Efforts

Members of the Talent Acquisition Unit (TAU) attended the Manito Ahbee Festival on May 17 & 18. The event provided an opportunity to engage with Indigenous youth and cultivate their interest in law enforcement as a career opportunity. Members of the TAU also delivered a presentation and participated in an open forum at an event hosted by Career Trek, a registered charity that seeks to help young people through the critical turning points in their education and career paths.

New Employee Self-Declared Equity Group Representation



Goal 4 – Healthy Organization

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	Q2
Number of mental health training/awareness initiatives	42	52
Number of Behavioural Health Unit contacts with members	2,434	2,260
Number of health assessments/awareness initiatives	189	103

Highlights of Member Wellness Initiatives and Workplace Culture

The WPS remains committed to its members' wellness and mental health. Plans are underway to add another Mental Health Clinician position to further augment the programming currently offered through the Behavioral Health Unit and Employee Assistance Programs.

A new joint committee in support of the WPS's C.A.R.E. Culture (Compassionate, Accountable, Respectful, and Engaged) was created in Q2. The new C.A.R.E. Committee is made up of members representing various areas of the WPS who are committed to fostering connection and mutual support through shared interests. The committee focuses on engaging the membership by supporting new initiatives and creating meaningful opportunities for connection and collaboration.

