LAW ENFORCEMENT ACCREDITATION

Winnipeg Police Service

Agency

Winnipeg Police Service
245 Smith Street
Winnipeg, MB R3C2Z7

Chief Executive Officer

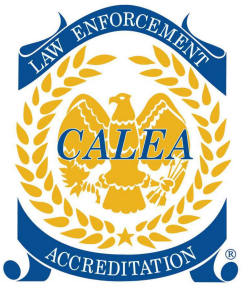
Chief of Police
Gene Bowers

Methodology Overview

CALEA serves as the premier credentialing association for public safety agencies and provides accreditation services for law enforcement organizations, public safety communication centers, public safety training academies, and campus security agencies. The standards are promulgated by a board of 21 commissioners, representing a full spectrum of public safety leadership. The assessment process includes extensive self-assessment, annual remote web-based assessments, and quadrennial site-based assessments. Additionally candidate agencies are presented to the Commission for final consideration and credentialing.

CALEA Accreditation is a voluntary process and participating public safety agencies, by involvement, have demonstrated a commitment to professionalism. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review.

CALEA Accreditation is the Gold Standard for Public Safety Agencies and represents a commitment to excellence.



Law Enforcement Accreditation

CALEA standards reflect the current thinking and experience of Law Enforcement practitioners and researchers. Major Law Enforcement associations, leading educational and training institutions, governmental agencies, as well as Law Enforcement executives internationally, acknowledge CALEA's Standards for Law Enforcement Agencies© and its Accreditation Programs as benchmarks for professional law enforcement agencies.

CALEA's Founding Organizations:

- **International Association of Chiefs of Police (IACP)**
- **Police Executive Research Forum (PERF)**
- **National Sheriffs Association (NSA)**
- **National Organization of Black Law Enforcement Executives (NOBLE)**

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EXECUTIVE SUMMARY

Overview:

The Winnipeg Police Service is currently commanded by Gene Bowers. The agency participates in an accreditation process with components that include remote web-based assessment(s), as well as site-based assessment activities. The executive summary serves as a synopsis of key findings, with greater details found in the body of the report.

Compliance Services Review:

CALEA Compliance Services Member(s) [redacted] remotely reviewed 70 standards for the agency using Law Enforcement Manual 6.15 and completed a report of findings on 12/3/2022. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 4.2.4 – Analyze Reports* (LE1) (MMMM) – ISSUE: Bullet A - the analysis does not include identification of the date and time of incidents, only one individual use of force report is being used as proof. The standard requires this information to be identified within the analysis. AGENCY ACTION NEEDED: Suggest an amendment be added that shows a summary of all the dates and times across the year. AGENCY ACTION TAKEN: The WPS will plan to make amendments to the Use of Force Summary and Analysis report that will satisfy bullet A; changes will take affect during the 2022 report (i.e. Accreditation year 2).

CALEA Compliance Services Member(s) [redacted] (CSM) remotely reviewed 50 standards for the agency using Law Enforcement Manual 6.18 and completed a report of findings on 11/24/2023. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 4.2.4 – Analyze Reports* (LE1) (MMMM) – FOLLOW-UP: The agency's new annual analysis includes the items required by the standard.

CALEA Compliance Services Member(s) [redacted] (CSM) remotely reviewed 61 standards for the agency using Law Enforcement Manual 6.19 and completed a report of findings on 11/24/2024. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) [redacted] (CSM) remotely reviewed 52 standards for the agency using Law Enforcement Manual 6.21 and completed a report of findings on 6/1/2025. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 4.2.4 – Analyze Reports* (LE1) (MMMM) – ISSUE: Bullet C requires the agency use of force analysis to include trends or patterns related to race, age, and gender. The use of force analysis provided by the agency doesn't include race trends for the last two years. Agency simple note states the agency is awaiting best practices to be developed from Statistics Canada. AGENCY ACTION NEEDED: The agency use of force report contains a reporting field for race data. Under Bullet C of the standard, it is required that the agency analyze trends or patterns related to race data for their annual use of force analysis. Recommend that the agency include this in future use of force analysis reports. AGENCY ACTION TAKEN: The agency was unable to verify compliance with this standard. The agency indicates that they do collect race data within their use of force reports. However, there is no standardized guidance for officers on how to record this information; whether based on officer perception, subject self-identification, or existing data in the agency's records management system. As a result, the race data related to use of force is inconsistent and unreliable. The agency indicates that they will continue to await best practices being published from Statistics Canada before reporting and analyzing race data related to use of force. Project with Statistics Canada has been on-going for several years, but the agency is hopeful that it will

be finalized and published in the near future. SITE BASED ASSESSMENT UPDATE: The Winnipeg Police Service, like many Canadian police agencies, has not included race data in its use of force analysis. Although the current reporting system allows for the collection of racial identity information, the categories, and methods for determining race were undefined. As a result, the WPS concluded that any race-based analysis of use of force would be unreliable and could misinform decision-making. To address this issue nationally, Statistics Canada and the Canadian Association of Chiefs of Police launched the Police-Reported Indigenous and Racialized Identity Data (PIRID) initiative. In July 2025, PIRID released the full operational guidelines to standardize race-based data collection across Canadian police services. The WPS is now reviewing the policy, training and system changes required to comply with this new national standard.

Site-Based Assessment Review:

From 7/14/2025 to 7/16/2025, [redacted] (Assessor) visited the agency following a consultation with the chief executive officer regarding critical issues impacting the organization since the last assessment.

Findings:

During the Site-Based Assessment Review, the assessment team conducted 39 interviews regarding the topical areas previously defined. The interviews were with agency members and members of the community. The approach not only further confirmed standards adherence, but also considered effectiveness measures, process management and intended outcomes.

CHIEF EXECUTIVE OFFICER PROFILE

Gene Bowers

Gene Bowers was sworn in as the Chief of the Winnipeg Police Service on March 17, 2025. A dedicated law enforcement professional with over three decades of experience, Chief Bowers has built his career on integrity, innovation, and a deep commitment to community safety.

Since joining the Winnipeg Police Service in 1989, Chief Bowers has served in a variety of roles across our patrol and administrative divisions, and criminal investigations. His leadership in the Specialized Investigations Division led to the creation of the Counter Exploitation Unit, a critical initiative in the fight against human trafficking and sexual exploitation. He has played a key role in provincial and national efforts to protect vulnerable persons, serving on committees such as the Sexual Exploitation Youth Committee and as a founding member of the Manitoba Human Trafficking Team Committee. From 2010 to 2013, he was a core member of Project Devote, the Joint Missing and Murdered Indigenous Women's Task Force, and was recognized for his advocacy for sexually exploited persons by the Salvation Army Correctional & Justice Service.

A forward-thinking leader, Chief Bowers has been instrumental in modernizing policing practices. As an Inspector, he oversaw the transformation of records and reports management, introducing innovations like Connected Officer, online and virtual reporting to enhance service accessibility for the public. He remains committed to strengthening community trust, fostering collaboration with partner organizations, and ensuring the Winnipeg Police Service remains responsive to the evolving needs of the city.

Chief Bowers is committed to reconciliation with Indigenous communities to heal past wounds and move forward in a good way. He will further the commitment of the Winnipeg Police Service to support the recommendations of the Aboriginal Justice Inquiry, the Calls to Action of the Truth and Reconciliation Commission, the Calls for Justice of the National Inquiry into Missing and Murdered Indigenous Women and Girls, and adopt measures to support the United Nations Declaration on the Rights of Indigenous Peoples.

Chief Bowers is a member of the Canadian Association of Chiefs of Police, the Manitoba Association of Chiefs of Police, and the International Association of Chiefs of Police. He is the recipient of the Police Exemplary Service Medal from the Governor General of Canada and the Province of Manitoba's Excellence in Law Enforcement Award. He represents Manitoba on the National Police Information Service Advisory Board.

A graduate of the University of Manitoba with a Bachelor's Degree in Criminology, Chief Bowers is dedicated to a policing model that prioritizes community engagement, innovation, and collaboration to create a safer Winnipeg for all.

He is Winnipeg's 19th Chief of Police – and 10th since the City's amalgamation in 1974.

COMMUNITY PROFILE

Known as the Gateway to the West, Winnipeg is located near the longitudinal centre of North America, and is the capital of the Province of Manitoba. Winnipeg covers 461.8 square kilometers and has the sixth-highest city population in Canada at 815,559 in 2023, Winnipeg's population grew by more than 30,000 people from 2022. The population is a portrait of a multicultural society and a source of pride for the city as evidenced by the long running festival, that celebrates cultural diversity - Folklorama. The economy is also diverse and includes trade, manufacturing, educational and health care. As in the past transportation still plays a major role in Winnipeg's economy.

Winnipeg is governed by a Mayor-Council form of government. There are 15 Councilors elected by ward and the Mayor, Scott Gillingham, who is elected at large. Councilors also serve as members of Community Committees that are established by the Council to address local community issues.

In addition to the Council, there are 52 Boards and Commissions appointed in whole or in part by the Council. These Boards and Commissions are delegated the responsibility for oversight of the management and administration of certain public services. In 2009, the Manitoba Legislative Assembly passed legislation providing for civilian Police Boards to govern police agencies in the Province of Manitoba. In 2013, the City of Winnipeg took steps to comply with the legislative mandate. A seven-member civilian Police Board is responsible for serving as a liaison between the community and the police service and providing civilian governance over law enforcement, as well as administrative direction and organization to support the effective delivery of police service. The Police Board is also responsible for appointing the Chief of Police. City of Winnipeg Councilor, Marcus Chambers is the current chairperson.

AGENCY HISTORY

The Police Service came into existence following the first elections in 1874 when the first police chief was appointed along with two constables. Over its long history, the Service has grown and changed with the times.

On July 23, 2003, Council approved the Police Service Four District Model. The former six district service delivery model was based on a municipal structure which existed prior to 1971 city amalgamation. The implementation of the model required closure of five police stations and the building of three. The East, West, and North district stations have been built, as well as the Police Headquarters building in downtown Winnipeg.

The agency's mission statement reflects its commitment to serving the community:

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

The agency's core values are: Integrity, Respect, Citizens and Communities, Accountability and Courage.

AGENCY STRUCTURE AND FUNCTION

The Winnipeg Police Service provides initial response and specialized policing services to the citizens of Winnipeg. The Chief of Police heads the Winnipeg Police Service and is its Chief Executive Officer. There are three Deputy Chiefs of Police reporting to the Chief. The Deputy Chiefs oversee the three Branches of the Service:

1. Operations Branch
- Superintendent Uniform Operations
- Superintendent Community Engagement

2. Investigative Services Branch
- Superintendent Investigative Services

3. Support Services Branch
- Superintendent Operational Support
- Superintendent Support Services

Divisions are made up of smaller Units and Sections, each focused on providing a specific service related to the Division's role. Division Commanders report directly to their respective Superintendents. Certain key positions, including the Executive Director of Finance, Legal Counsel, Senior Executive Assistant, Executive Director of Strategic Affairs and Director of Public Affairs report directly to the Chief of Police.

AGENCY SUCCESSES

The Alternative Response to Citizens in Crisis (ARCC) - The Alternative Response to Citizens in Crisis (ARCC) is a collaborative partnership between the Service and Shared Health's Crisis Response Centre (CRC) in 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 enables them to respond safely to calls, perform mental health assessments, develop care plans and connect individuals and their families to supports within their community 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 class ensures the right assets are deployed at the right time, and reduces the demand on other frontline police resources. (CALEA 41.2.7 - Mental Health Issues).

Special Events - The Special Events Unit (SEU) is responsible for planning 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. (CALEA 46.2.7 - Special Events Plan).

Workplace Safety & Wellness - The Human Resources Division, Training Division, and Behavioural Health Unit 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 has partnered again with the Winnipeg Police Association, Winnipeg Police Senior Officers' Association, 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. (CALEA 15.2.1 Goals and Objectives, CALEA 22.2.2 – General Health and Physical Fitness & CALEA 35.1.9 - Personnel Early Intervention System).

FUTURE ISSUES FOR AGENCY

Firearm-related events, Violent Crimes and Homicides – In 2024, Winnipeg's Violent Crime Severity Index (VCSI) decreased by 5.2% compared to the previous year. However, Winnipeg's VCSI continues to be higher in comparison to other major Canadian municipalities. Crime types that significantly influenced Winnipeg's VCSI in 2024 were robberies, homicides, and assaults.

While both robberies and assaults saw slight declines from the previous year, they remain nearly 30% above the five-year average. Homicides fell by 10%, with 41 recorded in 2024, but they continue to carry the most weight in the VCSI calculation. Meanwhile, firearm-related crimes increased by 2.3% from 2023.

In 2024, approximately 1 in 6 violent crimes cleared by charge involved an accused person who was violating bail, probation, or similar court ordered condition. The Winnipeg Police Service continues to collaborate with partners in the criminal justice system to ensure appropriate responses to offenders on bail who pose risks to public safety.

Special Events - The growing number of special events, including demonstrations, puts additional pressure on police resources. The Special Events Unit (SEU) is responsible for planning 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.

Technology and Innovation – Online fraud and other forms of cybercrime are becoming increasingly complex and sophisticated, making investigations more demanding and resource-intensive. To keep up with these evolving risks, the WPS must continue to invest in technology, which has become the primary driver of capital costs in policing. The WPS is committed to improving service delivery through technology and innovation, with initiatives such as the Connected Officer Program, the AI-Powered Customer Service Agency, and Digital Evidence Management. While the Service supports the use of body-worn cameras, implementing them without a corresponding increase in budget is not currently feasible and will remain under consideration for the future.

Integrated Units – The Service is collaborating with other agencies on various Integrated Units including; Manitoba Integrated Missing Persons Coordination Centre (MIMPCC) and the Manitoba Integrated Violent Offender Apprehension Unit (MIVOAU). The MIMPCC will improve collaboration among police agencies and standardize missing person reporting within Manitoba. MIVOAU will identify, locate and apprehend individuals who are responsible for committing violent and serious offences.

YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: [redacted] completed a report of findings of the Year 1 Remote Web-based Assessment of Winnipeg Police Service. The review was conducted remotely and included 70 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.2 Code of Ethics* (LE1) (MMMM)	**Compliance Verified**
1.2.9 Biased Policing* (LE1) (MMMM)	**Compliance Verified**
1.2.10 Duty to Intervene (LE1) (MMMM)	**Compliance Verified**
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	**Compliance Verified**
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	**Compliance Verified**
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	**Compliance Verified**
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	**Compliance Verified**
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	**Compliance Verified**
4.2.4 Analyze Reports* (LE1) (MMMM) **Notes:** ISSUE: Bullet A - the analysis does not include identification of the date and time of incidents, only one individual use of force report is being used as proof. The standard requires this information to be identified within the analysis. AGENCY ACTION NEEDED: Suggest an amendment be added that shows a summary of all the dates and times across the year. AGENCY ACTION TAKEN: The WPS will plan to make amendments to the Use of Force Summary and Analysis report that will satisfy bullet A; changes will take affect during the 2022 report (i.e. Accreditation year 2).	**Standard Issue**
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	**Compliance Verified**
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	**Compliance Verified**
11.3.3 Notify CEO of Incident with Liability (LE1)	**Compliance Verified**
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	**Compliance Verified**
17 Fiscal Management and Agency Property	
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	**Compliance Verified**
22 Personnel Management System	
22.2.2 General Health and Physical Fitness (LE1)	**Compliance Verified**
26 Disciplinary Procedures and Internal Investigations	

Standards	Findings
26.1.3 Harassment (LE1)	**Compliance Verified**
26.3.2 CEO, Notification (LE1)	**Compliance Verified**
26.3.5 Notification of Allegations and Rights (LE1)	**Compliance Verified**
31 Recruitment and Selection	
31.2.1 Recruitment Plan (LE1)	**Compliance Verified**
33 Training and Career Development	
33.1.5 Remedial Training (LE1)	**Compliance Verified**
33.1.6 Employee Training Record Maintenance (LE1)	**Compliance Verified**
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	**Compliance Verified**
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	**Compliance Verified**
35.1.9 Personnel Early Intervention System* (LE1)	**Compliance Verified**
40 Crime Analysis and Intelligence	
40.2.3 Criminal Intelligence Procedures* (LE1)	**Compliance Verified**
41 Patrol	
41.2.2 Pursuit of Motor Vehicles* (LE1)	**Compliance Verified**
41.2.3 Roadblocks and Forcible Stopping* (LE1)	**Compliance Verified**
41.2.7 Mental Health Issues* (LE1)	**Compliance Verified**
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.1 Planning Responsibility (LE1)	**Compliance Verified**
46.1.3 Command Function* (LE1)	**Compliance Verified**
46.1.5 Planning Function (LE1)	**Compliance Verified**
46.1.9 All Hazard Plan Training* (LE1)	**Compliance Verified**
46.1.10 Active Threats* (LE1)	**Compliance Verified**
61 Traffic	
61.1.7 Stopping/Approaching (LE1)	**Compliance Verified**
61.4.1 Motorist Assistance (LE1)	**Compliance Verified**
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	**Compliance Verified**
70.1.7 Procedures, Escape* (LE1)	**Compliance Verified**
70.1.8 Notify Court of Security Risk (LE1)	**Compliance Verified**
71 Processing and Temporary Detention	

Standards	Findings
71.1.1 Role and Authority (LE1)	**Compliance Verified**
71.2.1 Training (LE1)	**Compliance Verified**
71.4.3 Inspections* (LE1)	**Compliance Verified**
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	**Not Applicable by Function**
72.4.1 Securing Weapons (LE1)	**Not Applicable by Function**
72.5.3 Sight and Sound Separation (LE1)	**Not Applicable by Function**
73 Court Security	
73.1.1 Role, Authority, Policies* (LE1)	**Not Applicable by Function**
73.3.1 Weapon Lockboxes (LE1)	**Not Applicable by Function**
73.4.2 External Communications (LE1)	**Not Applicable by Function**
73.5.12 Securing Weapons (LE1)	**Not Applicable by Function**
73.5.18 Designated Control Point (LE1)	**Not Applicable by Function**
81 Communications	
81.2.1 24 Hour, Toll-Free Service (LE1)	**Compliance Verified**
81.2.13 First Aid Over Phone (LE1)	**Not Applicable by Function**
81.3.1 Communications Center Security (LE1)	**Compliance Verified**
81.3.2 Alternate Power Source* (LE1)	**Compliance Verified**
82 Central Records	
82.1.1 Privacy and Security (LE1)	**Compliance Verified**
82.1.6 Computer File Backup and Storage* (LE1)	**Compliance Verified**
83 Collection and Preservation of Evidence	
83.1.1 24-Hour Availability (LE1)	**Compliance Verified**
84 Property and Evidence Control	
84.1.2 Storage and Security (LE1)	**Compliance Verified**
84.1.3 Temporary Security (LE1)	**Compliance Verified**
84.1.6 Inspections and Reports* (LE1)	**Compliance Verified**
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	**Not Applicable by Function**
91.1.3 Campus Background Investigation (LE1)	**Not Applicable by Function**
91.1.4 Campus Security Escort Service (LE1)	**Not Applicable by Function**
91.1.5 Emergency Notification System (LE1)	**Not Applicable by Function**

Standards	Findings
91.1.6 Behavioral Threat Assessment (LE1)	**Not Applicable by Function**
91.1.7 Security Camera Responsibilities* (LE1)	**Not Applicable by Function**
91.1.8 Emergency Only Phones and Devices* (LE1)	**Not Applicable by Function**
91.1.9 Administrative Investigation Procedures (LE1)	**Not Applicable by Function**
91.2.1 Agency Role and Responsibilities (LE1)	**Not Applicable by Function**
91.3.1 Agency Role and Responsibilities* (LE1)	**Not Applicable by Function**
91.4.1 Position Responsible for Clery Act* (LE1)	**Not Applicable by Function**

Comments:

No report comments provided.

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: [redacted] (CSM) completed a report of findings of the Year 2 Remote Web-based Assessment of Winnipeg Police Service. The review was conducted remotely and included 50 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.1 Oath of Office (LE1) (MMMM)	**Compliance Verified**
1.2.1 Legal Authority Defined (LE1) (MMMM)	**Compliance Verified**
1.2.3 Compliance with Constitutional Requirements (LE1) (MMMM)	**Compliance Verified**
1.2.4 Search and Seizure (LE1) (MMMM)	**Compliance Verified**
1.2.5 Arrest with/without Warrant (LE1) (MMMM)	**Compliance Verified**
1.2.8 Strip/Body Cavity Search (LE1) (MMMM)	**Compliance Verified**
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1) (MMMM)	**Compliance Verified**
4 Use of Force	
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	**Compliance Verified**
4.2.4 Analyze Reports* (LE1) (MMMM) **Notes:** FOLLOW-UP: The agency's new annual analysis includes the items required by the standard.	**Compliance Verified**
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	**Compliance Verified**
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	**Compliance Verified**
11 Organization and Administration	
11.3.1 Responsibility/Authority (LE1)	**Compliance Verified**
12 Direction	
12.1.2 Command Protocol (LE1)	**Compliance Verified**
12.1.3 Obey Lawful Orders (LE1)	**Compliance Verified**
21 Classification and Delineation of Duties and Responsibilities	
21.2.2 Job Description Maintenance and Availability* (LE1) (M M M M)	**Compliance Verified**
22 Personnel Management System	
22.1.3 Benefits Program (LE1)	**Compliance Verified**
22.1.5 Victim Witness Services/Line of Duty Death (LE1)	**Compliance Verified**
22.1.8 Employee Identification (LE1)	**Compliance Verified**

Standards	Findings
22.4.1 Grievance Procedures (LE1)	**Compliance Verified**
26 Disciplinary Procedures and Internal Investigations	
26.1.1 Code of Conduct (LE1)	**Compliance Verified**
26.1.4 Disciplinary System (LE1)	**Compliance Verified**
26.2.1 Complaint Investigation (LE1)	**Compliance Verified**
31 Recruitment and Selection	
31.4.1 Selection Process Described (LE1)	**Compliance Verified**
33 Training and Career Development	
33.4.1 Recruit Training Required (LE1)	**Compliance Verified**
33.4.2 Recruit Training Program (LE1)	**Compliance Verified**
33.5.3 Accreditation Process Orientation (LE1)	**Compliance Verified**
33.6.2 Tactical Team Training Program (LE1)	**Compliance Verified**
33.8.2 Skill Development Training Upon Promotion (LE1)	**Compliance Verified**
41 Patrol	
41.1.5 Police Service Canines (LE1)	**Compliance Verified**
41.2.1 Responding Procedures (LE1)	**Compliance Verified**
41.2.4 Notification Procedures (LE1)	**Compliance Verified**
41.2.5 Missing Persons (LE1)	**Compliance Verified**
41.3.5 Protective Vests (LE1)	**Compliance Verified**
42 Criminal Investigation	
42.1.6 Exculpatory Evidence (LE1) (M M M M)	**Compliance Verified**
42.2.6 Informants (LE1)	**Compliance Verified**
43 Vice, Drugs, and Organized Crime	
43.1.1 Complaint Management (LE1)	**Compliance Verified**
43.1.5 Covert Operations (LE1)	**Compliance Verified**
44 Juvenile Operations	
44.2.2 Procedures for Custody (LE1)	**Compliance Verified**
45 Crime Prevention and Community Involvement	
45.2.3 Accreditation Public Comment (LE1) (M M M M)	**Compliance Verified**
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.2 All Hazard Plan (LE1)	**Compliance Verified**
46.1.13 Continuity of Operations Plan (LE1) (M M M M)	**Compliance Verified**

Standards	Findings
46.2.7 Special Events Plan (LE1)	**Compliance Verified**
61 Traffic	
61.1.4 Informing The Violator (LE1)	**Compliance Verified**
61.1.10 DUI Procedures (LE1)	**Compliance Verified**
61.4.2 Hazardous Roadway Conditions (LE1)	**Compliance Verified**
70 Detainee Transportation	
70.1.6 Procedures, Transport Destination (LE1)	**Compliance Verified**
70.2.1 Detainee Restraint Methods (LE1)	**Compliance Verified**
71 Processing and Temporary Detention	
71.1.2 Safety and Security (LE1)	**Compliance Verified**
74 Legal Process	
74.1.1 Information, Recording (LE1)	**Compliance Verified**
81 Communications	
81.2.10 Emergency Messages (LE1)	**Compliance Verified**

Comments:

No report comments provided.

Area of Interest: Property and Evidence

The agency's policies are detailed and provide sufficient guidance by outlining the chronological process of entering and documenting all items coming into the agency's possession. [redacted]. The process incorporates contemporary best practices at every opportunity.

The Property Unit staff receive advanced training through the International Association of Property and Evidence. Other employees receive initial training during the basic academy and ongoing refresher training as identified. Department employees are responsible for the safekeeping of evidence, property, and contraband until it is entered into one of the temporary lockers at the agency's three facilities. Once the item is retrieved it is entered into the property management software, bar-coded, and stored in the Property Unit by the property technicians. The seizing employee is responsible for notifying the Property Control Unit when evidence is no longer needed for prosecution and making a concerted effort to identify and inform the owner or custodian of the property. Property technicians are responsible for keeping the property in the same or similar condition in which it was received and maintaining the chain of evidence.

The agency aggressively pursues timely purging, and the staff is tasked with releasing or otherwise disposing of property per the directives. All evidence no longer needed for evidentiary purposes, excluding contraband and other select items, will be returned to its lawful owner unless another disposition is directed by law or by court order to the Department. Even with the aggressive purging, a continuing net increase is concerning to the agency. The agency has begun a new Exhibit Retention Project project to study the issue and identify long-term solutions.

The unit adheres to the Commission's audit and inspection requirements. At least semi-annually, the commander or a designee will inspect to determine property and evidence control procedures adherence. Annually, an audit that complies with Appendix K is completed to ensure the integrity of the property control system. The last audit found that all identified items were located and accounted for by the audit team. The last review involved the yearly unannounced

inspection of property storage as directed by the Chief of Police. All the various reviews and inspections were quite favorable.

Area of Interest: Recruiting and Selection

The recruitment efforts are completed by a manager and four staff members, each of whom has received advanced training on recruitment procedures and other human resource matters.

In recent years the size of the applicant pool has been trending downward. [redacted] In response, a mentorship program was implemented to assist interested persons in overcoming this hurdle.

Staff members have also identified a need to reduce the time required to obtain a formal offer of employment. Presently, the process averages nine months from application to offer. This length of time can be discouraging to applicants who drop out of the process due to the delay.

The mentor program is being expanded to include active applicants to improve communications during hiring. Applicants and staff agree that increased communication aids in maintaining the applicant's interest. The internal cadet program is an excellent source of applicants. The program exposes the member to all aspects of the profession and allows them to improve their knowledge and skills before formal application.

The agency notes that it enjoys an enviable recruitment environment. Unlike so many areas, the agency does not find itself in a bidding war with other local law enforcement agencies. In fact, very few options are present for those interested in law enforcement. These factors also influence its retention rates. If an officer leaves the agency, most employment options would require relocation, and if hired by a federal agency, they could not be certain of assignment until training was completed.

The agency reports success with its public information and marketing efforts that exploit the benefits of social media and target various sports programs and college career days as a source of candidates.

Area of Interest: Use of Force

The agency states that its comprehensive use of force program is forever evolving. Much of the evolution is attributed to identifying changing issues and concerns based on its ongoing analysis of Use of Force Reports and evaluation of alternatives employed by others.

The current policy incorporates the term Justified Force Doctrine, which is based on two specific criteria: Escalation and Preclusion. Escalation is seen as "the level of control used by police members being selected in response to the level of resistance offered by the person. This means that it is the person who will dictate how much force will be needed to control their resistance." Preclusion allows members to "rule out lower control options if they believe the selected level of force would be ineffective or inappropriate for the circumstances. This means that it is not necessary to progress from one level of control to the next until control is gained. It continues by defining the selection and application of an appropriate level of control as a dynamic process that requires a constant reassessment of the level of resistance being offered by the person, and when the level of resistance changes, the control response must be adjusted accordingly."

The doctrine resulted in a downward trend in use-of-force events and "officers resolving 99.67% of all calls for service without resorting to force. The remaining percentage of 0.33% represents the calls for service where force was used, and a Use of Force report was generated. In most calls for service, De-escalation techniques and Officer Presence were sufficient to restore order or gain compliance" as reported in its 2022 Force Analysis. The analysis concludes that "the overall trend of resolving 99.67% of all calls for service without any physical force implies that the training is effective

in meeting the goal of resolving encounters without the application of force." The Unit continues to review use-of-force reports, seek member feedback, interact with outside agencies, and evaluate new equipment to be progressive in the type and amount of training that is provided to the members of the Winnipeg Police Service.

The agency has adopted a program that mirrors ICAT, Integrating Communications, Assessment, and Tactics training, developed by PERF and others. The agency also subscribes to a training philosophy of employing tactics that make sense, are proven to be successful, and are simple to replicate, which is seen in its training to survive ground attacks while employing minimal force.

Toward the end of the members' first solo year, they are asked to return to the training unit to discuss their involvement in use-of-force situations. The training unit uses this opportunity to elicit feedback from recent recruits on their perception of having sufficient skills and tactics to respond to a person offering resistance appropriately. Any concern is addressed and further evaluated for inclusion in annual training for staff and trainees. The comprehensive program is guided by many best practices and it seeks to evolve and continue to improve the program's outcome.

Area of Interest: Strategic Planning

The agency's planning method involves the agency's Business Plan that addresses the annual goals and objectives required to support the multi-year Strategic Plan. The process is initiated by the Winnipeg Police Board, which provides civilian governance and oversight of the Winnipeg Police Service. The Board governs the agency through the Chief of Police and determines the strategic direction for the overall operations of the Service and the delivery of policing services. A five-year plan is developed, and a review is conducted annually to ensure that it continues to meet public expectations. The Chief leads the agency through effective management, administration, and operation. The Chief is also tasked with implementing the strategic plan priorities through an annual Business Plan and providing public accountability through quarterly and ad hoc reports on measures that are in the annual Business Plan to the Board throughout the year on budgets, emerging issues, innovation, major risks, and critical incidents. The collaboration includes numerous best planning practices

The current Strategic Plan involves four strategic objectives for the current period: Protection and Crime Prevention, Community Partnerships, Effective and Efficient Service, and a Healthy Organization. The Board's efforts are then supported with 15 management strategies containing 80 separate data points to measure the progress. The Business Plan is the work product of the agency's management team and involves substantial analysis of a myriad of topics. Senior and middle management are encouraged to elicit input from those they work with during the development period.

For example, in the case of the fourth strategic objective, Healthy Organization, the management team developed two goals that support the Board's objective. The first Training and Professionalism is supported by eight Key Actions and seven Key Performance Indicators.

The second is Workplace Safety and Wellness, which has five actions and performance indicators. These resulted from the agency's establishment of focus groups in 2022 to address matters identified in the 2021 Mental Health & Workplace Culture Survey. The focus group feedback resulted in 50 recommendations for the Service to implement. The Service's senior leaders are actively engaged to identify and implement actions to achieve these recommendations.

Both publications are published on the agency website. Quarterly updates provided to the Board are also available to the public on the same site.

Findings

The agency's systems and procedures meet and often exceed, requirements by employing best practices throughout. The agency strives to attract qualified applicants from a shrinking labor pool. It continues to invest a large number of resources in member training to enhance skills and reinforce the agency's values. The agency remains in compliance

with all reviewed standards.

The agency's planning initiatives bring together all levels of the agency in support of developing a plan for many years that meets the stated objectives. The ongoing analytical efforts continue to provide senior staff with the information to make informed decisions and evaluate the effectiveness of its various programs and initiatives. resulting in exceptional law enforcement services to the citizens of Winnipeg.

Public Portal Summary

The portal is accessible to the community but no one has availed themselves of the opportunity to date.

Statistical Data Tables

The agency's data tables are current and depict the requisite data and information consistent with established parameters.

Summary:

Number of Interviews Conducted: 4
Compliance Services Member(s): [redacted] (CSM)
Web-Based Assessment Start Date: 11/10/2023
Web-Based Assessment End Date: 11/24/2023

Standards Issues	0
Waiver	0
Applicable Mandatory (M)	163
Applicable Other-Than-Mandatory (O)	0
Not Applicable	20
Total:	183
Elect 20% (O)	0

Percentage of applicable other-than-mandatory standards: %

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: [redacted] (CSM) completed a report of findings of the Year 3 Remote Web-based Assessment of Winnipeg Police Service. The review was conducted remotely and included 61 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.2 Code of Ethics* (LE1) (MMMM)	**Compliance Verified**
1.2.9 Biased Policing* (LE1) (MMMM)	**Compliance Verified**
4 Use of Force	
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	**Compliance Verified**
4.1.7 Choke Holds (LE1) (MMMM)	**Compliance Verified**
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	**Compliance Verified**
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	**Compliance Verified**
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	**Compliance Verified**
4.2.4 Analyze Reports* (LE1) (MMMM)	**Compliance Verified**
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	**Compliance Verified**
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	**Compliance Verified**
12 Direction	
12.2.1 The Written Directive System (LE1)	**Compliance Verified**
12.2.2 Dissemination and Storage (LE1)	**Compliance Verified**
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	**Compliance Verified**
17 Fiscal Management and Agency Property	
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	**Compliance Verified**
17.5.2 Operational Readiness (LE1)	**Compliance Verified**
22 Personnel Management System	
22.2.5 Extra-Duty Employment (LE1)	**Compliance Verified**
26 Disciplinary Procedures and Internal Investigations	
26.2.2 Records, Maintenance and Security (LE1)	**Compliance Verified**
26.3.2 CEO, Notification (LE1)	**Compliance Verified**
26.3.5 Notification of Allegations and Rights (LE1)	**Compliance Verified**

Standards	Findings
31 Recruitment and Selection	
31.5.1 Background Investigations (LE1)	**Compliance Verified**
33 Training and Career Development	
33.4.4 Limited Function Alternate Training Requirements (LE1) (M M M M)	**Compliance Verified**
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	**Compliance Verified**
34 Promotion	
34.1.1 Agency Role, Authority and Responsibility (LE1)	**Compliance Verified**
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	**Compliance Verified**
35.1.9 Personnel Early Intervention System* (LE1)	**Compliance Verified**
40 Crime Analysis and Intelligence	
40.2.3 Criminal Intelligence Procedures* (LE1)	**Compliance Verified**
41 Patrol	
41.2.2 Pursuit of Motor Vehicles* (LE1)	**Compliance Verified**
41.2.3 Roadblocks and Forcible Stopping* (LE1)	**Compliance Verified**
41.2.6 Missing Children (LE1)	**Compliance Verified**
41.2.7 Mental Health Issues* (LE1)	**Compliance Verified**
41.3.6 Protective Vests/Pre-Planned, High Risk Situations (LE1)	**Compliance Verified**
41.3.8 In-Car Audio/Video/Body-Worn (LE1)	**Compliance Verified**
42 Criminal Investigation	
42.1.3 Case File Management (LE1)	**Compliance Verified**
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	**Compliance Verified**
45 Crime Prevention and Community Involvement	
45.2.3 Accreditation Public Comment (LE1) (M M M M)	**Compliance Verified**
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.3 Command Function* (LE1)	**Compliance Verified**
46.1.4 Operations Function (LE1)	**Compliance Verified**
46.1.5 Planning Function (LE1)	**Compliance Verified**
46.1.9 All Hazard Plan Training* (LE1)	**Compliance Verified**
46.1.10 Active Threats* (LE1)	**Compliance Verified**
46.3.2 Hazmat Awareness (LE1)	**Compliance Verified**

Standards	Findings
54 Public Information	
54.1.3 Media Access (LE1)	**Compliance Verified**
61 Traffic	
61.4.1 Motorist Assistance (LE1)	**Compliance Verified**
61.4.3 Towing (LE1)	**Compliance Verified**
70 Detainee Transportation	
70.1.2 Searching Transport Vehicles (LE1)	**Compliance Verified**
70.1.7 Procedures, Escape* (LE1)	**Compliance Verified**
70.4.2 Rear Compartment Modifications (LE1)	**Compliance Verified**
71 Processing and Temporary Detention	
71.2.1 Training (LE1)	**Compliance Verified**
71.3.1 Training (LE1)	**Compliance Verified**
71.4.3 Inspections* (LE1)	**Compliance Verified**
81 Communications	
81.2.1 24 Hour, Toll-Free Service (LE1)	**Compliance Verified**
81.2.2 Continuous, Two-Way Capability (LE1)	**Compliance Verified**
81.2.11 Misdirected Emergency Calls (LE1)	**Compliance Verified**
81.3.2 Alternate Power Source* (LE1)	**Compliance Verified**
82 Central Records	
82.1.2 Juvenile Records (LE1)	**Compliance Verified**
82.2.3 Case Numbering System (LE1)	**Compliance Verified**
83 Collection and Preservation of Evidence	
83.2.4 Equipment and Supplies (LE1)	**Compliance Verified**
83.3.2 Evidence, Laboratory Submission (LE1)	**Compliance Verified**
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	**Compliance Verified**
84.1.5 Records, Status of Property (LE1)	**Compliance Verified**
84.1.6 Inspections and Reports* (LE1)	**Compliance Verified**

Comments:

No report comments provided.

Area of Interest: Central Processing Unit (Detainee Management)

An interview was conducted with the agency Staff Sergeant and Constable in charge of the Central Processing Unit and

Detainee Management for the Winnipeg Police Services. The agency maintains a temporary detention facility that is used to hold detainees under constant supervision (normally less than 24 hours) until an appearance is made before a judicial official for bail or until they are remanded to a provincial detention facility. The agency's policies and procedures for the temporary detention facility and central processing unit have developed to meet the requirements of Canadian national laws, the provincial charter, and CALEA standards. Detention personnel also conduct additional searches and interviews with detainees as follow-up to sworn personnel's pre-transport and post-transport searches. The agency also has a Paramedic that conducts a health assessment and interview prior to a detainee being secured in a cell.

Sworn constables and a Staff Sergeant have oversight of the Central Processing Unit and Detainee Management along with Central Processing Officers (CPO) that have delegated authority to operate with sworn officers. CPOs do not have arrest powers but are trained with less lethal weapons under the same requirements as fully sworn constables and agency personnel. A Sergeant oversees the initial intake of a detainee after they are brought to the facility and conducts an initial interview for personal information, advises the detainee of the reasons for their detention, and enters the detainee's information into the agency's records system. CPOs conduct intake searches prior to the detainee being interviewed by the agency's Paramedic.

The Constable in charge of Training for the Central Processing Officers provides in-service training on the agency's use of force policies, searches, monitoring, and conducts searches of detainees and regular inspections and searches of cells. All sworn personnel are provided with initial training and refresher training on the requirements for pre-detention searches and security and CPOs receive refresher training and update training which exceeds CALEA standards. CPOs issued weapons are also provided with initial training and required proficiency training at the same level as constables. CPOs are also trained in cell extractions and facility security.

The Staff Sergeant and Training Constable ensure that all required intake and release information, training documentation, property records, inspections, searches, video monitoring, and detainee checks are conducted and collect information from these records. The data also includes results of searches including persons attempting to bring weapons or drugs into the detention area and this information is provided to agency personnel as part of overall annual officer safety training. Report information also shows the agency's success in the use of anti-overdose treatments, Paramedics determining the need for transportation to a medical facility, and justifications for new technology such as heartbeat/breathing sensors to improve the security of the agency personnel in the facility as well as best practices in ensuring that detainees do not harm themselves or have a medical crisis while in custody.

Area of Interest: Traffic Operation/Enforcement

An interview was conducted with the agency's Sergeant of the Traffic Division. A review was made of the agency's policies and procedures, information collection, and standard operating procedures of the Traffic Enforcement function of the Winnipeg MA Police Services. The agency's policies and procedures for traffic enforcement and safety operations have developed to meet the requirements of Canadian and provincial laws and CALEA standards. The Winnipeg area has a service population of approximately 800,000 people and is also a very heavy area for commuters with persons coming from and returning to the suburbs, despite a local public transportation service. Agency operations allow the traffic function to focus preventive and enforcement patrol in areas and circumstances where issues are identified. Currently, the agency is working to address a trend of increasing cases of vehicles striking pedestrians as well as driving while impaired prevention and detection.

An inspector, staff sergeant, and sergeant have oversight of the Traffic Division which includes constables that are assigned to focus on identified traffic issues as well as working with resources such as the provincial insurance company to provide public information and carry out enforcement projects. The traffic function also includes a traffic collision reconstruction unit that focuses on processing and investigating serious crashes. The Traffic unit is divided into three sections: Safety and Enforcement, Collison Reconstruction, and Commercial Vehicle Inspections. Other personnel are assigned as part of the agency's community support units that assist with enforcement of Highway Traffic

Act offenses as well as assisting with traffic crash investigations. An officer is assigned as the impaired countermeasures coordinator, who is responsible for the maintenance and use of the equipment and instruments for impaired driving detection and enforcement and training on standardized field sobriety testing and drug recognition programs.

All sworn personnel are provided with training on traffic enforcement and issuance of Provencial Offense Act citations as well as basic crash investigations. Constables assigned to the Traffic Division are also trained as drug screening instrument operators, use of field-testing instruments along with standardized field training testing, and advanced traffic crash investigation and reconstruction. Traffic units receive training and recertification training for speed detection devices such as RADAR and LIDAR. Constables from the agency are trained by the Winnipeg Police Services Academy as instructors and receive "train the trainer" certifications from vendors on specific instruments.

Data mining of traffic data and traffic enforcement is conducted by the staff sergeant and inspector to determine areas which require enforcement efforts, traffic trends, and results of enforcement efforts which are provided to the agency's command staff. Data is collected from the agency's records management system as well as the use of photo radar devices that are in areas of the city to monitor traffic flow and speed to determine if additional enforcement is required. The agency's photo radar devices are not utilized to issue offence notices to drivers. Public input through telephone calls, information provided in officer contacts, city sources, and information received by the Command Staff are also provided for follow-up to determine if enforcement or preventative patrol efforts are required in areas. Data is also provided to the command staff to determine if additional traffic resources are required, to research possible future technological purchases, or to update or revise agency policy or training.

Area of Interest: Communications

An interview was conducted with the Coaching Coordinator of the Winnipeg Police Services Communications Center. A review was made of the policies, plans, reports, and training related to the emergency communications function of the Police Services agency. The Winnipeg Police Services Communications center is a function within the organization of the Police Services. The communications center is a call taking center for both the Police Services and the Fire Paramedic services of Winnipeg. The center provides dispatching for Police Services and forwards emergency fire and paramedic calls to the dispatchers at the Winnipeg Fire Paramedic services. The agency's policies and procedures have been developed to meet the best practices requirements for call taking and dispatching as well as initial training and required certification for telecommunicators. Agency policies have been developed to meet the requirements of Canadian national law including access to the Canadian Police Information Center (CPIC), provincial law, and CALEA Communications Standards.

The Communications Function operates under a Police Services Inspector and Staff Sergeant as well as a non-sworn Communications Manager. [redacted] The Coaching Coordinator develops and coordinates initial training and in-service training for center personnel including oversight of training required for all Police Services agency personnel. The communications function also has a position designated to conduct quality assurance checks and reviews.

The Communications Coaching Coordinator works with the agency's Training function and the Accreditation function and develops and implements training ranging from initial training of new personnel to in-service training and coordination of training required for all agency employees. The agency's initial training includes five weeks of a mix of classroom and hands on training followed by ten work shift period of "live" training working with assigned communications personnel acting as coaches or training officers, as well as training and evaluation by the Coaching Coordinator. Training includes required reviews and exercises of the agency's Emergency Operations plans and processes for evacuation of the primary call center and transfer to the agency's back up call taking and dispatch center. This includes periodically having shifts report to duty at the backup center and operating from that center to ensure not only familiarity with procedures but to ensure that all equipment at the backup center is in working order.

Information on call taking performance, quality assurance reviews, and training documentation are provided for the

Quality Assurance position as well as to the Staff Sergeant and Inspector over the Communications center. This information is compiled on a regular basis and call answering time, dispatch time, and time required to triage a call and forward it to the Winnipeg Fire Paramedic Service are all reviewed on a continuing basis by the shift supervisors. Call volume, work staffing, training, call types, and other information is available to the agency's command staff through both the Computer Assisted Dispatch program and the Records Management Program, as well as being included in regular reports from the Staff Sergeant or Inspector. Reports are reviewed to ensure that any staffing, technology, training, or policy and procedure needs are addressed as well as ensuring compliance with agency policy, standards, and provincial and national reporting requirements.

Area of Interest: Recruit Training Program

An interview was conducted with the Winnipeg Police Services Curriculum Designer. A review was made of the agency's policies and procedures, oversight, curriculum and instructor training, and collecting information related to the initial training of sworn recruits to serve as constables within the Police Service. The agency conducts the initial training of sworn personnel through it's "in house" academy according to the requirements of local and national law. All the curriculum, performance requirements, and class syllabus are designed to reflect the necessary skills and knowledge needed for recruits to enter the Field Training Program of the Police Services agency and to meet any city or provincial charter or code requirements.

The agency provides staff and trained instructors to operate two basic recruit training programs at the agency per calendar year. There is a dedicated Training Division and staff as well as the Curriculum Designer, specialized instructors, and general instructors. Instructors are provided with training both in general instructional methods and specialized instructors are selected from personnel that have shown not only the ability to present and instruct from the curriculum but also who have demonstrated proficiency in those areas. Personnel that have demonstrated interest in working as instructors are selected to participate as assistants to develop scenarios, be part of role plays, act as safety officers, and demonstrate the ability to train and teach new personnel before being considered to attend instructor training. The agency normally has comparatively large classes [redacted] and the agency's use of additional personnel allows for closer oversight of the recruits during the program.

The recruit training program is scheduled to allow more outside activities and skills training like firearms, vehicle operations, and officer safety during warmer months due to the severe winter weather experienced in the Winnipeg area. Classes for the January session focus on front loading information and skill sets that can develop in classroom setting such as legal issues, call procedures, report writing, interviewing and communication skills. Other early curriculum classes include victim and witness processing, dealing with persons with mental illness, and investigations. Qualifications and performance in areas requiring the firing range, scenario areas, driving range, patrol stops, and officer safety are conducted in the second half. This schedule is revised for the second session to allow more access to the outdoor activities before the onset of winter. Whenever possible, classes include using "blended learning" approaches with recruits assigned reading and study in areas such as criminal code prior to in-person classes.

The agency collects information throughout the recruit training process on both the performance of the recruits as well as evaluations of instructors, assisting personnel, safety practices, testing results, and proficiency testing. Feedback is obtained from both instructors and cadets following each block of instruction and reviewed by the staff for consideration of making changes or updates to areas of the curriculum. The agency also conducts periodic job reviews to determine that the areas of the curriculum reflect the skills and knowledge needed for entry level sworn employees. The agency continually evaluates new officers through additional on the job training including providing them with evaluations on critical competencies before personnel officially complete "basic" recruit training. Information collected is used to determine the effectiveness of curriculum and curriculum delivery, continuation of learned skills from initial training to field training demonstrated by new officers, and to determine additional areas of initial training needs. Equipment and facility inspections and safety reviews are also conducted and collected to determine budgetary needs for improved technology, equipment replacement, repairs, and additional instructor training.

Findings

The review of the Winnipeg MA Police Services standards and areas of interest for Year 3 of the current self-assessment period showed the agency to have very clear and detailed policies, procedures, standard operating procedures, guidance for oversight, and processes to collect data and performance measurements that either met or exceeded CALEA standards. The agency has processes and schedules for frequent review and revision (as needed) of the agency's policies and written directives have been developed to meet the best practice needs of the agency as well as complying with guiding local, provincial, and national laws and codes.

All areas reviewed showed clear command structure and provisions of oversight of agency functions by designated employees. Areas of interest including Traffic Enforcement, Recruit Training, Communications, and Detention Services had clearly defined roles and authorities as well as allowing personnel to have delegated authority and responsibilities as needed. Assignments also demonstrated the agency's use of personnel with identified skills and proficiencies to assist with or develop training and policies as well as to oversee areas of the agency's function while still demonstrating documented performance and accountability. Cooperation and collaboration between ranks and agency management levels was very clear and an important part of the agency's personnel development.

The agency's training function has wide-ranging responsibilities for the full agency from initial training of sworn and non-sworn employees, recruit training, field training, annual training, and advanced training such as instructor training. The agency has staff including curriculum designers that work with accreditation and inspection staff to ensure that training lesson plans, exercises, scenarios, and documentation meets requirements for police services documentation and CALEA standards. The agency provides advanced training for Central Processing Officers and has designed training to allow personnel in this area to transition to training for the sworn officer process, if selected. All traffic personnel are provided with training and updates on traffic codes and trends.

Winnipeg Police Services has well established systems of collecting data, information, and details of agency operations which are included in weekly, monthly, quarterly, and annual reports, reviews, and analysis. Analysis processes are used to review traffic incidents and enforcement efforts, to identify areas of strength or improvement in detaining and processing suspects, traffic safety and enforcement, ensuring proper searches and seizures, and ensuring an effective and up-to-date recruit training program. Agency information and analysis are used by the agency's command and administration as part of decision-making processing in establishing performance measurements, specifying goals and objectives, making budget plans and requests, and establishing long-term agency plans.

Public Portal Summary

The agency had no comments submitted to the CALEA Public Comment Portal prior to or during this CSM review.

Statistical Data Tables

The data tables provided by the agency are complete and consistent with the established reporting parameters.

Summary:

Number of Interviews Conducted: 7
Compliance Services Member(s): [redacted] (CSM)
Web-Based Assessment Start Date: 11/08/2024
Web-Based Assessment End Date: 11/17/2024

Standards Issues	0
Waiver	0
Applicable Mandatory (M)	164
Applicable Other-Than-Mandatory (O)	0
Not Applicable	20
Total:	184
Elect 20% (O)	0

Percentage of applicable other-than-mandatory standards: %

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 4 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: [redacted] (CSM) completed a report of findings of the Year 4 Remote Web-based Assessment of Winnipeg Police Service. The review was conducted remotely and included 52 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.2.9 Biased Policing* (LE1) (MMMM)	**Compliance Verified**
4 Use of Force	
4.1.2 Use of Deadly Force (LE1) (MMMM)	**Compliance Verified**
4.1.3 Warning Shots (LE1) (MMMM)	**Compliance Verified**
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	**Compliance Verified**

Standards	Findings
4.2.4 Analyze Reports* (LE1) (MMMM)	**Standard Issue**
Notes: ISSUE: Bullet C requires the agency use of force analysis to include trends or patterns related to race, age, and gender. The use of force analysis provided by the agency doesn't include race trends for the last two years. Agency simple note states the agency is awaiting best practices to be developed from Statistics Canada. AGENCY ACTION NEEDED: The agency use of force report contains a reporting field for race data. Under Bullet C of the standard, it is required that the agency analyze trends or patterns related to race data for their annual use of force analysis. Recommend that the agency include this in future use of force analysis reports. AGENCY ACTION TAKEN: The agency was unable to verify compliance with this standard. The agency indicates that they do collect race data within their use of force reports. However, there is no standardized guidance for officers on how to record this information; whether based on officer perception, subject self-identification, or existing data in the agency's records management system. As a result, the race data related to use of force is inconsistent and unreliable. The agency indicates that they will continue to await best practices being published from Statistics Canada before reporting and analyzing race data related to use of force. Project with Statistics Canada has been on-going for several years, but the agency is hopeful that it will be finalized and published in the near future. SITE BASED ASSESSMENT UPDATE: The Winnipeg Police Service, like many Canadian police agencies, has not included race data in its use of force analysis. Although the current reporting system allows for the collection of racial identity information, the categories, and methods for determining race were undefined. As a result, the WPS concluded that any race-based analysis of use of force would be unreliable and could misinform decision-making. To address this issue nationally, Statistics Canada and the Canadian Association of Chiefs of Police launched the Police-Reported Indigenous and Racialized Identity Data (PIRID) initiative. In July 2025, PIRID released the full operational guidelines to standardize race-based data collection across Canadian police services. The WPS is now reviewing the policy, training and system changes required to comply with this new national standard.	
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	**Compliance Verified**
12 Direction	
12.1.1 CEO Authority and Responsibility (LE1)	**Compliance Verified**
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	**Compliance Verified**
22 Personnel Management System	

Standards	Findings
22.1.9 Military Deployment and Reintegration (LE1)	**Compliance Verified**
26 Disciplinary Procedures and Internal Investigations	
26.2.4 Complaint/Commendation Registering Procedures (LE1)	**Compliance Verified**
26.3.3 Investigation Time Limits (LE1)	**Compliance Verified**
31 Recruitment and Selection	
31.4.7 Selection Criteria (LE1) (MMMM)	**Compliance Verified**
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	**Compliance Verified**
33 Training and Career Development	
33.4.3 Field Training Program (LE1) (M M M M)	**Compliance Verified**
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	**Compliance Verified**
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	**Compliance Verified**
35.1.9 Personnel Early Intervention System* (LE1)	**Compliance Verified**
41 Patrol	
41.2.2 Pursuit of Motor Vehicles* (LE1)	**Compliance Verified**
41.2.3 Roadblocks and Forcible Stopping* (LE1)	**Compliance Verified**
41.2.7 Mental Health Issues* (LE1)	**Compliance Verified**
41.2.8 Administration of Pharmaceuticals (LE1)	**Compliance Verified**
41.3.2 Equipment Specification/Replenishment (LE1)	**Compliance Verified**
41.3.8 In-Car Audio/Video/Body-Worn (LE1)	**Not Applicable by Function**
41.3.10 In-Car and/or Body-Worn Audio/Video Review (LE1)	**Not Applicable by Function**
42 Criminal Investigation	
42.2.1 Preliminary Investigations Steps (LE1)	**Compliance Verified**
42.2.8 Interview Rooms (LE1)	**Compliance Verified**
44 Juvenile Operations	
44.2.1 Handling Offenders (LE1)	**Compliance Verified**
44.2.3 Custodial Interrogation and Interviews (LE1)	**Compliance Verified**
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.6 Logistics Function (LE1)	**Compliance Verified**
46.1.7 Finance/Administration Function (LE1)	**Compliance Verified**
46.1.9 All Hazard Plan Training* (LE1)	**Compliance Verified**
46.1.10 Active Threats* (LE1)	**Compliance Verified**

Standards	Findings
61 Traffic	
61.1.2 Uniform Enforcement Procedures (LE1)	**Compliance Verified**
61.1.5 Uniform Enforcement Policies (LE1)	**Compliance Verified**
61.3.2 Direction/Control Procedures (LE1)	**Compliance Verified**
61.3.3 Escorts (LE1)	**Compliance Verified**
71 Processing and Temporary Detention	
71.4.1 Physical Conditions (LE1)	**Compliance Verified**
71.4.2 Fire Prevention/Suppression (LE1)	**Compliance Verified**
71.4.3 Inspections* (LE1)	**Compliance Verified**
81 Communications	
81.2.3 Recording Information (LE1)	**Compliance Verified**
81.2.4 Radio Communications Procedures (LE1)	**Compliance Verified**
81.2.5 Access to Resources (LE1)	**Compliance Verified**
81.2.6 Calls for Service Information Victim/Witness Calls (LE1)	**Compliance Verified**
81.2.7 Recording and Playback (LE1)	**Compliance Verified**
81.3.2 Alternate Power Source* (LE1)	**Compliance Verified**
82 Central Records	
82.2.1 Field Reporting System (LE1)	**Compliance Verified**
82.2.2 Reporting Requirements (LE1)	**Compliance Verified**
82.3.4 Traffic Citation Maintenance (LE1)	**Compliance Verified**
83 Collection and Preservation of Evidence	
83.2.1 Guidelines and Procedures (LE1)	**Compliance Verified**
83.2.6 Report Preparation (LE1)	**Compliance Verified**
84 Property and Evidence Control	
84.1.4 Security of Controlled Substances, Weapons for Training (LE1)	**Compliance Verified**
84.1.6 Inspections and Reports* (LE1)	**Compliance Verified**

Comments:

No report comments provided.

Findings

Public Portal Summary

The agency posted the CALEA Public Comment Portal in accordance with the standard. During the review period, the agency received no comments on the public portal.

Statistical Data Tables

The statistical data provided was largely complete and relevant across most reportable categories. However, the agency does not currently report race data for traffic enforcement or use of force incidents. While the use of force report includes a field for race, there is no standardized guidance for officers on how to record this information; whether based on officer perception, subject self-identification, or existing data in the agency's records management system. As a result, the race data related to use of force is inconsistent and unreliable.

The agency has been waiting on Statistics Canada to establish national best practices for the collection and reporting of race-based data in these areas. This project has been ongoing for several years, and the agency remains hopeful that standardized guidance will be finalized and published by Statistics Canada in the near future.

Summary:

Number of Interviews Conducted: 0
Compliance Services Member(s): [redacted] (CSM)
Web-Based Assessment Start Date: 05/23/2025
Web-Based Assessment End Date: 05/31/2025

Standards Issues	1
Waiver	0
Applicable Mandatory (M)	163
Applicable Other-Than-Mandatory (O)	0
Not Applicable	22
Total:	185
Elect 20% (O)	0

Percentage of applicable other-than-mandatory standards: %

Response from Agency Regarding Findings:

The Winnipeg Police Service appreciates the thoroughness of the web-based and site-based assessments provided by CALEA. The assessment findings reflect over 30 years of dedication to maintaining a compliance program rooted in continuous improvement and high standards. While we are proud of this accomplishment, it is the commitment and hard work of our members that truly stand out. Their collective effort to not only meet but exceed CALEA standards demonstrates a deep dedication to professionalism and public safety services. At the same time, the Service recognizes the importance of addressing areas of non-compliance and is committed to taking the necessary steps to integrate an analysis of race-based data into the annual use of force review. We remain focused on sustaining our accreditation status and building safe and healthy communities across Winnipeg through excellence in law enforcement, protection and crime prevention.

SITE-BASED ASSESSMENT

7/16/2025

Observable Standards Review

All observable standards were found to be in full compliance with applicable accreditation standards and intent. Tours, ride-along, inspectional observations, and demonstrations were conducted in order to verify actual compliance beyond pictures in the various standards folders.

Summary of Agency Adjustments to Standards Issues

One standard issue was noted during the year 4 web based assessment. This matter was reviewed ad an update to the status of this matter relating to standard 4.2.4 (Analyze Reports) is provided in the web based review section of this report.

Summary Public Access Portal

The Winnipeg Police Service utilizes the CALEA Public Access Portal on a continual basis. The portal link is prominently displayed on the agency website detailing the accreditation process. During this assessment period, no comments were posted to the Portal. The Assessors confirmed the operation of the portal by posting a test message.

Area of Interest: Response to Mental Health Issues

The Winnipeg Police Service (WPS) staffs a [redacted] Research and Development Team that is tasked with creating and updating written directives in coordination with the [redacted] Accreditation Team. Active input is solicited from subject matter experts both internally and externally participate in bi-annual mental health related directive reviews. Internal benchmarks, consistent evaluations, internal assessments, and review of pertinent court cases are conducted to ensure these documents are meeting best practices while using the applicable CALEA standards as a framework. Draft revisions are reviewed through the chain of command and each level is encouraged to provide input.

The Manitoba Mental Health Act (MHA) governs the action members take when interacting with persons who have a mental health issue. The MHA is incorporated into the written directives which clearly define effective and efficient work processes including the requirements under the MHA.

All written directives are published through the internal 'PoliceNet' electronic program. Once an email notifying members of a new or revised policy is received, the member is required to review the document. Supportive conversations related to these directives are conducted by supervisors during shift briefings and unit meetings.

The Winnipeg Police Services (WPS) established the Alternative Response to Citizens in Crisis (ARCC) approach in 2020 that is a collaborative partnership between WPS and the Shared Health's Crisis Response Centre (CRC) through which non-uniformed police officers and mental health clinicians are partnered to respond to non-criminal, low-risk crisis calls for police services thus enhancing the delivery of services. The combined experience, skills, and expertise of the ARCC teams enable them to respond safely to calls, perform mental health assessments, develop care plans, and connect individual and their families to supports within their communities and the healthcare system. [redacted]. The partnership between WPS and Shared Health is supported by a legal agreement and a governance committee. It was noted that ARCC represents a significant leap forward in collaborative service provision, moving WPS towards a future in which integrated person-centered services are the norm.

The WPS has a written agreement with the Crisis Response Center (CRC) that acts as a central point of access for

adults experiencing a mental health crisis, which is accessible 24 hours a day, seven days a week. CRC services include a 24/7 walk-in service, 24/7 crisis telephone line service, and mobile response service. The CRC also provides assessment, treatment and support services for those individuals experiencing a mental health crisis.

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. The established work processes support the mission of the WPS while ensuring the safety of team members and this 'hidden' community while serving to improve the trust between the two groups. Several examples of success were provided during structured interviews and were supported through a formal presentation. In 2024, ARCC handled over 1,700 mental health related calls for service with a median queue time of four hours and an on-scene time of over six hours. Of these events, 32.5% were assigned directly to ARCC thereby alleviating the need for a two-officer uniformed response. By utilizing the services of the ARCC team hospital admissions have been reduced, community support has improved, targeted individualized services are provided which has demonstrated a reduction in the severity of Patrol response, and the Patrol Division has increased pro-active strategies in other areas of concern as identified by the community. Other key success identified has been a 50% reduction in police calls for the same individual and the stabilization of another individual with a history of over 1,000 police calls. Challenges for the WPS and ARCC Team include a lack of involuntary hospital detox beds and funding issues. Moving forward, WPS is seeking opportunities to expand the ARCC to include youth response services.

Members of the WPS, including the Auxiliary Force Cadet Unit and Communications Center members, receive initial training certification in the recognition of basic mental health issues including the display of unusual behaviors and emotions. Training includes videos, applicable policy and procedures review, shift briefings and other methods as required. Recertification programs are held annually for members who interact with persons suspected of suffering from mental illness. These training programs are supported through meetings and critical incident debriefings to ensure lessons learned. The ARCC clinicians review the available training courses annually. When a topic is identified that is not addressed by an existing course, the clinicians in cooperation with the WPS create in-house programs that are presented to all affected members of the agency.

Supervisors have an active role both within the ARCC team and Patrol Division. When 'in crisis' persons are identified either through a formal police response or general observation, workflows to the ARCC team are prepared by the observing member and reviewed by their supervisor. The ARCC team then creates a response plan based upon the individual needs of the person and available partner services. ARCC supervisors actively partner with members of the team in both response and follow-up activities. Additionally, they review and approve reports, assess the appropriateness of team member actions, participate in partner meetings, and ensure that the team receives support throughout the work processes.

ARCC supervisors meet with the Governance Committee quarterly, Attendees also include WPS management and Shared Health. Additionally, bi-weekly meetings are held with Peer Support Manitoba. WPS conducts annual analysis of the response to mental health related calls and the services rendered. Metrics used to measure success include calls for service, case management and community stabilization. The analysis also includes collaborations with outside mental health service providers, review of training programs including their impact upon directives and processes, the role of legal and financial considerations, and informal conversations with clients to identify success and areas of opportunity. Once the analysis is complete, the data is also viewed from a return on investment standpoint. The analysis in sent to the Chief of Police via the chain of command. At each level, members are encouraged to make recommendations as needed. Any approved recommendations are sent back to the originator to coordinate with stake-holders for implementation. These implementations are then reviewed and incorporated in the next annual analysis.

Area of Interest: Crime Analysis and Specialized Investigative Units

The WPS has a robust Crime Analysis Unit. The Crime and Intelligence Analyst has a significant and critical role in

supporting law enforcement operations and enhancing public safety by gathering, analyzing, and synthesizing complex criminal and intelligence data from multiple sources. The Analysts identifies crime patterns, emerging threats, and suspect behaviors through advanced analytical techniques, including statistical analysis, geographic mapping, and data visualization.

The Crime and Intelligence Analysts produces actionable intelligence to aid in investigations, resource deployment, crime prevention and strategic planning. Work involves both tactical analysis (short term, case specific support) and strategic/administrative analysis (long term-trends and organizational decision-making). On-going analysis is considered an integral function within the WPS. [redacted].

Strategic reports are submitted through the chain of command that provide analysis of data towards development and evaluation of long-term approaches, policies, and prevention techniques. [redacted] These are published on an ad-hoc, weekly, bi-weekly, and monthly basis.

In addition, the WPS Business Intelligence Unit (BIU) actively seeks out and identifies pertinent data to support strategic and operational decision making. The BIU aggregates crime data to understand trends that inform resource allocation and crime prevention strategies. BIU takes their analyses to a deeper level by including data that identifies social and economic factors that contribute to crime to inform broader community safety initiatives such as the downtown safety strategy, which has contributed to crime reduction in the Central District.

The BIU conducts on-going and targeted analysis based upon population trends including officer to population, officers versus total crime severity reports, offender data, neighborhood activity, traffic statistics including citation and crash data, and investigation specific metrics. Data is gathered across Canada for comparison purposes to internal data. These comparisons use a strategic perspective to ensure WPS response to law enforcement related activity and community needs is based upon verifiable statistics.

Statistical analysis is provided informally through meetings on a quarterly basis. Formal analyses are submitted per applicable CALEA standards. Investigatory analyses have been successfully used to influence new laws within the city and province. By identifying operational analysis outcomes based upon an understanding of what is occurring in the city with accountability assigned, the WPS has established an intelligence led service delivery method that resulted in 50% decrease in Patrol overtime.

WPS Crime Analysts and BIU members require a bachelor's degree, and many hold master's degrees in relevant fields. They participate in structured in-house training and also attend outside courses in order to achieve and maintain expert level certification.

An example of a specialized investigative unit that leverages criminal intelligence to reduce violent crime is the Manitoba Integrated Violent Offender Apprehension Unit (MIVOAU) that is comprised of members of the WPS and the Royal Canadian Mounted Police. The MIVOAU was established in November 2022, for the purpose of targeting violent and prolific offenders, including suspects in serious and violent crimes and persons who are unlawfully at large on outstanding arrest warrants, locating these individuals, and apprehending them.

MIVOAU is mandated to focus on the reduction of violent crime by identifying, locating, and apprehending violent offenders through a variety of police techniques. The MIVOAU area of operation is the Province of Manitoba. However, the MIVOAU may travel outside the Province in order to take custody and return prisoners to the Province

under specific circumstances. Additionally, the MIVOAU may assist internal agency units, detachments, partner police forces, law enforcement agencies, and government departments in identifying, locating, and apprehending violent offenders or wanted persons in Manitoba.

In 2024, MIVOAU conducted a total of 754 warrant checks and apprehended 356 individuals. Eighty-two percent of those arrested were on bail, probation, or parole and 26 percent of arrests involved a gang member or associate. MIVOAU ended 2024 having arrested a total of 581 individuals since the unit's inception in May 2023.

MIVOAU related policies are reviewed on an on-going basis to ensure compliance with applicable laws, operational effectiveness, and CALEA standards.

Area of Interest: Canine Operations

The WPS maintains and utilizes police canines in its operations. Police canines are valuable to the agency in that they perform specific functions vital to law enforcement operations such as searching for items or narcotics. The directive was developed using the CALEA standard as a guide. Local subject matter experts and accredited agencies with police canine teams were sought out for input into the directive. The WPS believes that constant review and adjustment of relevant directives aids in ensuring operational effectiveness, compliance with CALEA standards, and professional best practices.

Under the direction of the Staff Sergeant and Commander, the Canine Unit provides support to Uniform and Investigative Operations through the deployment of specially trained dogs. Canines perform tracking of suspects fleeing from criminal acts; building searches for suspects who are believed to be concealed within; search for drugs and related paraphernalia in conjunction with targeted interdiction programs; search for explosives and related substances; and provide support to the Tactical Support Team during operations and high-risk events.

Short term goals and objectives for the Canine Unit are identified, posted, and disseminated to all members of the Unit annually. Long term goals and objectives for the Canine Unit are developed, reviewed, posted, and disseminated to all members of the Unit on a as need basis. Long term goals and objectives are memorialized in the written directive as well.

The selection of WPS canines that are able to obtain satisfactory levels of performance in viewed as one of the most challenging aspects for the Unit. Canines may be obtained by way of purchase or donations from breeders, brokers, or persons wishing to sell or dispose of their dog(s) or from the WPS Breeding Program. The Breeding Program, established in 2007, is the only one in Canada and is looked upon as a model of professional Canine service by law enforcement agencies throughout North America. When a potential WPS Canine comes to the attention of any member of the Canine Unit, they notify the Unit Coordinator and/or a Service trainer. If the initial assessment shows promise or potential, the dog is then tested. After completing the tests, if the dog is found to be acceptable, the dog is checked by the WPS Veterinarian before being accepted. The Breeding Program has been so successful that the agency has developed a multi-generational lineage of working police canines.

The selection of Canine Handlers must complete the quarry course and have quarried in the canine program, demonstrating their ability and passion for the assignment. Position vacancies are posted through Routine Order, and all applicants must have completed the required mandatory training and physical fitness standards determined by the WPS. The Commander, in consultation with the Staff Sergeant and Canine Unit Supervisor, makes the final selection of the handler. Handlers are assigned to the position for the working life of the canine to a maximum of ten total years regardless of the age of the canine partner.

WPS maintains a Canine Unit training center housed in a high-security facility spanning 4,500 square feet with 11 indoor kennels and attached dog runs. It also features a large community room and shared space for public

demonstrations. As part of the WPS 's nationally recognized in-house breeding program, the facility also includes a dedicated whelping kennel and indoor puppy run.

The Canadian Police Canine Association provides guidance in the training of canine teams. WPS takes these guidelines and determines their appropriateness based upon the needs of the agency and the community, local court decisions, accreditation standards, and best practices. WPS often exceeds the minimum guidelines provided by the Association. Each canine team is trained for a particular objective with extensive training prior to any deployment operation. Certification of the Canine Unit Teams is conducted by approved persons assigned to validation duties authorized by the Canine Unit Sergeant or designee. Canine Unit Teams are required to achieve a passing grade in each category as set by international standards. Failure to do so results in the Canine Team being decertified. Desertification results in the Canine Team being classified as non-operational until the deficiencies are rectified. During this time, the Team is removed from street duty for a two week remedial training period with a Unit trainer. If the Canine team fails to meet the validation standard after two weeks of remedial training, a decision is made by the Canine Unit Sergeant in conjunction with the Division Commander and/or Staff Sergeant, as to whether the team continues in a remedial training program or if the canine, Handler, or both are removed from the program. If the Canine team meets the validation standard, they are tested again in three months to ensure continued certification. Canine Handlers also attend various conferences and training courses to remain consistent with trends, best practices, legal issues, and research into all aspects of canine handling and utilization. Extensive record keeping is maintained and is reviewed on a regular basis including a detailed annual report of activities.

The WPS strongly believes there must be accountability for the use of police canines. This accountability includes deploying of dogs only when appropriate and with care, providing prompt treatment if a bite occurs, detailed reports and review of all bites, as well as maintaining data of the performance of individual Canine Handler teams and the Canine Unit overall.

All Use of Force encounters are documented via a Use of Force Report. These reports are reviewed and forwarded up the chain of command per policy. All reports are subject to analysis by the Officer Safety Unit and may be reviewed from time to time to determine if deployments of Service Dogs continue to meet Use of Force policies. All events which involve a bite by a WPS canine, whether intentional or accidental, are reviewed by a panel consisting of the Canine Unit Coordinator, at a minimum one of the Canine Unit Patrol Sergeants and the Staff Sergeant. Narratives and After-Action Reports are reviewed to ensure that actions taken by the Handler and/or canine were appropriate and any issues of non-compliance or deficiencies in training are addressed by the Canine Unit Coordinator.

Agency personnel debrief after each deployment and discuss the deployment, any concerns with how the handler or canine acted, and any opportunities for enhancement. The WPS Canine Program is well led and supervised and provides excellent resources and services to the agency and the community. Strong administrative processes, including reviews, analyses, supervision, directives, procedures, and equipment exist to keep the program current with professional, accreditation, and legal expectations and guidelines. This Program is an example of how administrative processes guide operational actions, specifically through research, data utilization, policy refinement, training, and supervision.

The Canine Unit Sergeant collects, assimilates, and reviews data informally monthly and formally on an annual basis. Data is gathered from internal training records, deployments, bite events, and types of calls to identify patterns, trends, equipment needs, training, and directive modification. This rigorous analysis is forwarded to the Inspector for review and comment. External data is looked at for comparison and best practice guidance.

WPS employees and community members provided examples of how the Canine teams have been successful in police enforcement operations and how well received they are at community and school events. It is common for the WPS to bring their in-house bred puppies to community events along with demonstrations of the canine unit abilities.

Area of Interest: Response to Active Threats/ Critical Incidents

The WPS uses the applicable CALEA standards as starting points for the Special Events, Crowd Management and All hazards Plan directives. Input is sought from other accredited agencies and subject matter experts. These directives are considered critical and are reviewed at least annually to ensure both accreditation compliance and that they accurately reflect the operations of WPS. The directives are well thought out and provide particularly good guidance, including procedures and processes. The directives exceed the standards as WPS has been accredited for many years. Members of the Special Event Unit (SEU) are encouraged to offer recommendations for policy and procedure modifications based upon their observations, knowledge, and training. Interviewees commented that the standards were relevant to the WPS work processes.

The WPS Special Event Unit (SEU), [redacted], 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. [redacted] Inclusion of the topics of cultural awareness and member wellness is an example of the WPS philosophy to use the accreditation standards as a general guide while consistently seeking out best practices to expand the level and quality of professional law enforcement practices.

Recruit officers receive Public Order training and Special Operations Centre orientation. This training aids in identifying the appropriateness of response while putting members in the best position possible for success. Training also includes a member wellness component and training is reinforced through WPS developed in-house programs. Supervisors and command staff practice various pre-plans throughout the year to not only improve operational knowledge but to identify potential threats.

The number of Special Events requiring monitoring and/or attendance by police resources has grown significantly, with 2024 being the busiest year on record for the WPS resulting in 547 event deployments resulting in 109,589 resource hours. Most long-standing annual events have returned to the calendar full-force since Covid, along with higher incidence of demonstrations, rallies, protest encampments, marches, and other public order activities linked to local, national, and global issues. 2024 also saw the Canadian Association of Chiefs of Police (CACP) pass a Resolution which called on federal, provincial, and municipal governments to address impacts of growing number of protests on policing.

During 2024, there were several significant deployments including the Israel Pavilion at Folklorama; the National Day for Truth and Reconciliation (aka Orange Shirt Day), the Critical Mass cycling/road safety demonstrations, the Manitoba Marathon, and the Winnipeg Jets Whiteout Parties. None of these deployments resulted in negative media or lawsuits based upon WPS response. Interviewees noted they believed this was do to the training of members, in-depth pre-event planning, quality of directives and processes, and an open communication style with all parties.

Special Events Commanders are responsible for the operational planning and coordination for crowd events within the City of Winnipeg [redacted] These include protests, parades, rallies, concerts, political events, and dignitary visits. [redacted]

[redacted]

Extensive pre-plans for major events are housed within the Special Events Unit. These plans are available to all members of WPS through the electronic system. Specific plans are used and reviewed prior to deployment based upon

the anticipation of the scope of the event and past experience. Pre-planning also includes a review of pertinent cultural issues. When identified, PLT becomes involved, and community engagement is discussed. For events that have a cultural component i.e.indigenous), additional training is provided to WPS members so that they have knowledge in how to identify cultural items, such as drums, etc., and how to deal with them respectfully. WPS is constantly looking at best practices and has been recognized by a Canadian national enquiry as being a leader in professional response, community interaction, and cultural awareness. A well-researched Continuity of Operations plan is in place and available to members in the event the headquarters building must be evacuated to an identified secondary site.

[redacted]

At the conclusion of a special event, a shift supervisor, following the written Special Event Workflow Guide, sends a notification task to the Special Events Coordinator notifying the event has been completed and submits a Special Events Escort Report.

Informal analysis is conducted after each event debriefing and again on an annual basis. Metrics include the appropriateness of the pre-plan, response including number of staff, law enforcement related actions, number of participants, and the identification of unusual occurrences. The associated pre-plan is modified as needed with input from members of SEU, PLT, and Patrol command.

WPS has built a positive relationship with the community and event leaders so that they are notified in advance of planned events. This allows effective communication and coordination between stakeholders, so events do not become crises. An example was provided where demonstrations were held on college campuses within the city by indigenous members. Through pre-planning and interactive participation, the event was successful with no incidents of civil disobedience, property damage or arrests. This was not the case in other cities that had similar events.

Findings

The Winnipeg Police Services is an exceptional law enforcement agency that operates as a high functioning, professional analytic organization that emphasizes service to the community which is supported by its mission statement of "Build safe and healthy communities across Winnipeg through excellence in law enforcement, protection and crime prevention." WPS was first accredited in 1992, and they take the responsibility of meeting, and often times, exceeding the gold standard set by CALEA. Their processes have been established based upon best professional practices and lessons learned while constantly reviewing the current law enforcement environment of emerging trends in practice and training, and technological innovations. The WPS keeps abreast of current professional and academic research through attendance at conferences, training courses both in-person and on-line, membership in professional organizations, and the review of court decisions.

The agency utilizes a bottom-up approach to the written directive system. All members are encouraged to actively participate in the written directive process by submitting timely recommendations for both new and the revision of existing documents. This has improved member buy-in and ensures the directives accurately reflect the various operations of the WPS. The Research and Development Unit, in coordination with the Accreditation Unit, ensures that each written directive is reviewed against the applicable CALEA standards for guidance and compliance. The WPS directives show a great deal of professional research and a commitment to be a best practice agency. The vast majority of directives far exceed the requirements of the standards and nor are a simple 'parroting' of standard language. Additionally, each directive is reviewed to ensure it meets both the organizational mission statement and that of each affected Unit/Division.

Publication of written directives is through the in-house email system. All newly published directives are reviewed by supervisors with their staff to ensure they have been reviewed and understood. Critical directives are often supported by in-house training provided by subject matter experts consisting of a variety of methods including, but not limited to, discussion, PowerPoint Presentations, video, demonstration, and interactive activities.

The WPS effectively utilizes both internal and external experiences and data to make well informed decisions regarding policies, processes, training, and equipment with an emphasis on constant improvement of both agency operations and staff. The Service is a leader in establishing effective lines of communication and sharing of intelligence within the province and country. The use of various CALEA, Provincial, and local required reports provide relevant statistical data to form quality analysis of various internal programs and activities which provides the foundational basis for making effective adjustments, when necessary, that are appropriate, and beneficial.

The WPS deploys and executes its duties throughout the community in a professional and legally supported manner. Members receive extensive training, from the basic academy through advanced level instruction, throughout the course of their career and upon changing operational and promotional assignments. There is a clear cause and effect between the instructional strategies and content directly related to the WPS and the expected level of performance. Training is identified through organizational need, performance deficiencies, operational need, and community input.

Supervisors are actively engaged with the members of their assigned group. Based upon assignment, they respond with their members to incidents based upon policy requirements. Each report is reviewed and approved by the supervisor to ensure accuracy and compliance with training, written directive, and procedures. Disciplinary reviews are also conducted as needed and documented through the identified internal reporting system. All reviews, regardless of origination, are meant to protect the integrity and support the mission of WPS while ensuring policy and training compliance.

Time sensitive and other agency mandated reports are submitted on time and include all applicable intelligence-led policing data. These reports, reviews and analyses include both the event/activity conditions and a determination of the appropriateness of the response to determine agency/member performance based upon written directives and training. These documents provide ample data supporting information that allows the executive staff to determine if the recommendations and information therein are accurate and worthy of implementation.

In addition to the identified and discussed areas of interest, the WPS has additional programs and processes that highlight their effective use of administrative processes to enhance operational aspects of the agency. The Chief and executive staff have created a culture of participatory policy review process that has improved member buy-in and consistency across functions and assignments.

Training, equipment, and community programs are modern and effective, demonstrating the WPS's commitment to providing exceptional law enforcement services to the community while supporting the wellness of its staff. The Chief strongly believes and supports the philosophy of embracing technologies providing members with the right tools at the right time, allowing them to be more effective and enhance the quality of service and transparent reporting.

The Winnipeg Police Service is staffed at an appropriate level with adequate supervision. Reports, citations, and activities are reviewed and provide supervisors with a well-rounded understanding of the performance of their assigned personnel, remedial training needs, and counseling requirements to ensure a high performing agency. Discipline is applied when appropriate. Supervisors are actively engaged with both their subordinates and community partners.

The WPS and its staff understand the critical importance of transparency, cooperation, and partnerships within the community to resolve issues and identify trends that may have a negative impact upon the community.

The WPS does an excellent job of remaining informed through various methods, constantly evaluating its performance,

and making informed decisions to enhance its processes to increase efficiency and effectiveness in citizen interactions and delivery of service. It utilizes data, research, accreditation reports and analyses, legal and other regulatory guidance, and supervisory observations to continually review activities, directives, processes, equipment, and training.

The WPS, like many Canadian police agencies, has not included race data in its use of force analysis. Although the current reporting system allows for the collection of racial identity information, the categories and methods for determining race were undefined. As a result, the WPS concluded that any race-based analysis of use of force would be unreliable and could misinform decision-making.

To address this issue nationally, Statistics Canada and the Canadian Association of Chiefs of Police launched the Police-Reported Indigenous and Racialized Identity Data (PIRID) initiative. In July 2025, PIRID released the full operational guidelines to standardize race-based data collection across Canadian police services. The WPS is now reviewing the policy, training and system changes required to comply with this new national standard.

CALEA accreditation is ingrained into the culture of the organization. Several members stated accreditation is not viewed as a program, rather it was referred to as "what we do to best serve the community." The executive staff noted that CALEA accreditation and its standards laid the foundation for their effective response during the Freedom Convoy (pipeline) protests of a few years back. Because the standards helped establish effective processes, they received very few citizen complaints, and the operational processes resulted in effective control of the complex situation without creating undue stress on the participants. The executive staff also commented that the CALEA standards are their organizational 'North Star.'

Interview: Agency

Qualitative interviews were conducted with agency members and public safety partners, which included interviews to ensure a complete perspective of operations was obtained. Interviews confirmed compliance with numerous standards and provided an in-depth perspective of the Services' operations and work environment. Information was solicited from line-level members, supervisors, command staff, and training staff. The Service embraces the philosophy of continuous improvement and a desire to provide professional service to the public. All members contacted have a positive outlook regarding the accreditation process and the law enforcement profession. Each demonstrated a strong desire to serve and to perform in the most professional manner possible. All were excellent examples of professional law enforcement practitioners with a commitment to serving the City of Winnipeg.

Interview: Parent/Partner Agencies

The Assessors were able to interview agency partners, both law enforcement and business related, as well as city officials. These included Winnipeg Police Board Secretary and Executive Director, True North Sports Security Senior Director, Clinical Specialist Manager, Crisis Response Services, Mental Health and Addictions, and Royal Canadian Mounted Police Inspector. The contacts spoke in detail about special events planning and the response to mental health, police board governance, along with other general topics. They described their interactions as positive, cooperative, and highly professional. The interviewees spoke of the commitment to the community that WPS displays in these areas and of the inclusive training that is provided for both WPS members and the members of their organizations to ensure that all participants are operating under 'one voice' in partnership. These partners provided examples of the excellent relationship that the Winnipeg Police Services has established.

Interview: Community

The Assessors had the opportunity to interact with members of the community in an informal setting. Each individual was asked if they had any experience to share regarding contact with the police department and the reputation of the agency. All responses were positive and supportive of the organization. The words 'professional,' 'caring,' and 'partner' were a common theme.

Summary:

Number of Interviews Conducted: 39

Assessors' Names: [redacted] (Assessor)

Site-Based Assessment Start Date: 07/14/2025

Site-Based Assessment End Date: 07/16/2025

STATISTICS AND DATA TABLES

Overview

The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the agency's use of standards to address the standards' intent

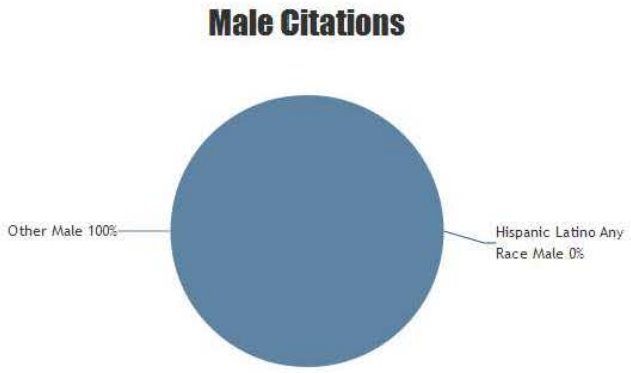
Traffic Warnings & Citations - Reaccreditation Year 1

Data Collection Period: 1/1/2021 - 12/31/2021

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male			
Black Non-Hispanic Male			
Hispanic Latino Any Race Male			
Other Male	9671	171772	181443
White Non-Hispanic Female			
Black Non-Hispanic Female			
Hispanic Latino Any Race Female			
Other Female			
TOTAL	9671	171772	181443

Reaccreditation Year 1 Notes:

The WPS does not track traffic enforcement data by race or gender indicators. Warnings and citations (both officer enforced and photo enforced) are reported under the 'Other Male' category.



Female Warnings

Female Citations

Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

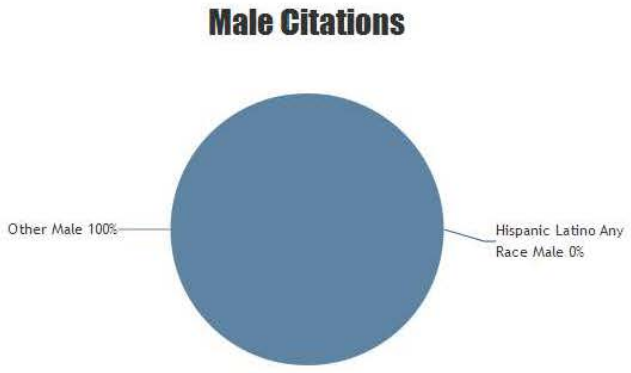
Traffic Warnings & Citations - Reaccreditation Year 2

Data Collection Period: 1/2/2022 - 1/1/2023

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male			
Black Non-Hispanic Male			
Hispanic Latino Any Race Male			
Other Male	9671	150348	160019
White Non-Hispanic Female			
Black Non-Hispanic Female			
Hispanic Latino Any Race Female			
Other Female			
TOTAL	9671	150348	160019

Reaccreditation Year 2 Notes:

The WPS does not track traffic enforcement data by race or gender indicators. Warnings and citations (both officer enforced and photo enforced) are reported under the 'Other Male' category.



Female Warnings

Female Citations

Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

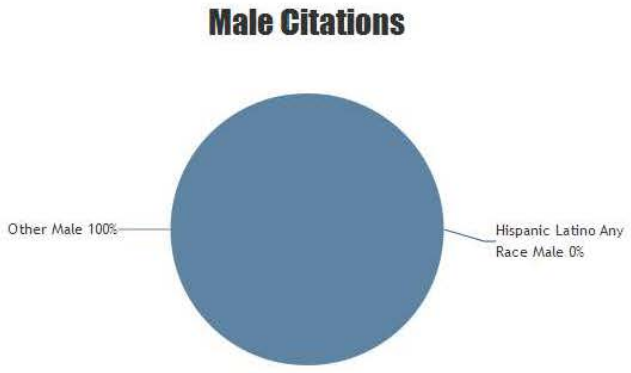
Traffic Warnings & Citations - Reaccreditation Year 3

Data Collection Period: 1/1/2023 - 12/31/2023

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male			
Black Non-Hispanic Male			
Hispanic Latino Any Race Male			
Other Male	10299	165960	176259
White Non-Hispanic Female			
Black Non-Hispanic Female			
Hispanic Latino Any Race Female			
Other Female			
TOTAL	10299	165960	176259

Reaccreditation Year 3 Notes:

The WPS does not track traffic enforcement data by race or gender indicators. Warnings and citations (both officer-enforced and photo-enforced) are reported under the 'Other Male' category.



Female Warnings

Female Citations

Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

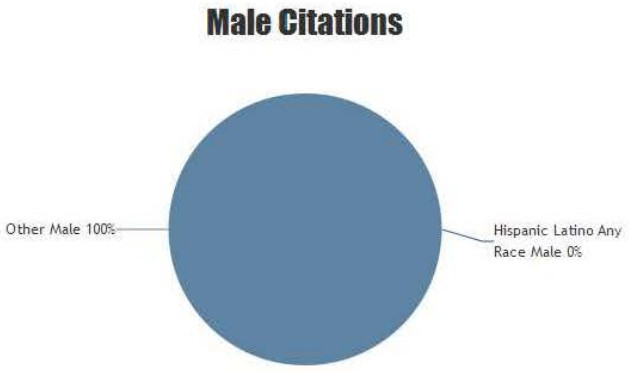
Traffic Warnings & Citations - Reaccreditation Year 4

Data Collection Period: 1/1/2024 - 12/31/2024

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male			
Black Non-Hispanic Male			
Hispanic Latino Any Race Male			
Other Male	11020	175001	186021
White Non-Hispanic Female			
Black Non-Hispanic Female			
Hispanic Latino Any Race Female			
Other Female			
TOTAL	11020	175001	186021

Reaccreditation Year 4 Notes:

The WPS does not track traffic enforcement data by race or gender indicators. Warnings and citations (both officer-enforced and photo-enforced) are reported under the 'Other Male' category.



Female Warnings

Female Citations

Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Biased Based Profiling

Year 1 Data Collection Period: 1/1/2021-12/31/2021

Year 2 Data Collection Period: 1/2/2022-1/1/2023

Year 3 Data Collection Period: 1/1/2023-12/31/2023

Year 4 Data Collection Period: 1/1/2024-12/31/2024

Complaints from:	Year 1	Year 2	Year 3	Year 4
Traffic Contacts	1	1	1	1
Field Contacts	1	2	3	3
Asset Forfeiture	0		0	0

Reaccreditation Year 1 Notes:

In 2021, the WPS conducted:
31,864 Traffic Stops;
379 Subject Stops;
1,680 SPI Subject Stops
234,058 Dispatched events for service

Reaccreditation Year 2 Notes:

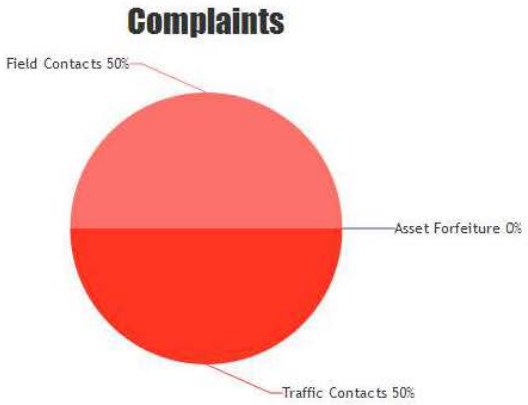
In 2022, the WPS conducted:
27,406 Traffic Stops;
364 Subject Stops;
1,504 SPI Subject Stops;
234,212 Dispatched Events for Service

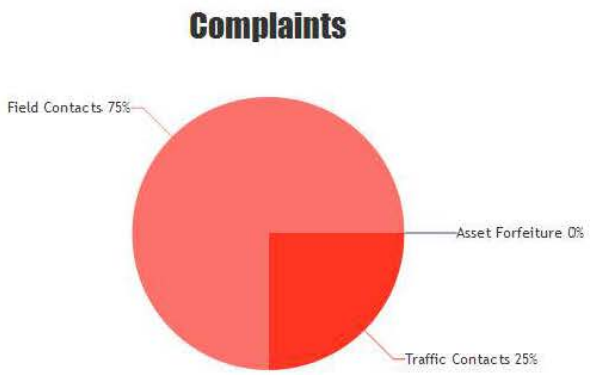
Reaccreditation Year 3 Notes:

In 2023, the WPS conducted: 31,670 Traffic Stops; 392 Subject Stops; 1,564 SPI Subject Stops; and 247,373 Dispatched Events for Service.

Reaccreditation Year 4 Notes:

In 2024, the WPS conducted: 32,437 Traffic Stops; 597 Subject Stops; 1,874 SPI Subject Stops; and 239,903 Dispatched Events for Service.





Legend

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Reaccreditation Year 1

Data Collection Period: 1/1/2021 - 12/31/2021

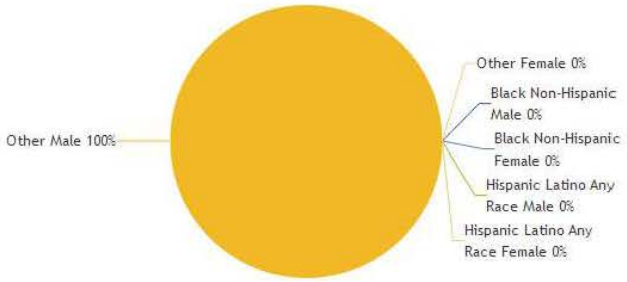
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									149
Discharge							0		0
Display Only							149		149
ECW									223
Discharge Only							138		138
Display Only							85		85
Baton							6		6
Chemical/OC							3		3
Weaponless							816		816
Canine									11
Release Only							6		6
Release and Bite							5		5
Total Uses of Force	0	0	0	0	0	0	1208	0	1208
Total Number of Incidents Resulting In Officer Injury or Death							73		73
Total Use of Force Arrests									
Total Number of Suspects Receiving Non-Fatal Injuries							170		170
Total Number of Suspects Receiving Fatal Injuries							0		0
Total Agency Custodial Arrests									
Total Use of Force Complaints							2		2

Reaccreditation Year 1 Notes:

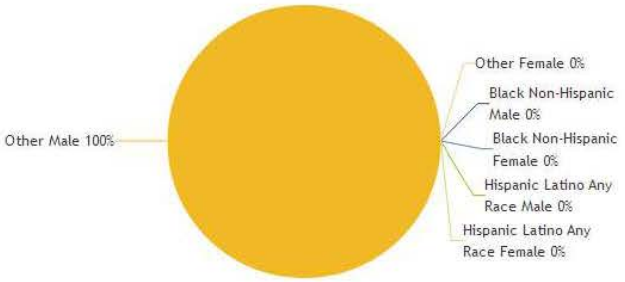
The WPS does not collect, analyze and report on Use of Force trends or patterns related to race of subjects. As such, all Use of Force instances are recorded under the 'Other - Male' category.

Total Use of Force Complaints includes only those allegations received and investigated by the Professional Standards Unit.

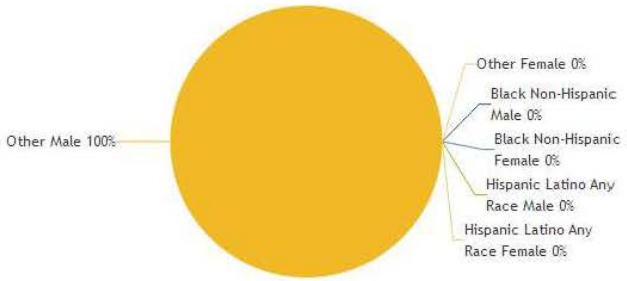
Total Firearm



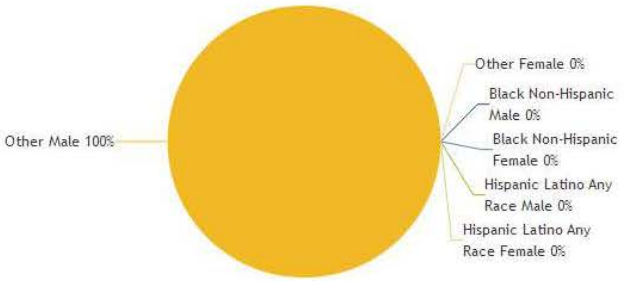
Firearm Display



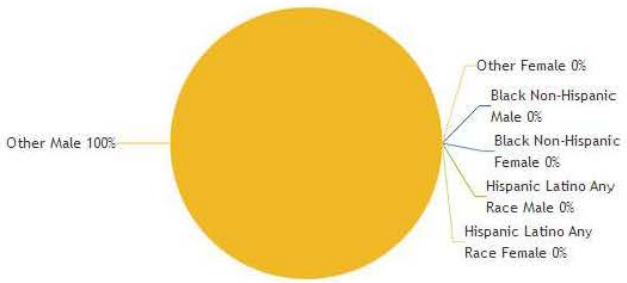
ECW Discharge



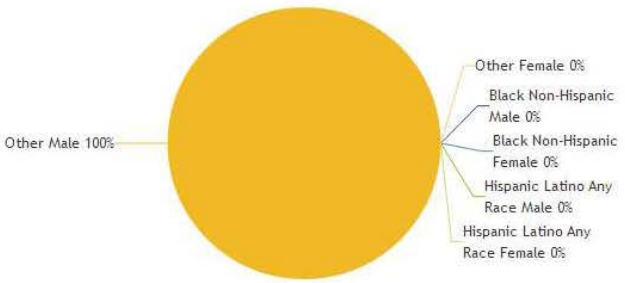
ECW Display



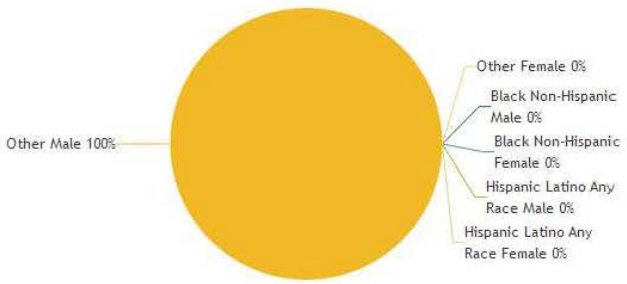
Baton



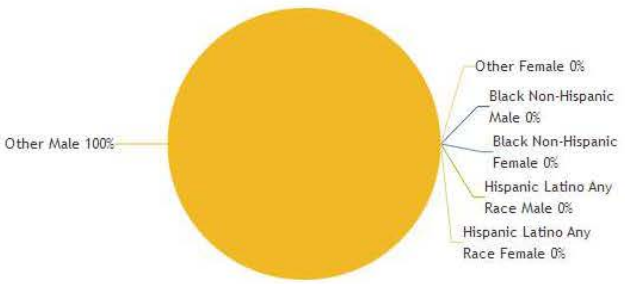
Chemical/OC



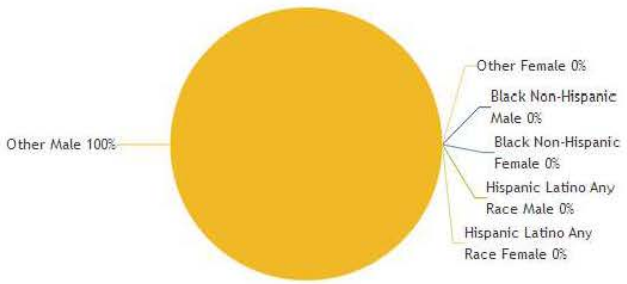
Weaponless



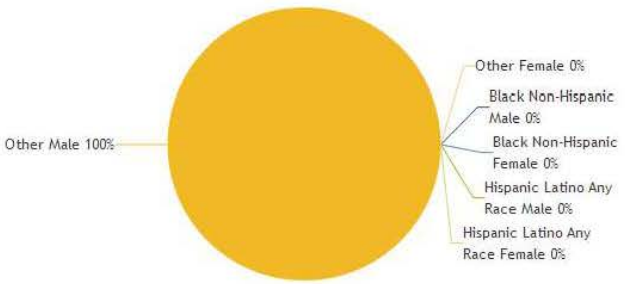
Total Canine



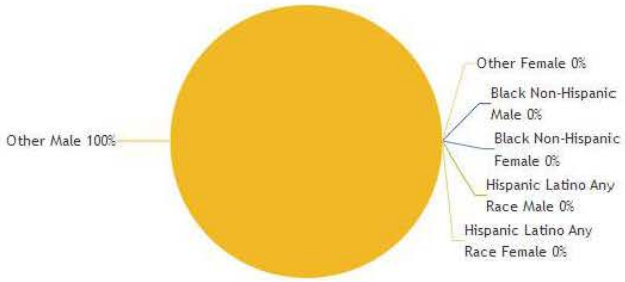
Canine: Release Only



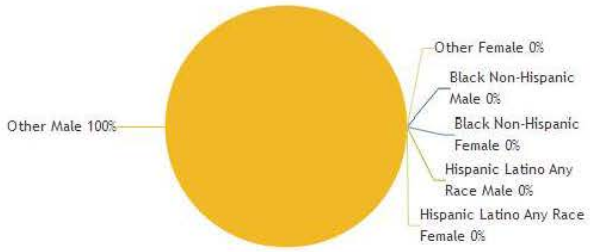
Canine: Release and Bite



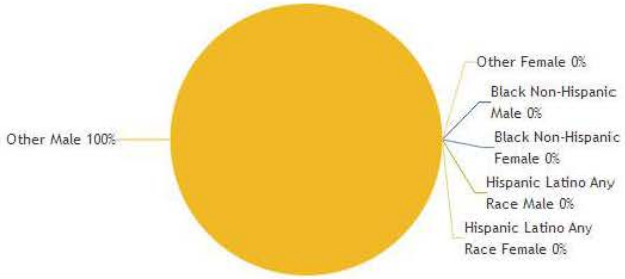
Total Uses of Force



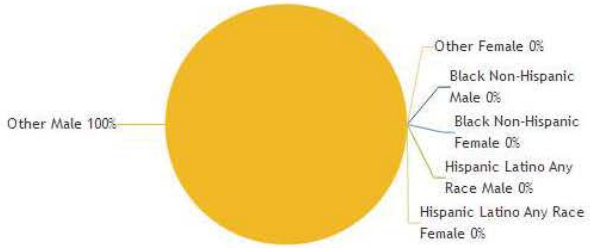
Total Number of Incidents Resulting in Officer Injury or Death



Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 2

Data Collection Period: 1/2/2022 - 1/1/2023

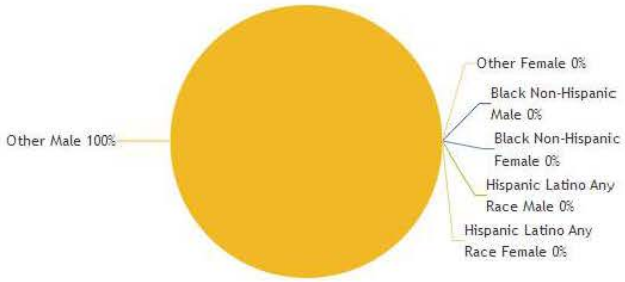
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									182
Discharge							6		6
Display Only							176		176
ECW									265
Discharge Only							159		159
Display Only							106		106
Baton							10		10
Chemical/OC							9		9
Weaponless							933		933
Canine									15
Release Only							6		6
Release and Bite							9		9
Total Uses of Force	0	0	0	0	0	0	1414	0	1414
Total Number of Incidents Resulting In Officer Injury or Death							82		82
Total Use of Force Arrests									
Total Number of Suspects Receiving Non-Fatal Injuries							162		162
Total Number of Suspects Receiving Fatal Injuries							3		3
Total Agency Custodial Arrests									
Total Use of Force Complaints							5		5

Reaccreditation Year 2 Notes:

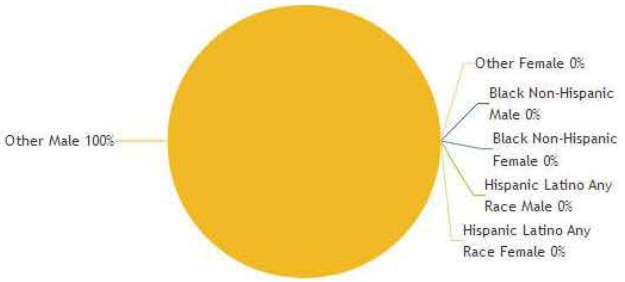
The WPS does not collect, analyze, and report on Use of Force trends or patterns related to race of subjects. As such, all Use of Force instances are recorded under the 'Other-Male' category.

Total Use of Force Complaints includes only those allegations received and investigated by the Professional Standards Unit.

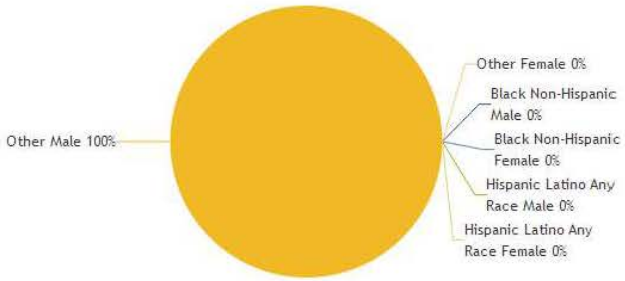
Total Firearm



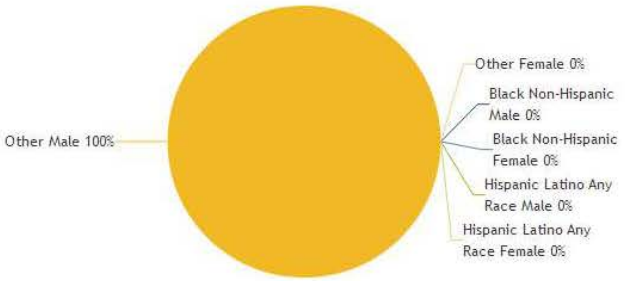
Firearm Discharge



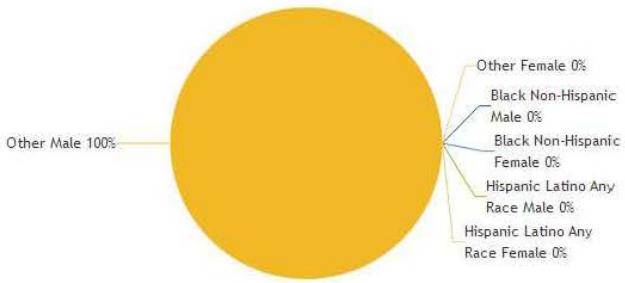
Firearm Display



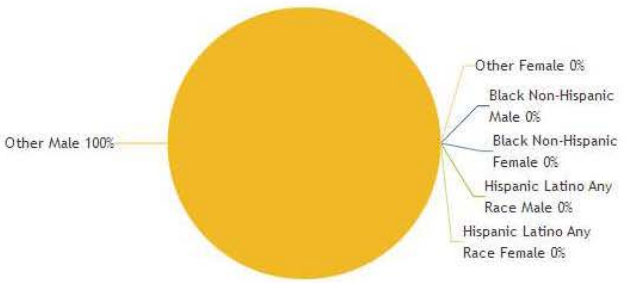
ECW Discharge



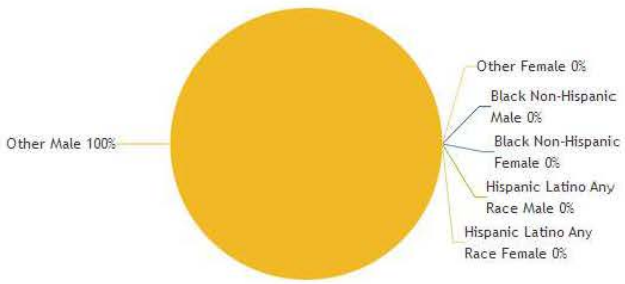
ECW Display



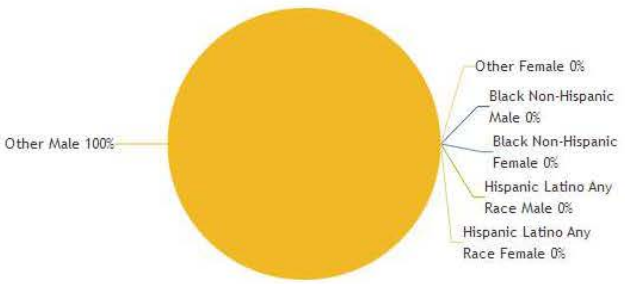
Baton



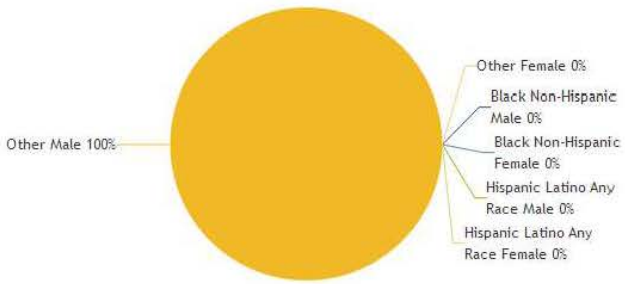
Chemical/OC



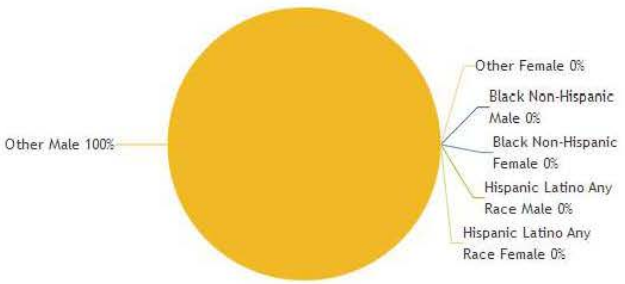
Weaponless



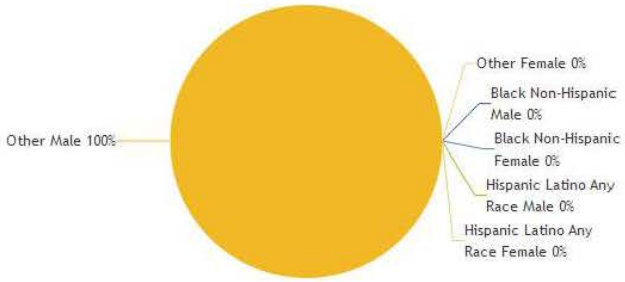
Total Canine



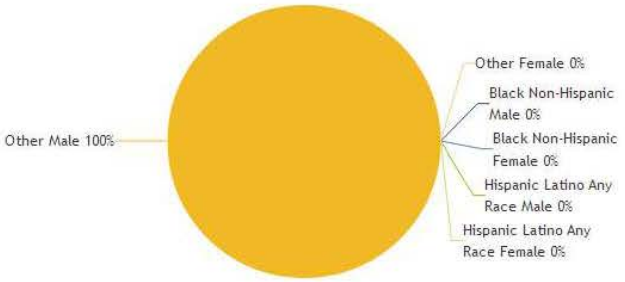
Canine: Release Only



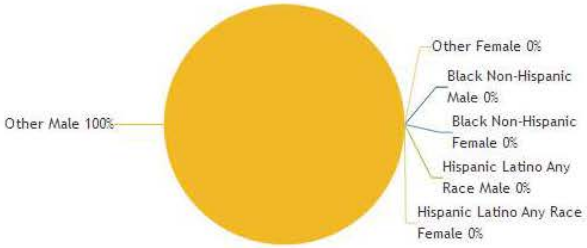
Canine: Release and Bite



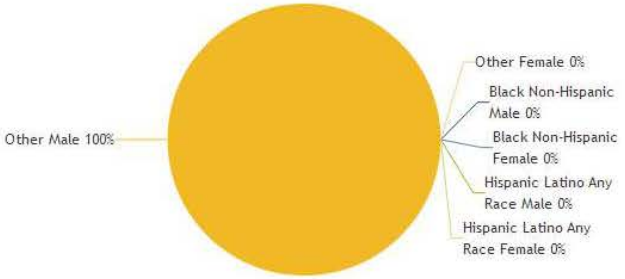
Total Uses of Force



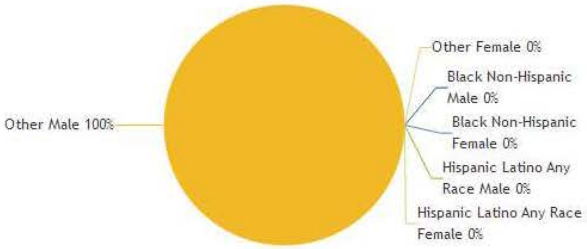
Total Number of Incidents Resulting in Officer Injury or Death



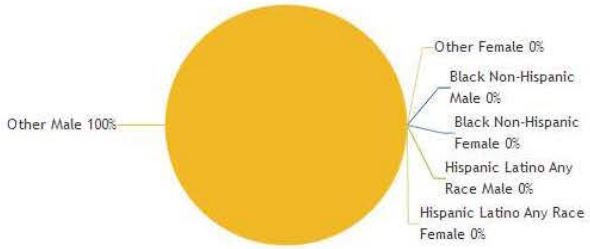
Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Total Number of Suspects Receiving Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 3

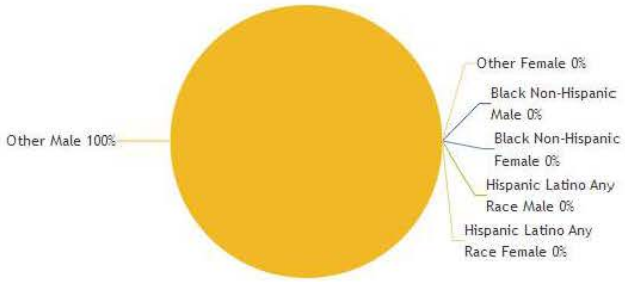
Data Collection Period: 1/1/2023 - 12/31/2023

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									205
Discharge							3		3
Display Only							202		202
ECW									302
Discharge Only							207		207
Display Only							95		95
Baton							19		19
Chemical/OC							22		22
Weaponless							1010		1010
Canine									8
Release Only							2		2
Release and Bite							6		6
Total Uses of Force	0	0	0	0	0	0	1566	0	1566
Total Number of Incidents Resulting In Officer Injury or Death							88		88
Total Use of Force Arrests									
Total Number of Suspects Receiving Non-Fatal Injuries							203		203
Total Number of Suspects Receiving Fatal Injuries							3		3
Total Agency Custodial Arrests									
Total Use of Force Complaints							0		0

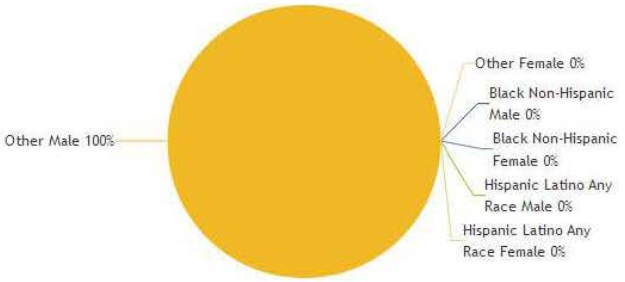
Reaccreditation Year 3 Notes:

The WPS does not collect, analyze, and report on Use of Force trends or patterns related to subjects' race. As such, all Use of Force instances are recorded under the 'Other-Male' category. Total Use of Force Complaints includes only those allegations received and investigated by the Professional Standards Unit.

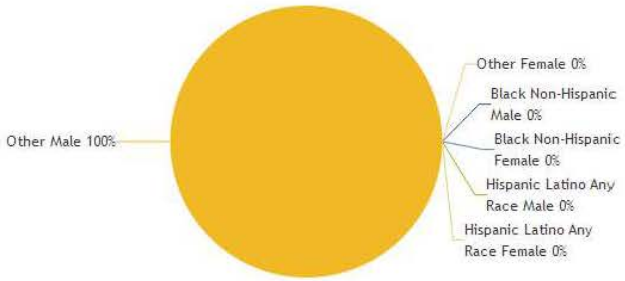
Total Firearm



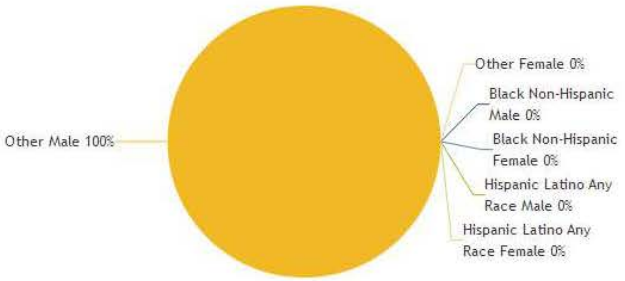
Firearm Discharge



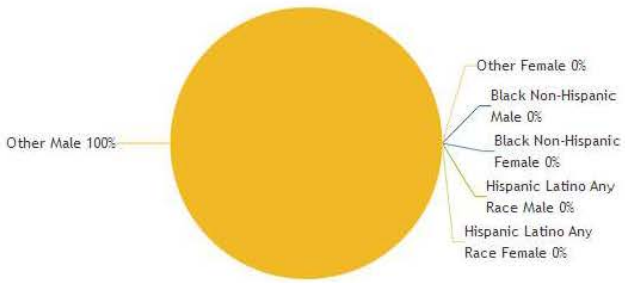
Firearm Display



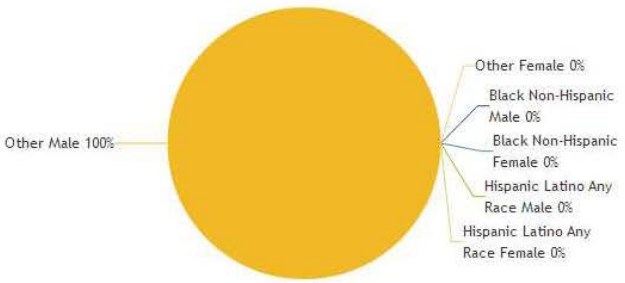
ECW Discharge



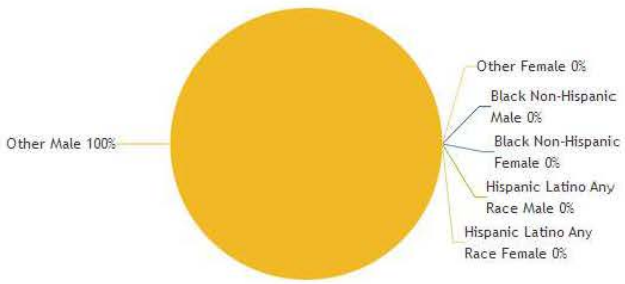
ECW Display



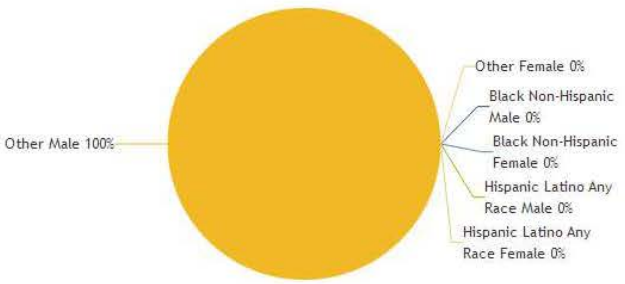
Baton



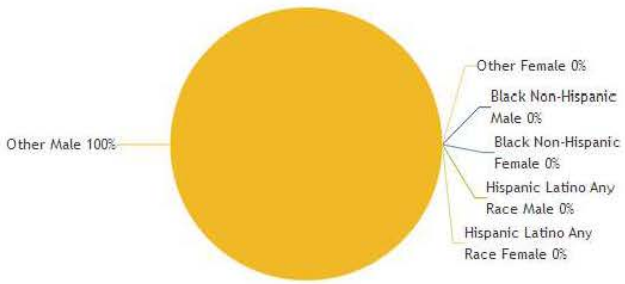
Chemical/OC



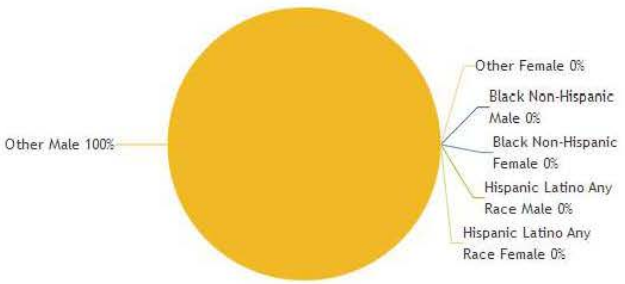
Weaponless



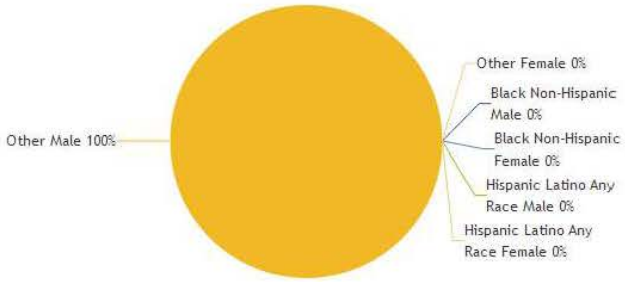
Total Canine



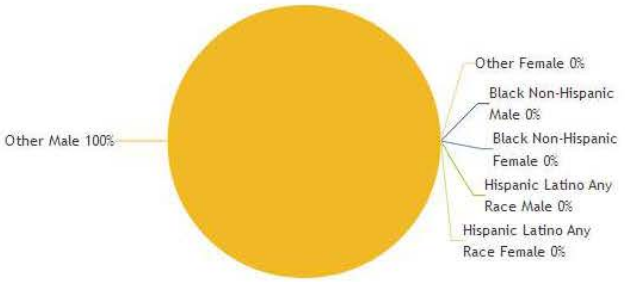
Canine: Release Only



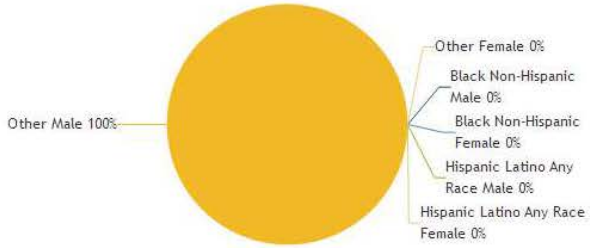
Canine: Release and Bite



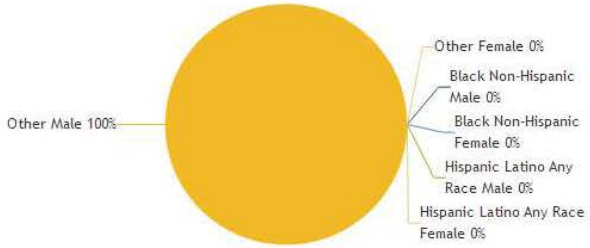
Total Uses of Force



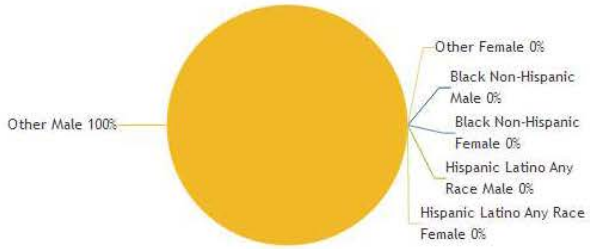
Total Number of Incidents Resulting in Officer Injury or Death



Total Number of Suspects Receiving Non-Fatal Injuries



Total Number of Suspects Receiving Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 4

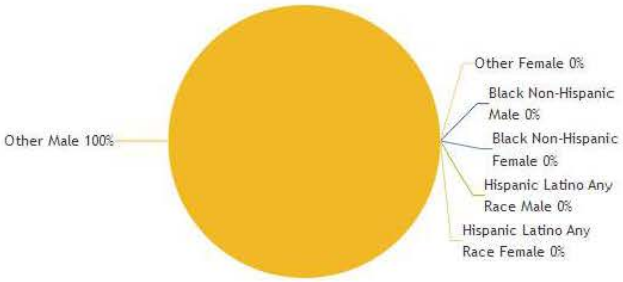
Data Collection Period: 1/1/2024 - 12/31/2024

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									176
Discharge							6		6
Display Only							170		170
ECW									524
Discharge Only							303		303
Display Only							221		221
Baton							4		4
Chemical/OC							7		7
Weaponless							1147		1147
Canine									23
Release Only							11		11
Release and Bite							12		12
Total Uses of Force	0	0	0	0	0	0	1881	0	1881
Total Number of Incidents Resulting In Officer Injury or Death							80		80
Total Use of Force Arrests									
Total Number of Suspects Receiving Non-Fatal Injuries							195		195
Total Number of Suspects Receiving Fatal Injuries							4		4
Total Agency Custodial Arrests									
Total Use of Force Complaints							0		0

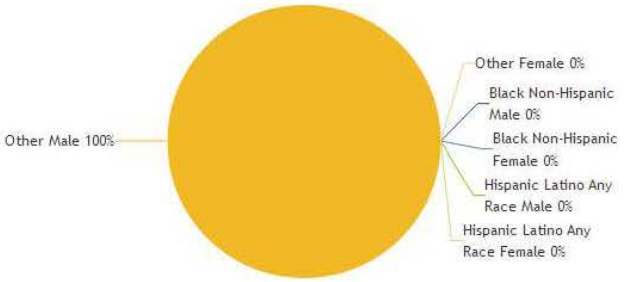
Reaccreditation Year 4 Notes:

The WPS does not collect, analyze, and report on Use of Force trends or patterns related to subjects' race. As such, all Use of Force instances are recorded under the 'Other-Male' category. Total Use of Force Complaints includes only those allegations received and investigated by the Professional Standards Unit.

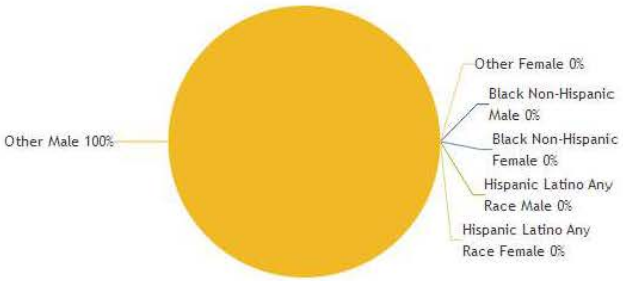
Total Firearm



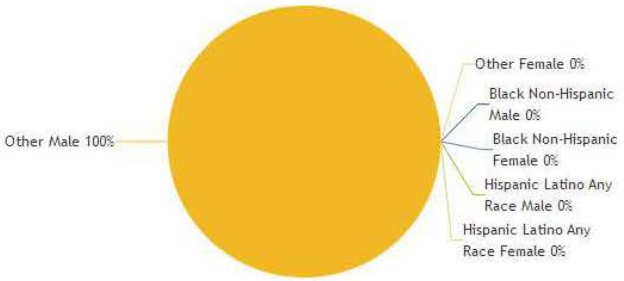
Firearm Discharge



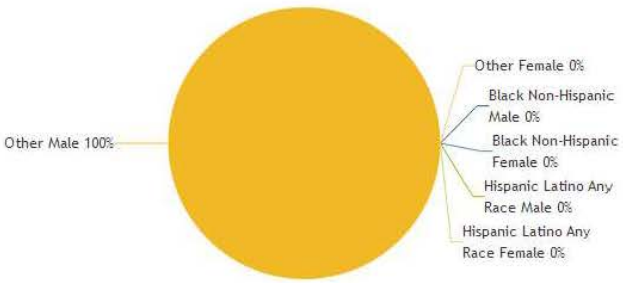
Firearm Display



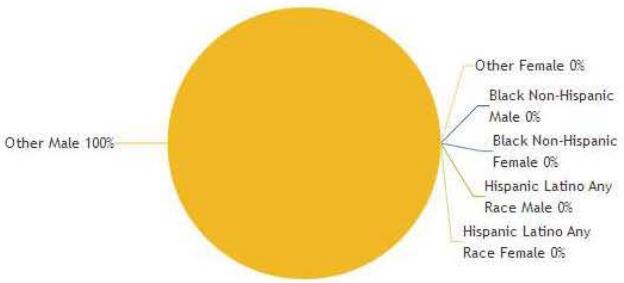
ECW Discharge



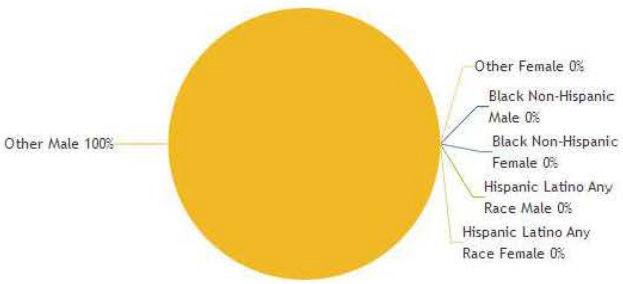
ECW Display



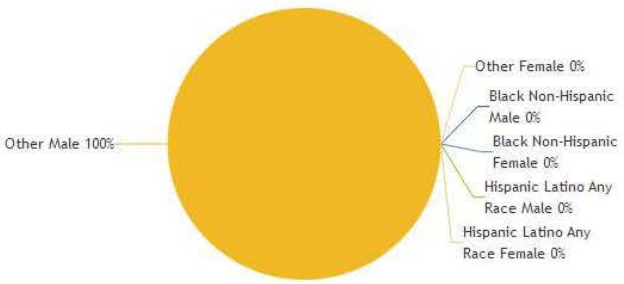
Baton



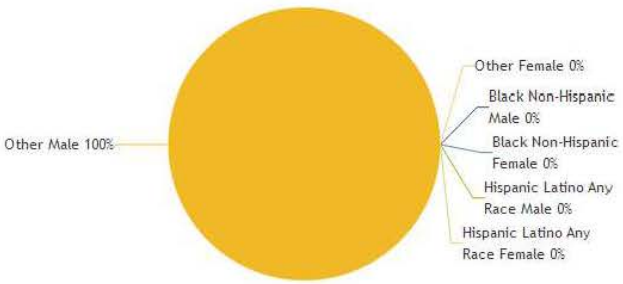
Chemical/OC



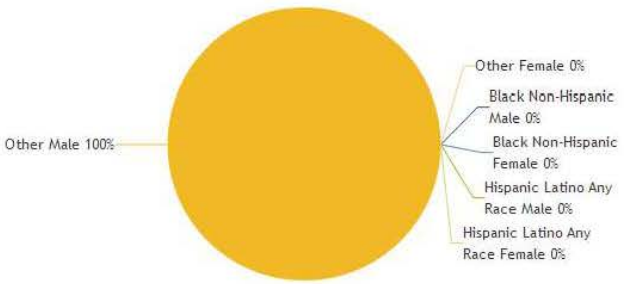
Weaponless



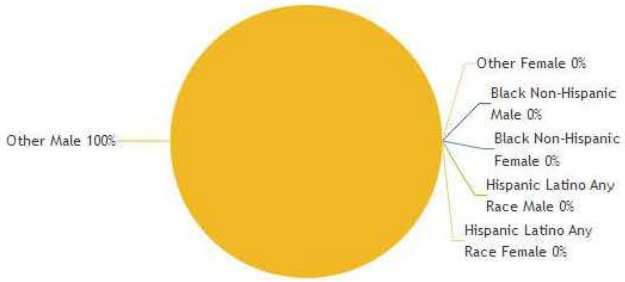
Total Canine



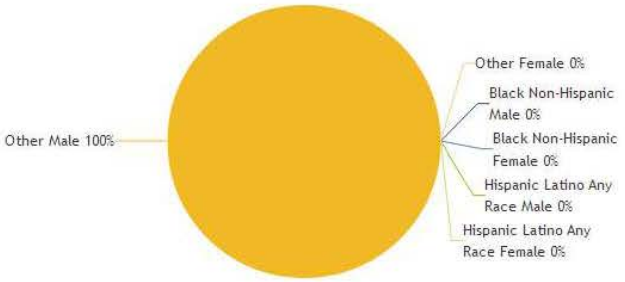
Canine: Release Only



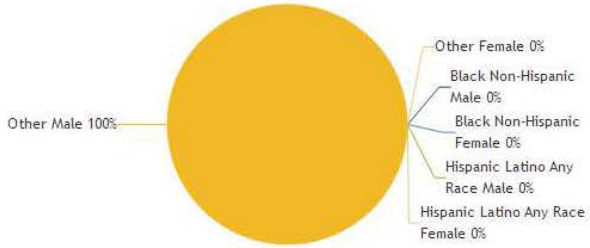
Canine: Release and Bite



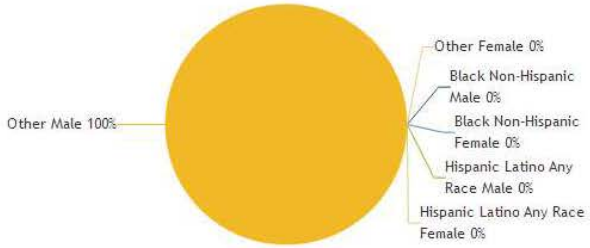
Total Uses of Force



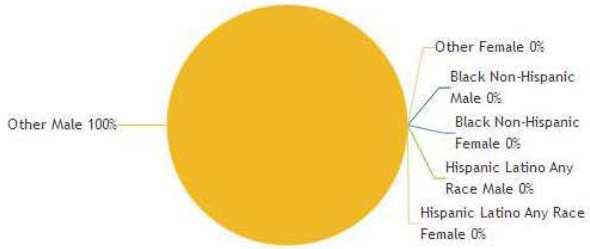
Total Number of Incidents Resulting in Officer Injury or Death



Total Number of Suspects Receiving Non-Fatal Injuries



Total Number of Suspects Receiving Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Grievances

Year 1 Data Collection Period: 5/1/2021-4/30/2022

Year 2 Data Collection Period: 5/1/2022-4/30/2023

Year 3 Data Collection Period: 5/1/2023-4/30/2024

Year 4 Data Collection Period: 5/1/2024-4/30/2025

Grievances	Year 1	Year 2	Year 3	Year 4
Number	5	0	4	4

Reaccreditation Year 1 Notes:

WPS Legal Counsel reviewed the grievances and determined that there are no trends or patterns that could be addressed to prevent similar grievances from being filed in the future.

Reaccreditation Year 2 Notes:

WPS Legal Counsel reviewed files which revealed there were no grievances filed between May 1, 2022 - April 30, 2023.

Reaccreditation Year 3 Notes:

WPS Legal Counsel reviewed the grievances and determined that no trends or patterns could be addressed to prevent similar grievances from being filed in the future.

Reaccreditation Year 4 Notes:

WPS Legal Counsel reviewed the grievances and determined that no trends or patterns could be addressed to prevent similar grievances from being filed in the future.

Personnel Actions

Year 1 Data Collection Period: 1/1/2021-12/31/2021

Year 2 Data Collection Period: 1/1/2022-12/31/2022

Year 3 Data Collection Period: 1/1/2023-12/31/2023

Year 4 Data Collection Period: 1/1/2024-12/31/2024

	Year 1	Year 2	Year 3	Year 4
Suspension	0	0	0	
Demotion	0	0	0	
Resign In Lieu of Termination	0	0	0	
Termination	0	0	0	
Other	7	11	12	15
Total	7	11	12	15
Commendations	0		60	59

Reaccreditation Year 1 Notes:

Other types of personnel actions include: admonition, written reprimand, loss of weekly leave, issuance of fine, and placed on probation.

Due to the COVID-19 pandemic, formal commendation awards continued to be suspended for 2021.

Reaccreditation Year 2 Notes:

For the "OTHER" category, the breakdown for the 11 # of Actions is as follows:
- Admonition: 3
-Written Reprimand: 3
-Loss of Weekly Leave: 5

Reaccreditation Year 3 Notes:

For the "OTHER" category, the breakdown of the 12 actions is as follows: 2 Admonitions; 3 Written Reprimands; 6 Loss of Weekly Leaves; and, 1 Probation for a specified term

Reaccreditation Year 4 Notes:

For the "OTHER" category, the breakdown of the 15 actions is as follows: 1 Admonitions; 8 Written Reprimands; and, 6 Loss of Weekly Leaves.

Complaints and Internal Affairs - Reaccreditation Year 4

Data Collection Period: 1/1/2021 - 12/31/2024

	Year 1	Year 2	Year 3	Year 4
External/Citizen Complaint				
Citizen Complaint	59	24	40	72
Sustained	6	8	6	5
Not Sustained	14	21	15	1
Unfounded	2	4	3	10
Exonerated	1	4	1	5
Internal/Directed Complaint				
Directed Complaint	19	19	28	21
Sustained				
Not Sustained				
Unfounded				
Exonerated				

Reaccreditation Year 4 Notes:

Outcomes to complaint investigations are reported by criminal or regulatory complaint type and not by complaint source (internal or external). While some complaint investigations remain pending or in progress at this report's time, criminal and regulatory investigation outcomes are reported under the 'External/Citizen Complaint' category.

Calls For Service / Crime Data - Reaccreditation Year 4

Data Collection Period: 1/1/2021 - 12/31/2024

	Year 1	Year 2	Year 3	Year 4
Calls for Service				
Calls for Service	234058	234212	247373	239903
Crime Data				
Murder	43	53	46	41
Forcible Rape	2	3	1	1
Robbery	1911	2410	2937	2905
Aggravated Assault	160	167	217	157
Burglary	5322	6601	5769	5561
Larceny-Theft	14129	19849	19469	20303
Motor Vehicle Theft	2945	3749	3657	3401
Arson	513	452	494	494

Reaccreditation Year 4 Notes:

Calls for Service are the total dispatched events.

Motor Vehicle Pursuit

Year 1 Data Collection Period: 1/1/2021-12/31/2021

Year 2 Data Collection Period: 1/1/2021-12/31/2021

Year 3 Data Collection Period: 1/1/2023-12/31/2023

Year 4 Data Collection Period: 1/1/2024-12/31/2024

	Year 1	Year 2	Year 3	Year 4
Pursuits				
Total Pursuits	91	79	66	64
Forcible stopping techniques used	48	50	30	30
Terminated by Agency	42	48	46	48
Policy Compliant	53	54	32	34
Policy Non-Compliant	38	16	34	30
Collisions				
Injuries				
Total Collisions	22	12	9	17
Officer	2	0	2	1
Suspect	7	3	1	2
ThirdParty	1	3	2	0
Reason Initiated				
Traffic	21	13	13	11
Felony	70	66	53	53
Misdemeanor		0		

Reaccreditation Year 1

Reasons Initiated: Canadian law does not have misdemeanors and felonies. The WPS tracks pursuits initiated in two categories: HTA (Highway Traffic Act) and Criminal Code. The count of HTA initiated pursuits is listed on the 'Traffic' line and Criminal Code initiated pursuits on the 'Felony' line in the table above.

Reaccreditation Year 2

Note: Felony/Misdemeanor in not common language used in Canada. We grouped Criminal Code initiated pursuits into one category "Felony" for purposes of this statistical report.

Reaccreditation Year 3

Canada's legal system does not use Felony or Misdemeanor. As such, all Criminal Code-initiated pursuits are reported under "Felony" for this statistical report.

Reaccreditation Year 4

Canada's legal system does not use Felony or Misdemeanor. As such, all Criminal Code-initiated pursuits are reported under "Felony" for this statistical report.

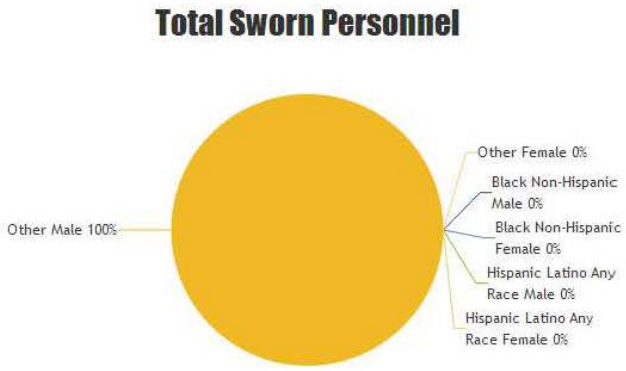
Agency Breakdown Report - Reaccreditation Year 1

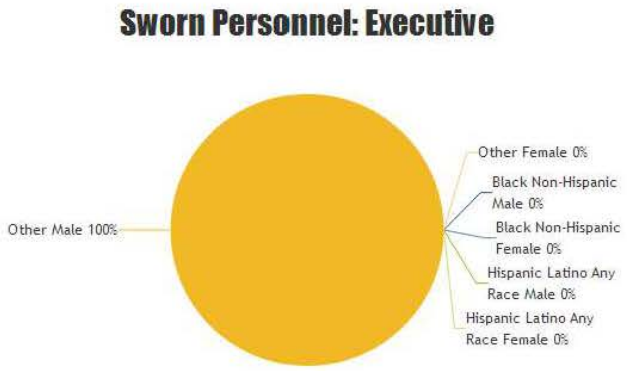
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive							8		8
Command							20		20
Supervisory Positions							304		304
Non-Supervisory Positions							1,023		1,023
Sub Total									1,355
Non Sworn Personnel									
Executive									
Managerial									
Supervisory Positions									
Non-Supervisory Positions							562		562
Sub Total									562
Total									1,917

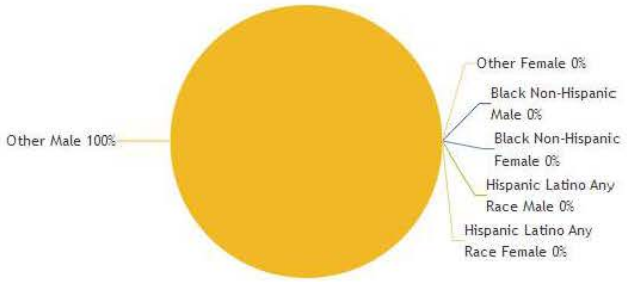
Reaccreditation Year 1 Notes:

Authorized sworn personnel are not shown by gender, rank totals are listed under Male - Other.
Authorized Non Sworn Personnel are reported as a total only.

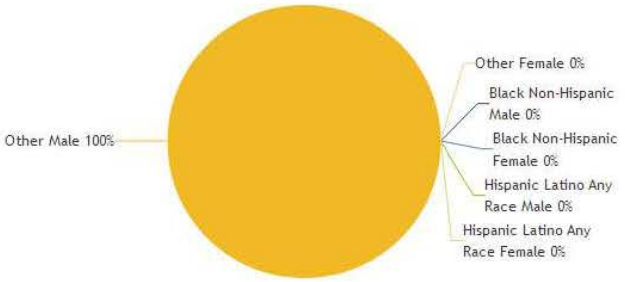




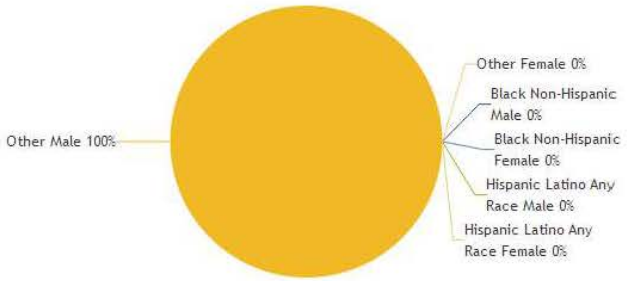
Sworn Personnel: Command



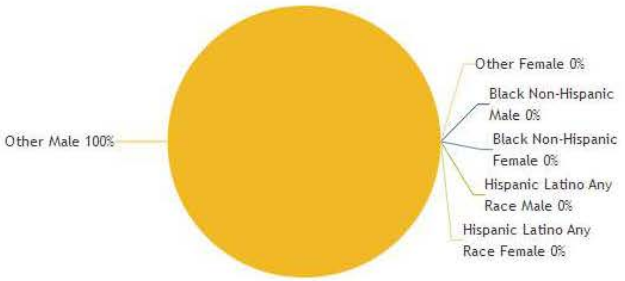
Sworn Personnel: Supervisory Positions



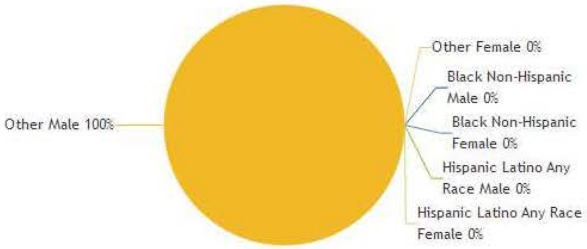
Sworn Personnel: Non-Supervisory Positions



Total Non-Sworn Personnel



Non-Sworn Personnel: Non-Supervisory Positions



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

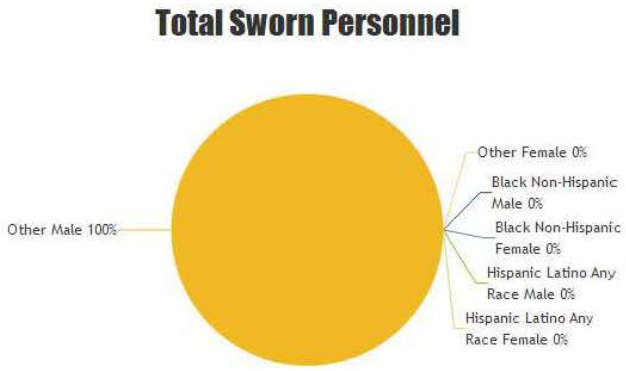
Agency Breakdown Report - Reaccreditation Year 2

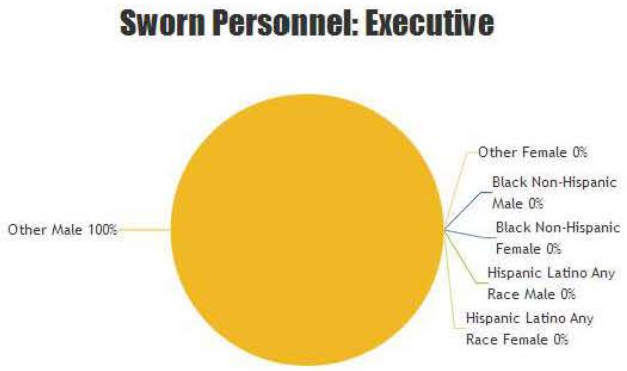
Data Collection Period: 1/2/2022 - 1/1/2023

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive							9		9
Command							20		20
Supervisory Positions							306		306
Non-Supervisory Positions							1,021		1,021
Sub Total									1,356
Non Sworn Personnel									
Executive									
Managerial									
Supervisory Positions									
Non-Supervisory Positions							561		561
Sub Total									561
Total									1,917

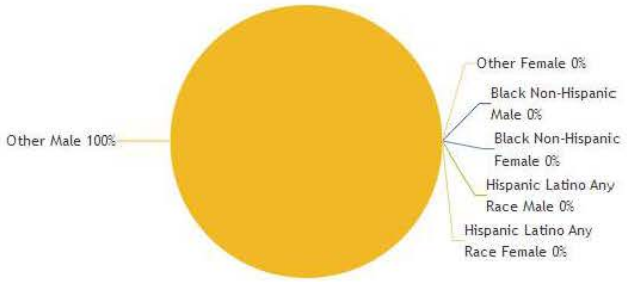
Reaccreditation Year 2 Notes:

Authorized sworn personnel are not shown by gender, rank totals are listed under 'Male - Other'.
Authorized non-sworn personnel are reported as a total only.

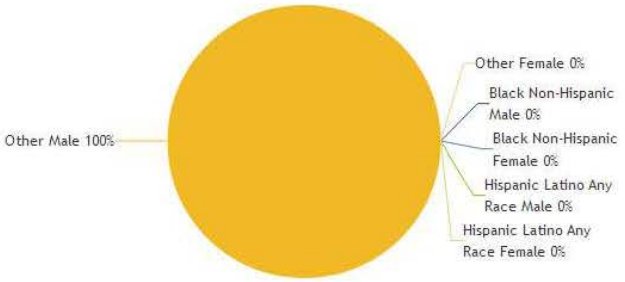




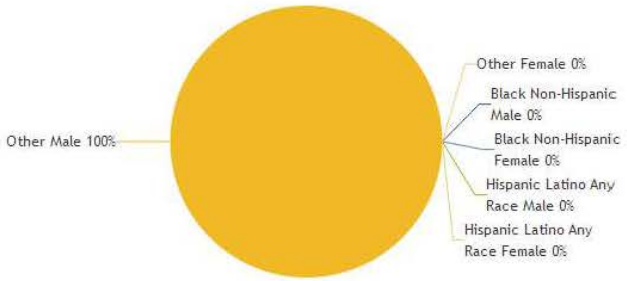
Sworn Personnel: Command



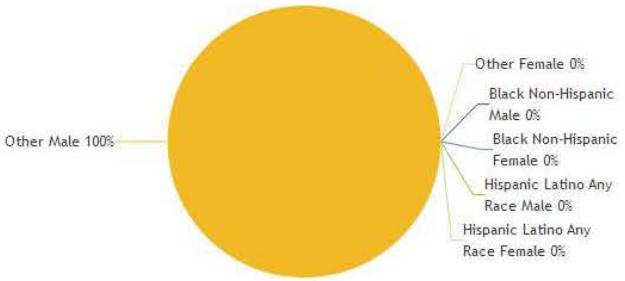
Sworn Personnel: Supervisory Positions



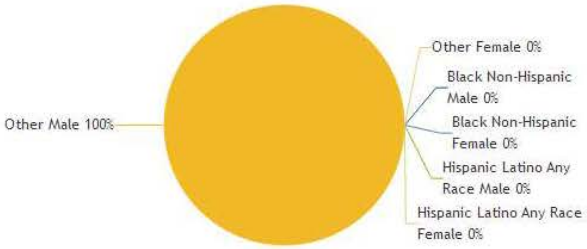
Sworn Personnel: Non-Supervisory Positions



Total Non-Sworn Personnel



Non-Sworn Personnel: Non-Supervisory Positions



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

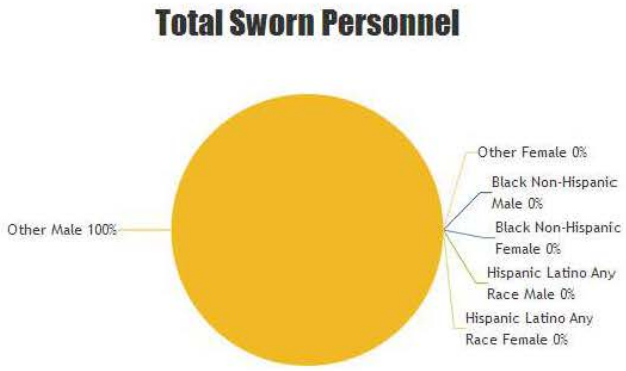
Agency Breakdown Report - Reaccreditation Year 3

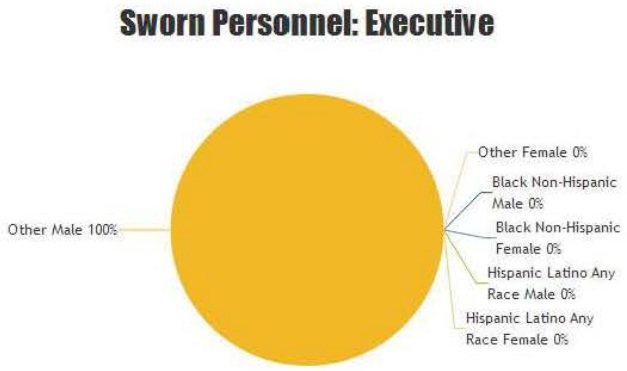
Data Collection Period: 1/1/2023 - 12/31/2023

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive							9		9
Command							20		20
Supervisory Positions							310		310
Non-Supervisory Positions							1,027		1,027
Sub Total									1,366
Non Sworn Personnel									
Executive									
Managerial									
Supervisory Positions									
Non-Supervisory Positions							561		561
Sub Total									561
Total									1,927

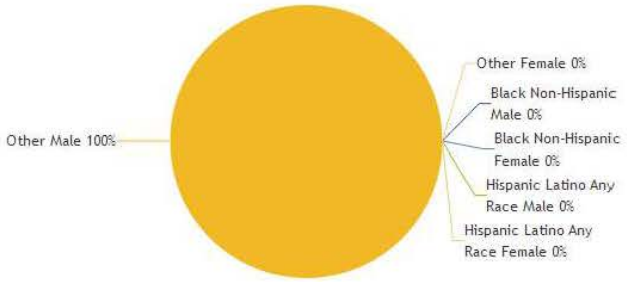
Reaccreditation Year 3 Notes:

Authorized sworn personnel are not shown by gender, rank totals are listed under 'Male - Other'. Authorized non-sworn personnel are reported as a total only.

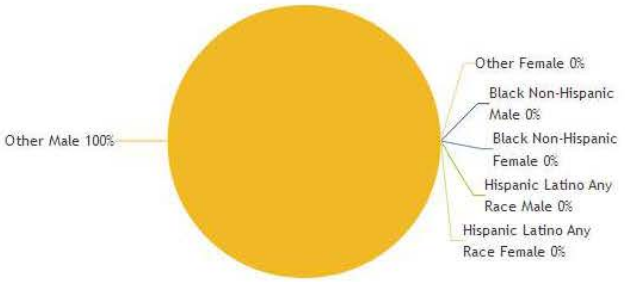




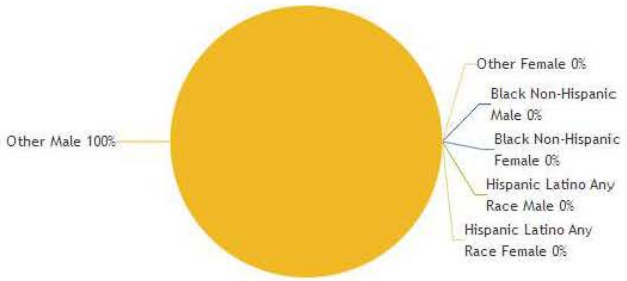
Sworn Personnel: Command



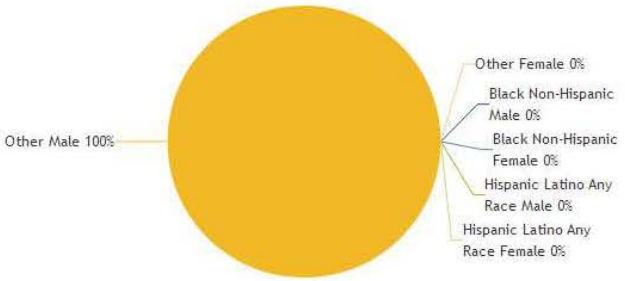
Sworn Personnel: Supervisory Positions



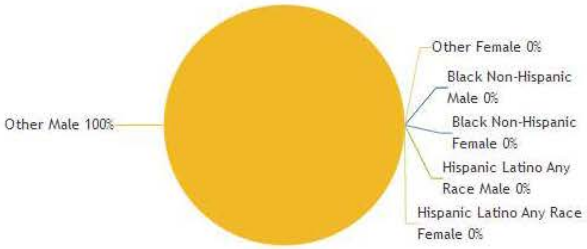
Sworn Personnel: Non-Supervisory Positions



Total Non-Sworn Personnel



Non-Sworn Personnel: Non-Supervisory Positions



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

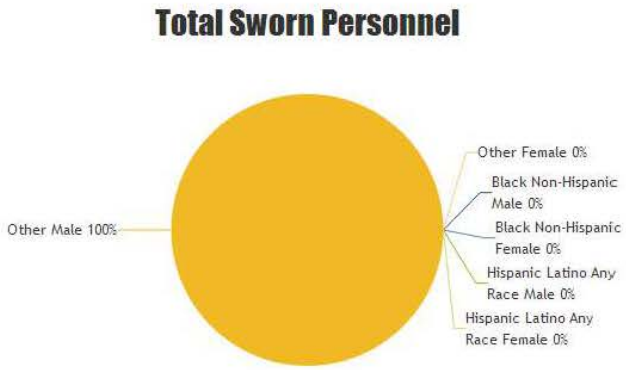
Agency Breakdown Report - Reaccreditation Year 4

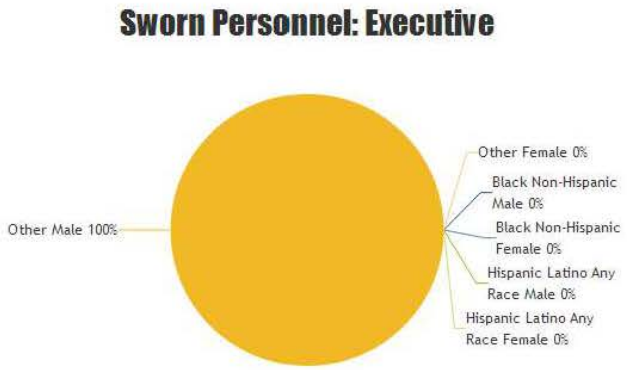
Data Collection Period: 1/1/2024 - 12/31/2024

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive							9		9
Command							20		20
Supervisory Positions							310		310
Non-Supervisory Positions							1,051		1,051
Sub Total									1,390
Non Sworn Personnel									
Executive									
Managerial									
Supervisory Positions									
Non-Supervisory Positions							607		607
Sub Total									607
Total									1,997

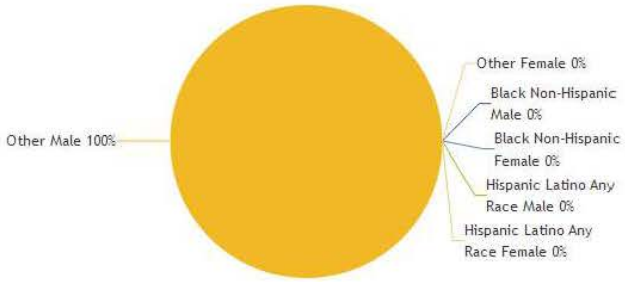
Reaccreditation Year 4 Notes:

Authorized sworn personnel are not shown by gender, rank totals are listed under 'Male - Other'. Authorized non-sworn personnel are reported as a total only.

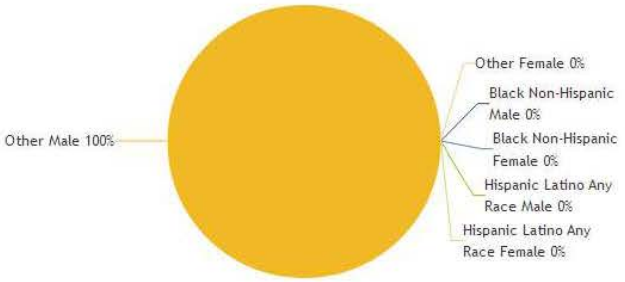




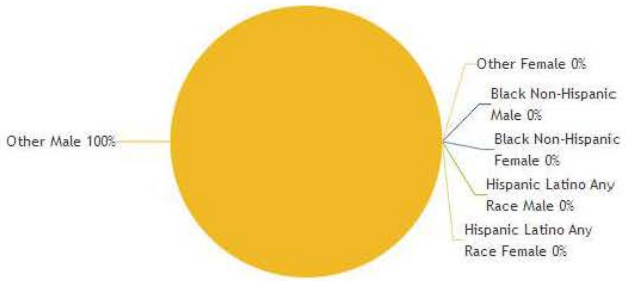
Sworn Personnel: Command



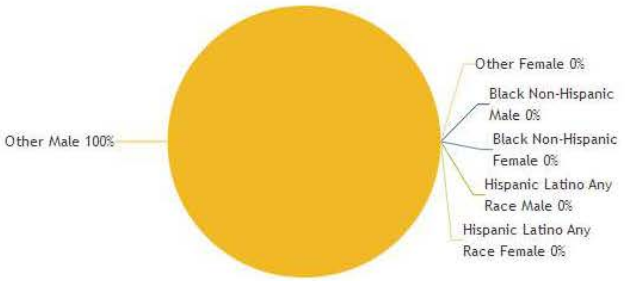
Sworn Personnel: Supervisory Positions



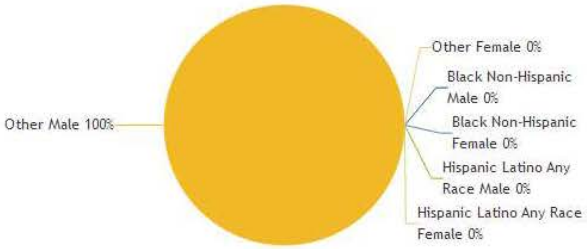
Sworn Personnel: Non-Supervisory Positions



Total Non-Sworn Personnel



Non-Sworn Personnel: Non-Supervisory Positions



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

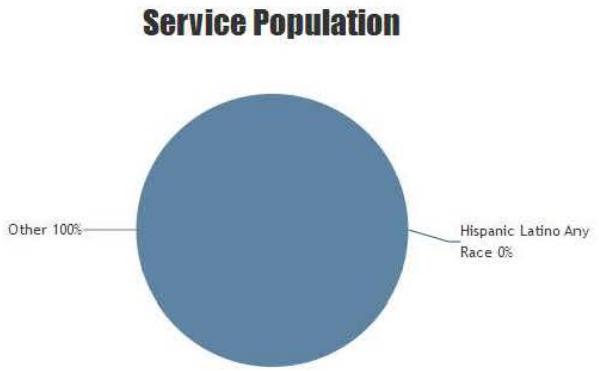
Agency Demographics Report - Reaccreditation Year 1

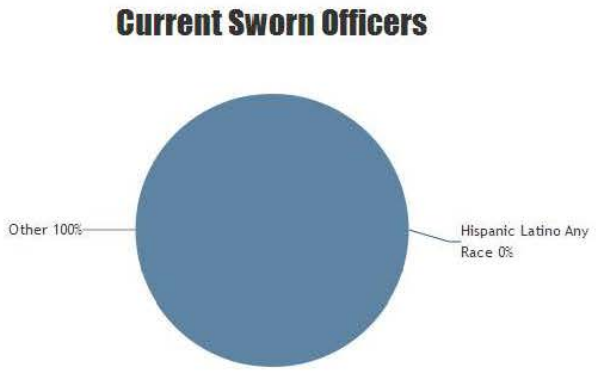
Data Collection Period: 1/1/2021 - 12/31/2021

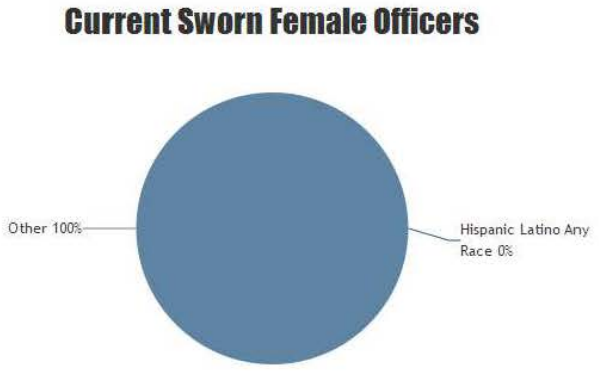
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	0	0%	0	0 %	0	0%	0	0%	0	0%	0	0%
Black Non-Hispanic	0	0%	0	0 %	0	0%	0	0%	0	0%	0	0%
Hispanic Latino Any Race	0	0%	0	0 %	0	0%	0	0%	0	0%	0	0%
Other	2018	100%	0	0 %	1417	100%	231	16%	1388	100%	221	16%
Total	2018		0		1417		231		1388		221	

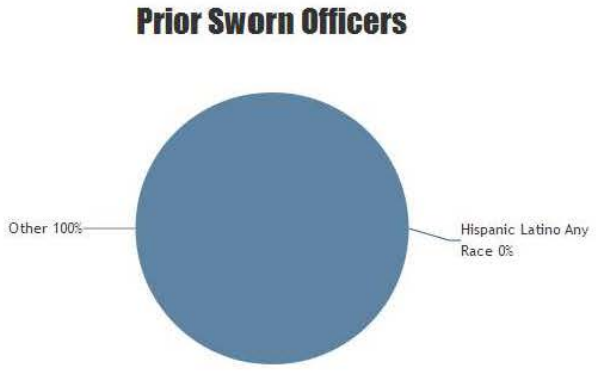
Reaccreditation Year 1 Notes:

Workforce diversity categories reported to the City of Winnipeg's Human Rights Committee of Council is as follows: Women, Indigenous Peoples and Racialized Peoples.
Given the limitations of the CIMRS categories above, only women members can be reported separately; all members regardless of declaration are reported on the 'Other' line above.

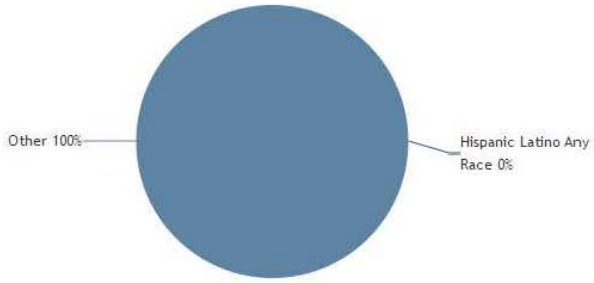








Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 2

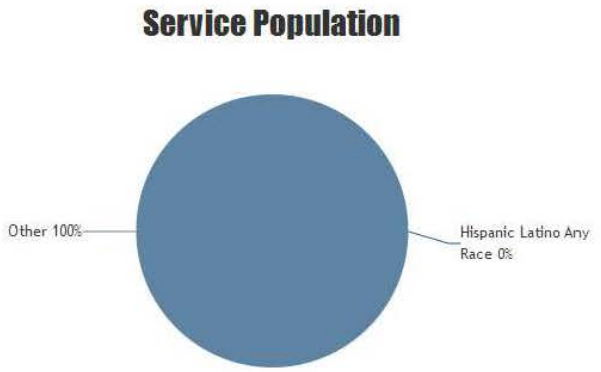
Data Collection Period: 1/1/2022 - 12/31/2022

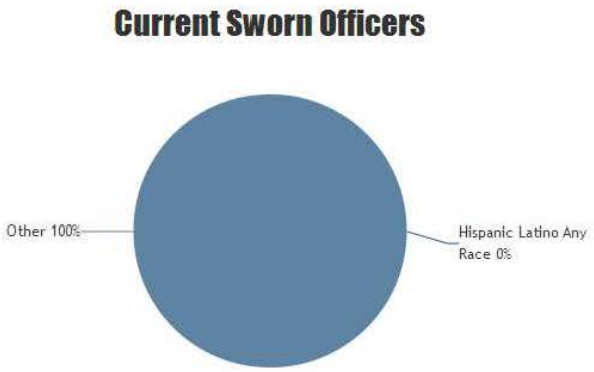
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	0	0%	0	0 %	0	0%	0	0%	0	0%	0	0%
Black Non-Hispanic	0	0%	0	0 %	0	0%	0	0%	0	0%	0	0%
Hispanic Latino Any Race	0	0%	0	0 %	0	0%	0	0%	0	0%	0	0%
Other	2030	100%	0	0 %	1411	100%	230	16%	1417	100%	231	16%
Total	2030		0		1411		230		1417		231	

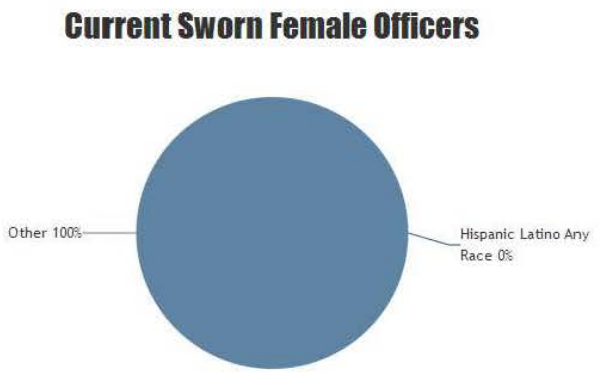
Reaccreditation Year 2 Notes:

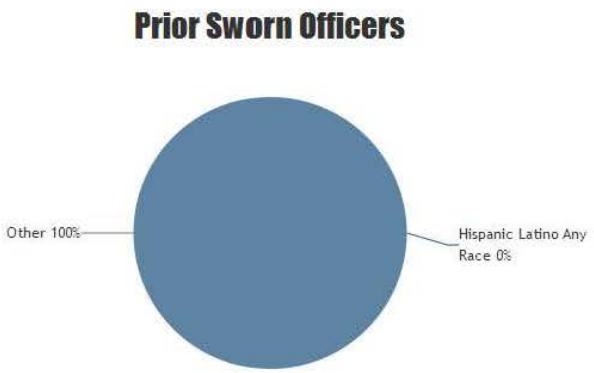
Workforce diversity categories reported to the City of Winnipeg's Human Rights Committee of Council are Women, Indigenous Peoples, and Racialized Peoples.

Given the limitations of the CIMRS categories above, only women members can be reported separately; all members regardless of declaration are reported on the 'Other' line above.

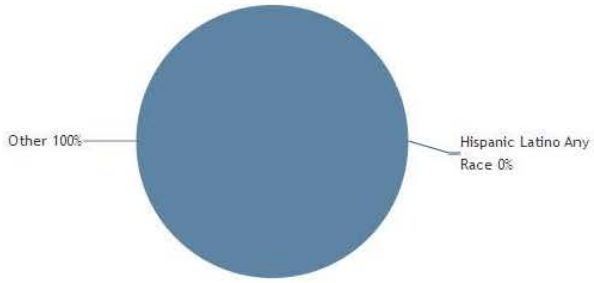








Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 3

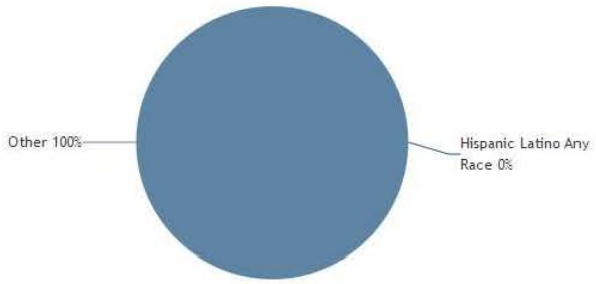
Data Collection Period: 1/1/2023 - 12/31/2023

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	0	0%	0	0 %	0	0%	0	0%	0	0%	0	0%
Black Non-Hispanic	0	0%	0	0 %	0	0%	0	0%	0	0%	0	0%
Hispanic Latino Any Race	0	0%	0	0 %	0	0%	0	0%	0	0%	0	0%
Other	2048	100%	0	0 %	1436	100%	243	17%	1411	100%	230	16%
Total	2048		0		1436		243		1411		230	

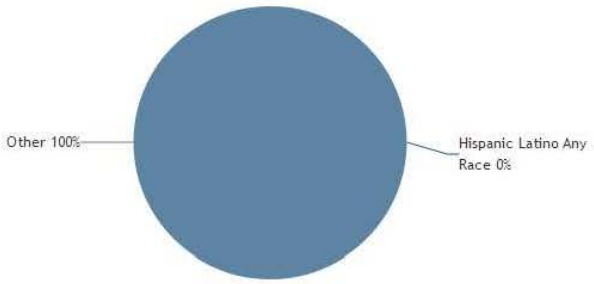
Reaccreditation Year 3 Notes:

Workforce diversity categories reported to the City of Winnipeg's Human Rights Committee of Council are Women, Indigenous Peoples, and Racialized Peoples. In some instances, members may self-declare under multiple categories. As a result, the sworn member counts will not necessarily agree with the authorized counts in 'Agency Breakdown'.

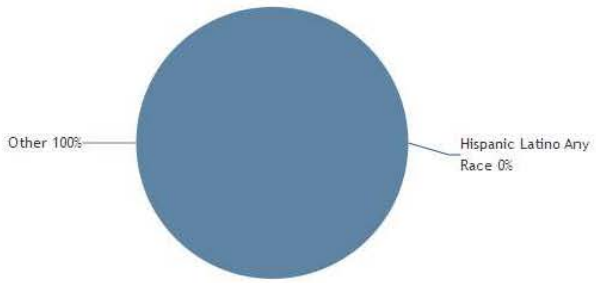
Service Population



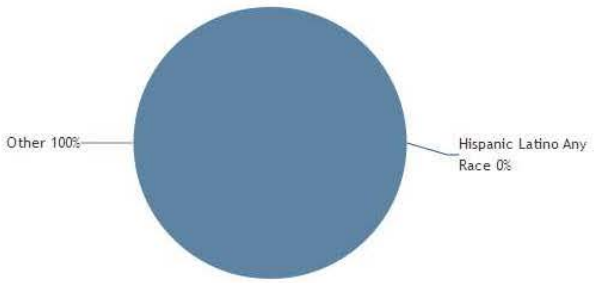
Current Sworn Officers



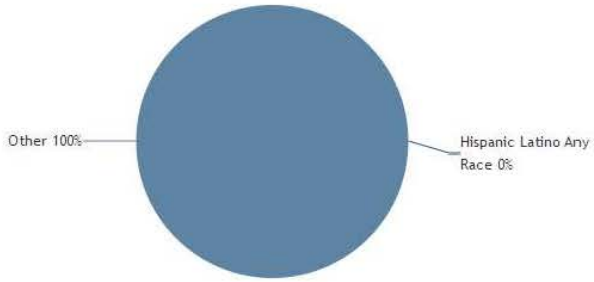
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 4

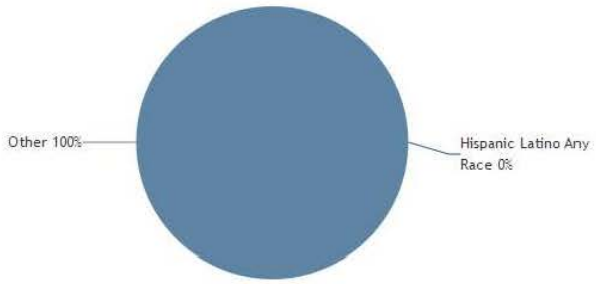
Data Collection Period: 1/1/2024 - 12/31/2024

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	0	0%	0	0 %	0	0%	0	0%	0	0%	0	0%
Black Non-Hispanic	0	0%	0	0 %	0	0%	0	0%	0	0%	0	0%
Hispanic Latino Any Race	0	0%	0	0 %	0	0%	0	0%	0	0%	0	0%
Other	2096	100%	0	0 %	1494	100%	248	17%	1436	100%	243	17%
Total	2096		0		1494		248		1436		243	

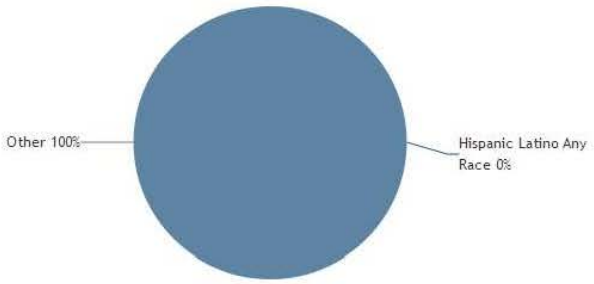
Reaccreditation Year 4 Notes:

Workforce diversity categories reported to the City of Winnipeg's Human Rights Committee of Council are Women, Indigenous Peoples, and Racialized Peoples. In some instances, members may self-declare under multiple categories. As a result, the sworn member counts will not necessarily agree with the authorized counts in 'Agency Breakdown'.

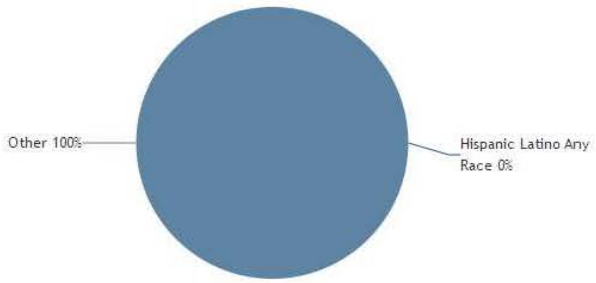
Service Population



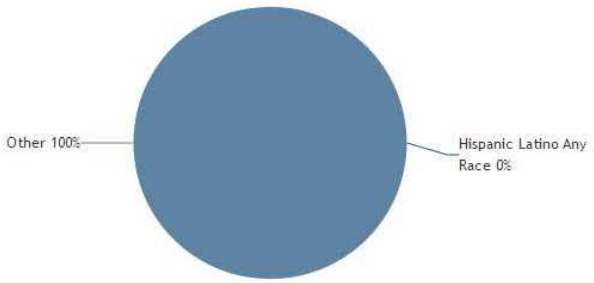
Current Sworn Officers



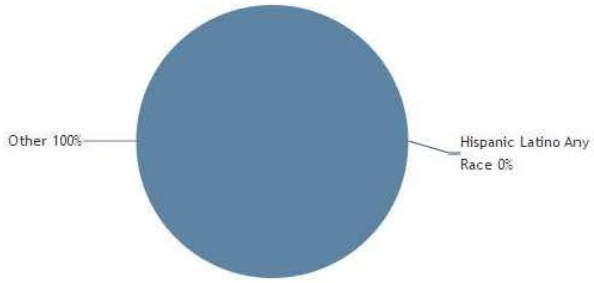
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Sworn Officer Selection - Reaccreditation Year 1

Data Collection Period: 5/1/2021 - 4/30/2022

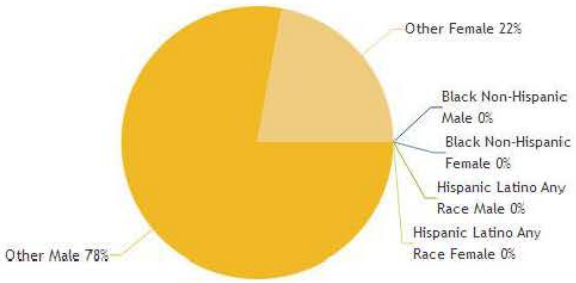
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received							730	207	937
Applicants Hired							65	18	83
Percent Hired	%	%	%	%	%	%	9%	9%	N/A
Percent of Workforce Population	0%		0%		0%		6%		N/A

Reaccreditation Year 1 Notes:

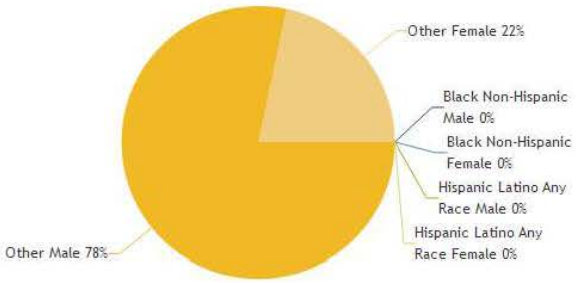
Sworn Officer Selection information comprises of recruit class #166 and #167.
Recruit Class #166 commenced training on August 30, 2021
Recruit Class #167 commenced training on January 24, 2022

Note: Workforce diversity categories reported to the City of Winnipeg's Human Rights Committee of Council is as follows: Women, Indigenous Peoples and Racialized Peoples.
Given the limitations of the CIMRS categories above, only women members can be reported separately; all members regardless of declaration are reported under the 'Other' category above.

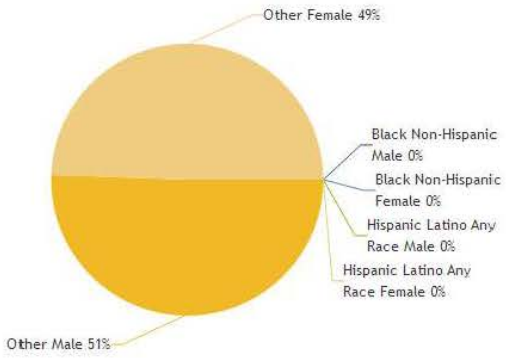
Applications Received



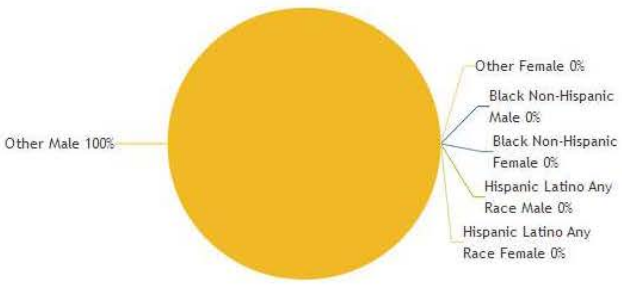
Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 2

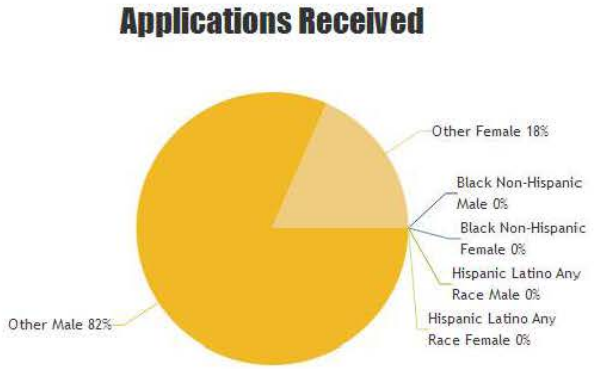
Data Collection Period: 5/1/2022 - 4/30/2023

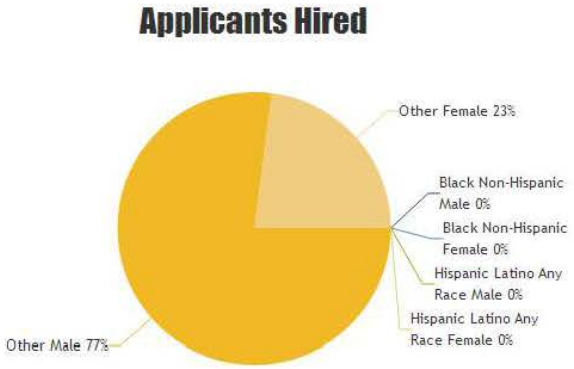
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received							697	158	855
Applicants Hired							67	20	87
Percent Hired	%	%	%	%	%	%	10%	13%	N/A
Percent of Workforce Population	0%		0%		0%		6%		N/A

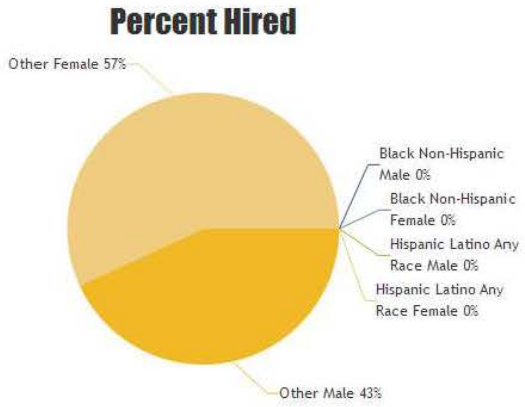
Reaccreditation Year 2 Notes:

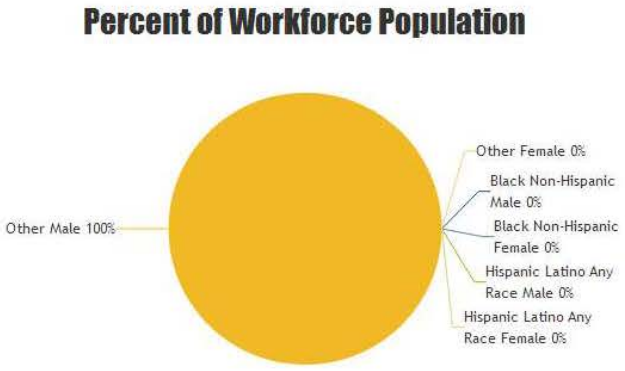
Sworn Officer Selection information comprises recruit classes #167 and #168.
Recruit Class #167 commenced training on January 24, 2022
Recruit Class #168 commenced training on December 19, 2022

Note: Workforce diversity categories reported to the City of Winnipeg's Human Rights Committee of Council are Women, Indigenous Peoples, and Racialized Peoples.
Given the limitations of the CIMRS categories above, only women members can be reported separately; all members regardless of declaration are reported under the 'Other' category above.









Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 3

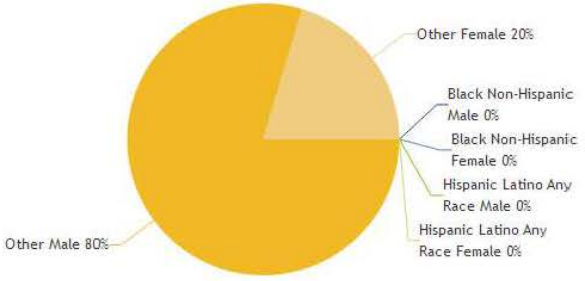
Data Collection Period: 5/1/2023 - 4/30/2024

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received							849	217	1066
Applicants Hired							56	20	76
Percent Hired	%	%	%	%	%	%	7%	9%	N/A
Percent of Workforce Population	0%		0%		0%		5%		N/A

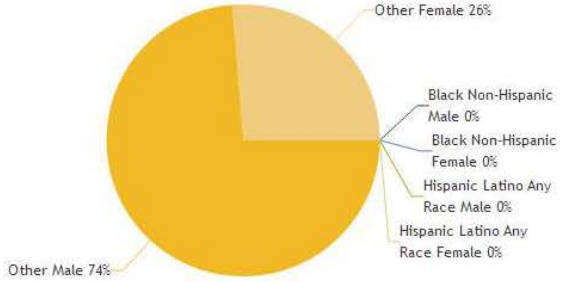
Reaccreditation Year 3 Notes:

Sworn Officer Selection information comprises recruit classes #169 and #170. Recruit Class #169 commenced training on August 14, 2023. Recruit Class #170 commenced training on January 29, 2024. Workforce diversity categories reported to the City of Winnipeg's Human Rights Committee of Council are Women, Indigenous Peoples, and Racialized Peoples. Given the limitations of the CIMRS categories above, only women can be reported separately; all members regardless of declaration are reported under the 'Other' category.

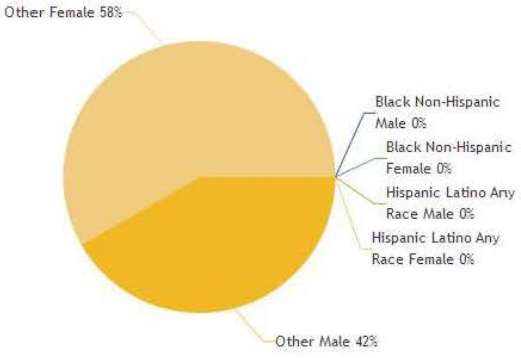
Applications Received



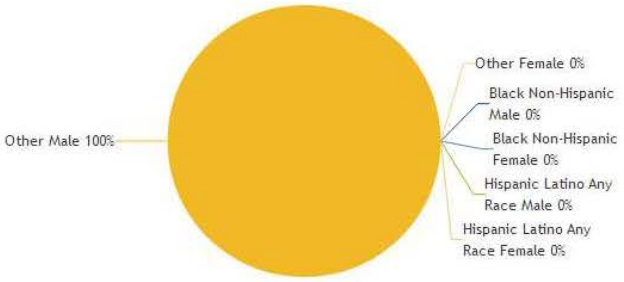
Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 4

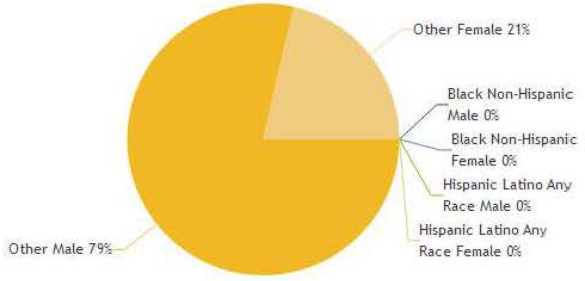
Data Collection Period: 5/1/2024 - 4/30/2025

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received							658	179	837
Applicants Hired							74	21	95
Percent Hired	%	%	%	%	%	%	11%	12%	N/A
Percent of Workforce Population	0%		0%		0%		6%		N/A

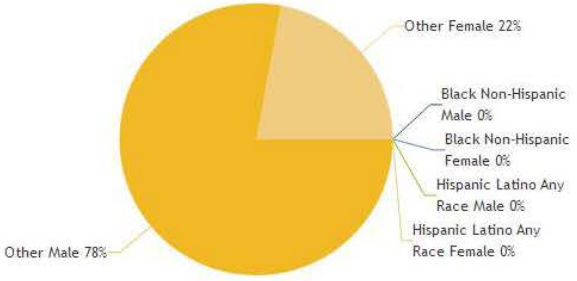
Reaccreditation Year 4 Notes:

Sworn Officer Selection information comprises recruit classes #171 and #172. Recruit Class #171 commenced training on August 26, 2024. Recruit Class #172 commenced training on January 27, 2025. Workforce diversity categories reported to the City of Winnipeg's Human Rights Committee of Council are Women, Indigenous Peoples, and Racialized Peoples. Given the limitations of the CIMRS categories above, only women can be reported separately; all members regardless of declaration are reported under the 'Other' category.

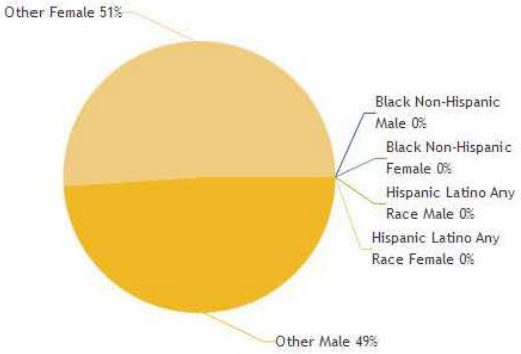
Applications Received



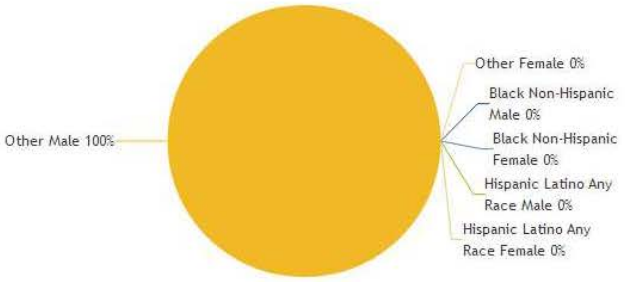
Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

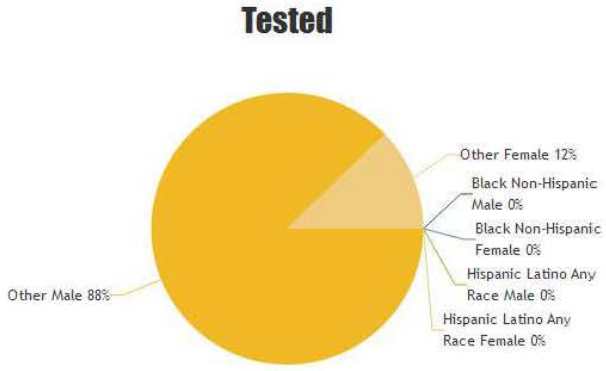
Sworn Officer Promotions - Reaccreditation Year 1

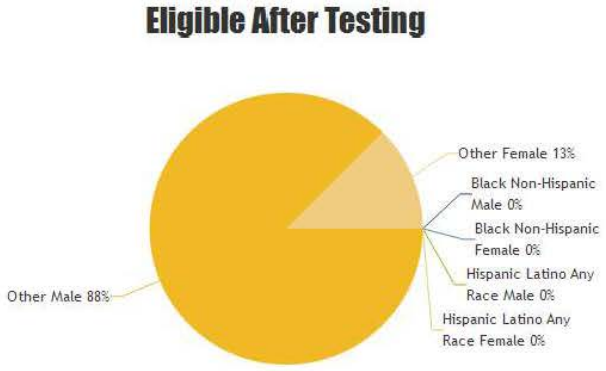
Data Collection Period: 5/1/2021 - 4/30/2022

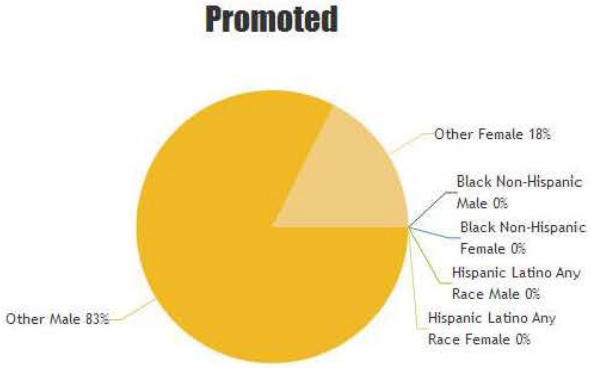
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested							215	30	245
Eligible After Testing							161	23	184
Promoted							33	7	40
Percent Promoted	%	%	%	%	%	%	15 %	23 %	N/A

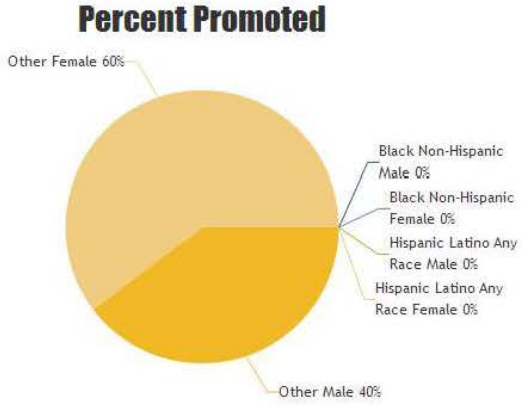
Reaccreditation Year 1 Notes:

Workforce diversity categories reported to the City of Winnipeg's Human Rights Committee of Council is as follows: Women, Indigenous Peoples and Racialized Peoples.
Given the limitations of the CIMRS categories above, all members regardless of declaration are reported on the 'Other' line above.









Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

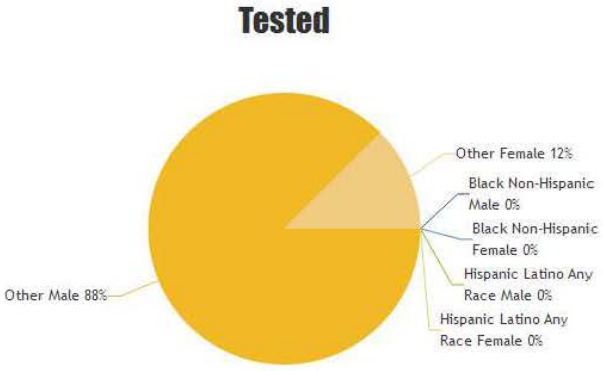
Sworn Officer Promotions - Reaccreditation Year 2

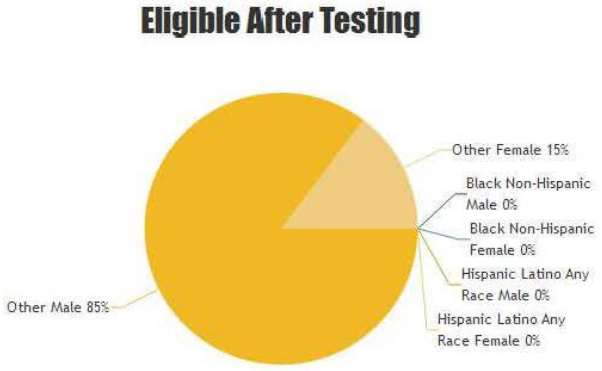
Data Collection Period: 5/1/2022 - 4/30/2023

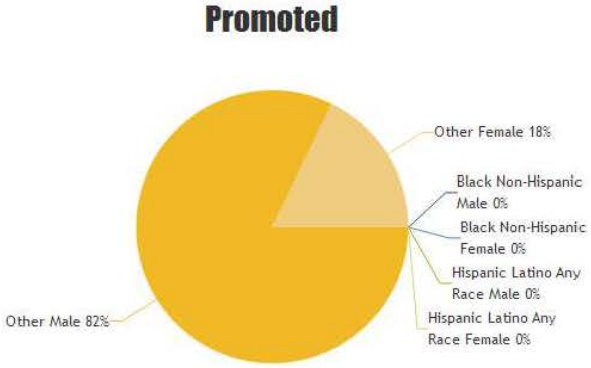
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested							232	33	265
Eligible After Testing							87	15	102
Promoted							37	8	45
Percent Promoted	%	%	%	%	%	%	16 %	24 %	N/A

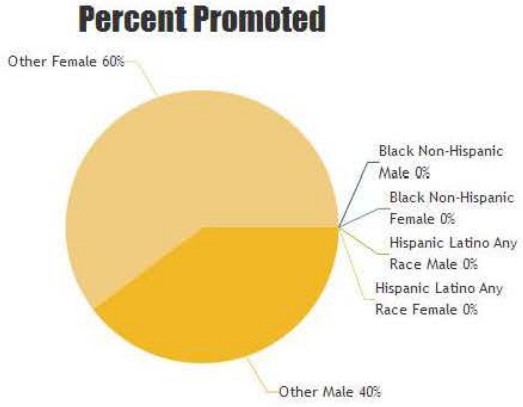
Reaccreditation Year 2 Notes:

Workforce diversity categories reported to the City of Winnipeg's Human Rights Committee of Council are Women, Indigenous Peoples, and Racialized Peoples.
Given the limitations of the CIMRS categories above, all members regardless of declaration are reported on the 'Other' line above.









Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

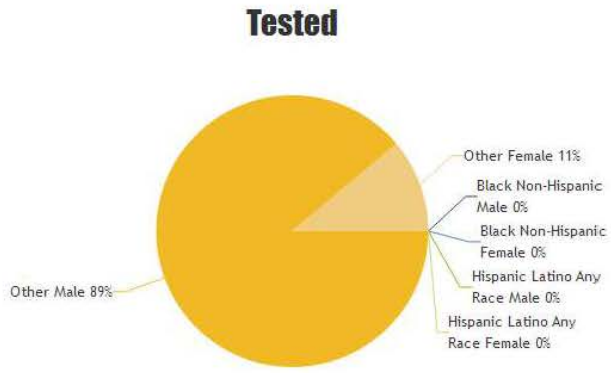
Sworn Officer Promotions - Reaccreditation Year 3

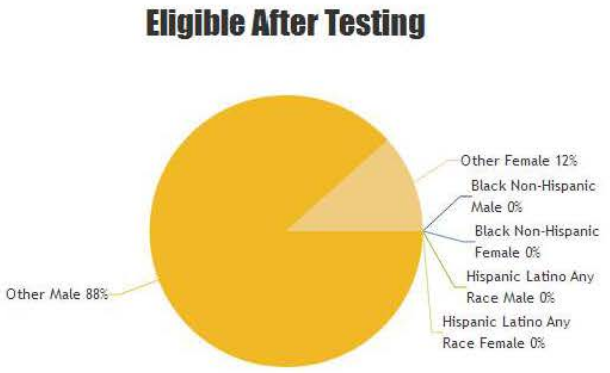
Data Collection Period: 5/1/2023 - 4/30/2024

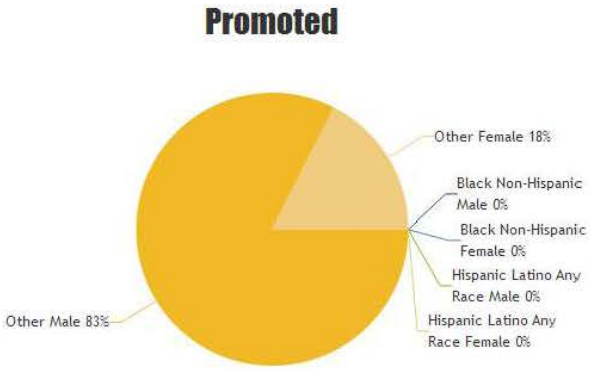
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested							232	29	261
Eligible After Testing							220	29	249
Promoted							33	7	40
Percent Promoted	%	%	%	%	%	%	14 %	24 %	N/A

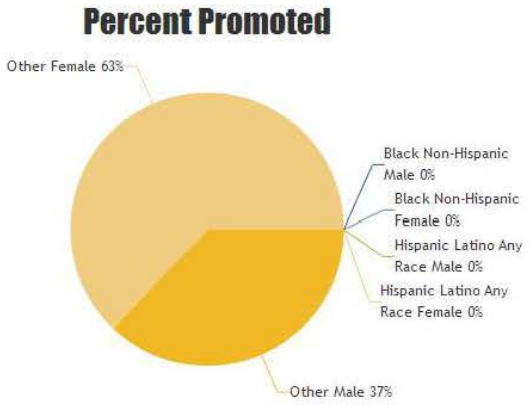
Reaccreditation Year 3 Notes:

Workforce diversity categories reported to the City of Winnipeg's Human Rights Committee of Council are Women, Indigenous Peoples, and Racialized Peoples. Given the limitations of the CIMRS categories, all members regardless of declaration are reported under the 'Other' category.









Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

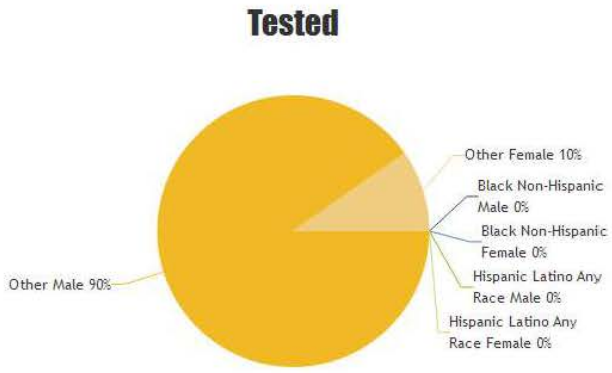
Sworn Officer Promotions - Reaccreditation Year 4

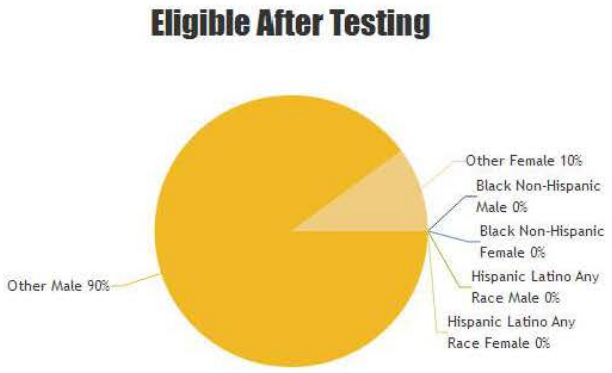
Data Collection Period: 5/1/2024 - 4/30/2025

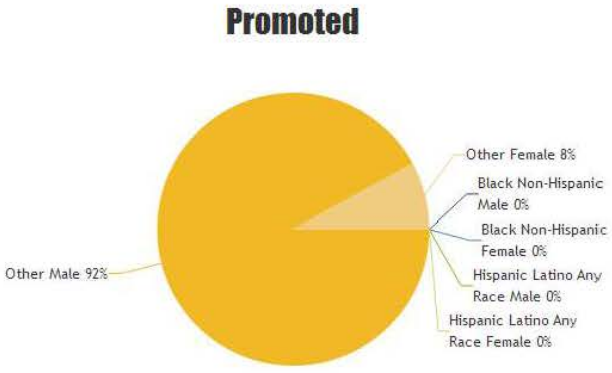
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested							260	28	288
Eligible After Testing							224	25	249
Promoted							58	5	63
Percent Promoted	%	%	%	%	%	%	22 %	18 %	N/A

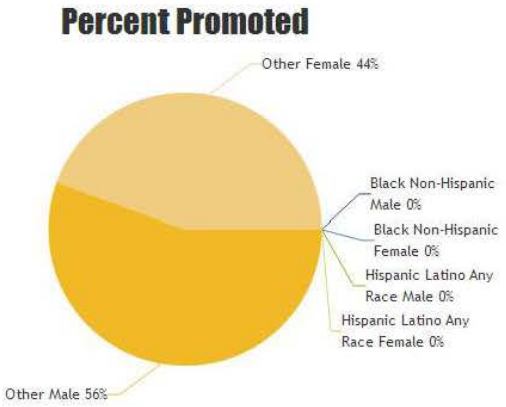
Reaccreditation Year 4 Notes:

Workforce diversity categories reported to the City of Winnipeg's Human Rights Committee of Council are Women, Indigenous Peoples, and Racialized Peoples. Given the limitations of the CIMRS categories, all members regardless of declaration are reported under the 'Other' category.









Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	