

LAW ENFORCEMENT ACCREDITATION

Winnipeg Police Service

Agency

Winnipeg Police Service
P.O. Box 1680
Winnipeg, MB R3C2Z7

Chief Executive Officer

Chief of Police
Danny Smyth

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 ResearchForum (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 Danny Smyth. The agency participated in a remote assessment(s), as well as site-based assessment activities as components of the accreditation process. The executive summary serves as a synopsis of key findings, with greater details found in the body of the report.

Compliance Service Review:

CALEA Compliance Services Member(s) Jim Carmody remotely reviewed 45 standards for the agency on 8/10/2018 using Law Enforcement Manual 6.12. 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) Jay Murphy remotely reviewed 46 standards for the agency on 8/10/2019 using Law Enforcement Manual 6.12. 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) Marc Duguay remotely reviewed 44 standards for the agency on 8/7/2020 using Law Enforcement Manual 6.12. 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) Virgil Hubbard remotely reviewed 58 standards for the agency on 6/11/2021 using Law Enforcement Manual 6.12. 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.

- 81.2.7 – Recording and Playback (LE1) – ISSUE: In Bullet B, the written directive addressing requests for recordings showing handling of recordings is okay, however it does not meet the intent of full security of recordings. In Bullet C, the written directive that addresses release of recordings is okay, but does not fully address the intent of the standard bullet. The written directive does not address the criteria and procedures for the immediate playback and review of recordings by communications center personnel. AGENCY ACTION NEEDED: It is suggested in Bullet B that the agency's written directive address security of agency recordings. In Bullet C, it is suggested that the written directive provide criteria and procedures for the immediate playback of recordings by communications personnel. A print screen or photograph of immediate playback capabilities at a dispatch console would be a good proof. AGENCY ACTION TAKEN: The agency revised its written directive, Audio Logger Recordings, to provide for physical security of telephone and radio recordings. The directive also was revised to provide criteria and procedures for the immediate playback by communications center staff. A photograph of the agency's playback capabilities was added to the file. It is suggested that this standard be reviewed in the next CSM annual review for continued compliance.
- 1.2.10 – Duty to Intervene (LE1) (M M M M) – ISSUE: The agency's written directives in the file (Duty to Intervene; Complaints Against Members of the Service) appear to only address actions by members of the agency. There is no guidance when a member of another agency is involved in inappropriate force or actions. AGENCY ACTION NEEDED: It is suggested that the agency's written directive also provide guidance to agency employees when they observe an employee of another agency involved in inappropriate actions or behavior. AGENCY ACTION TAKEN: The agency revised its written directive, Duty to Intervene, to provide that members have the responsibility to intervene for improper actions committed by an external public safety agency member. It is suggested that this standard be reviewed in the next CSM annual review for continued compliance.

Site-Based Assessment Review:

From 7/19/2021 to 7/20/2021, Susan Maycock & Heather Durham visited the agency following a consultation with the chief executive officer regarding critical issues impacting the organization since the last assessment. These issues were identified as:

- Evidence and Control Unit - The ECU consists of eight Property and Evidence Technicians, three Drug Exhibit Technicians, two Firearms Assistants and three Constables. Over the last five years, the ECU has been able to maintain a 0.84 percent error rate. This falls well below the acceptable rate of four percent. The supervisor completes an annual inventory of all keys to the area. Three times a year an audit on all the secure doors in ECU is completed to ascertain if there were any unauthorized access attempts. The unit supervisor also completes an inventory of the high-risk items twice a year as well as bi-annual audits and spot checks.
- Behavioral Health Services - The Winnipeg Police Service is committed to supporting the health and wellbeing of its employees. They employ a full time Psychologist, Dr. Naomi Berger, on staff. She is available to assist members with any area they are struggling with in either their professional or personal life at no charge to them. The Winnipeg Police Service also has Wellness Officers, Peer Support and Chaplains. One unique aspect of their Chaplain unit is all members are sworn officers. The Wellness Unit takes care of a variety of personal needs for members of their Service and receives about 2,500 contacts per quarter from employees. The Peer Support Program is a group of trained volunteers who are willing to share personal experiences and provide confidential support for members of the Service. Peer Support volunteers are both sworn and civilian.
- Firearms Investigative Analysis Section - The Winnipeg Police Service Firearms Investigative Analysis Unit is the central hub for the receipt of firearms used in gun related offences. This unit began in 2010 as a pilot program and is run with Firearms Analysts, Firearms Technicians and Property Technicians. Once a firearm is submitted to them it is packaged for processing and forensics. If there is a need for forensics to be done on the firearm, it is pulled from the firearms vault, processed for any potential DNA, and then sent to the analyst to be test fired. The results of the test fire and ammo are then input into the Canadian Integrated Ballistic Identification Network (CIBIN) to check against any unsolved crimes that were previously entered. If the Service has reason to believe the firearm was used in the United States, they may request the analysis be cross referenced with the National Integrated Ballistic Identification Network (NIBIN).
In 2020 the WPS was able to acquire an IBIS Brasstrax system. Prior to getting the program, ammunition had to be sent to an external source for analysis. Investigators would have to wait almost 365 days for the results causing massive delays in potential case leads. With the IBIS Brasstrax results are returned within 3.7 days.
- Central Processing Unit - [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] All prisoners are dealt with in a centralized, uniform fashion. A lot of effort is put into ensuring the safety and security of all the people who interact with the Unit. CPU officers spend a lot of time assisting investigating officers with prisoners who are in their care during the investigative process. They coordinate the identification of prisoners using fingerprints and photographs, organize injury photos if necessary and help collect whatever evidence might be needed from a person in custody. CPU officers are responsible for ensuring all prisoners are put in touch with legal counsel; for monitoring the health, wellbeing and sobriety of all persons in custody and for ensuring prisoners have personal necessities such as food, water and bedding. CPU officers also transport prisoners from outlying district stations to the Central Processing Unit.
- Police Communications Division - The Police Communications Division (PCD) is located in the WPS's Headquarters building and operates 24/7 providing 911 and non-emergency lines for the Service. The PCD is staffed with civilian personnel, including two supervisors per shift and, at any given time, five to seven call takers and four dispatchers. But, this will vary depending on the shift; at a minimum there will be at least 12 members on duty. WPS utilizes the Project 25 radio system, which allows for communication with officers on the road and between the Service and the Winnipeg Fire Paramedic Service.
In an effort to add to the comfort of call takers and dispatchers, the Service has installed a number of ergonomic workstations, which include treadmills, steppers under the desks, and a stationary bike. This allows for a balance of stress when handling a stressful call by providing the physical ability to exercise. Dispatchers and call takers don't have the luxury of just getting up and going for a walk, as they are required to remain in the PCD room and often at their desks.

During the Site-Based Assessment Review, the assessment team conducted 8 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

Danny Smyth

Chief Smyth has been a member of the Winnipeg Police Service for 34 years. He is a second-generation police officer; following his father Stan into policing in 1986.

During his career he has worked in a number of areas of the Police Service including Uniform Operations, Intelligence, Organized Crime, and Organizational Development.

In 2005 he was promoted to the senior rank of Inspector. In 2012 he was promoted to Superintendent. During that period, he played key roles in the establishment of a full time Tactical Support Team, the Street Crime Unit, and the Counter-Exploitation Unit.

In 2015 he was appointed to Deputy Chief where he was assigned to oversee the Criminal Investigations Bureau which includes Homicide, Major Crimes, Organized Crime, and Professional Standards.

Chief Smyth is known as someone who enjoys the challenge of new opportunities and embraces change wholeheartedly. He achieved a Bachelor of Arts Degree in 1983, and then in 2006 received a Masters Degree in Organizational Management.

Chief Smyth has also been a member of several professional organizations, including the Faculty of the University of Winnipeg where he taught as a member of the Criminal Justice Department. He was appointed and served as an Aide de Camp for the Lieutenant Governor Manitoba from 2010-2015.

Chief Smyth was born and raised in Winnipeg where he resides with his wife Cynthia and their two children.

COMMUNITY PROFILE

The Indigenous peoples of Canada first settled the land at the confluence of what became known as the Red and Assiniboine Rivers thousands of years ago. The rivers provided a source of food and transportation and the land was well suited for agriculture. In 1763 following the Seven Years' War the French ceded the land to Great Britain. The Hudson Bay Company built a trading post there and in 1811, Thomas Douglas, the 5th Earl of Selkirk purchased the land and established a permanent colony in what would become Winnipeg. In 1870, Manitoba became Canada's fifth province and on November 6, 1873 Winnipeg was incorporated as a city and named for Lake Winnipeg, which is located approximately 30 miles north. In 1881, the Canadian Pacific Railway came through Winnipeg which had a significant impact on the city's growth.

Known as the Gateway to the West, Winnipeg is located near the longitudinal center of North America, and is the capital of the Province of Manitoba. The city is estimated as the eighth largest census metropolitan area in Canada in terms of population with approximately 850,000 residents. There is a diverse population including a large indigenous population. The multicultural population is celebrated and is the source of pride for the city. 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 Councillors elected by district and the Mayor, Brian Bowman, who is elected at large. Councillors 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 oversee the operations of 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 Councillor, 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. Thanks to the contributions of many current and retired employees the Winnipeg Police Service maintains a detailed history of its past including stories of notable incidents and employees, as well as various operational aspects of the Service. There is a Police Museum which preserves the agency's history through documents, equipment and vehicles located in the Headquarters building which dates back decades.

Today the Police Service is organized into three Branches each commanded by a Deputy Chief. They are the Operations Branch, Investigative Services and Support Services Branch. The agency provides a full range of police services while recognizing the needs of the multicultural population it serves. A milestone was achieved in January 2016, when following years of planning and construction, the agency moved into a new facility. The previous building had served the agency for approximately four decades and in addition to lacking adequate space it was structurally unsafe. The new building is a completely remodeled 800,000 sq. ft. building in the downtown area which has provided the agency a new state of the art facility and brought various sections and units that previously were dispersed throughout the city into one location. In addition to the many other benefits the new building has substantially increased the effectiveness of providing services, cooperation among sections and units, and improved morale.

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.

To reinforce the Mission Statement large poster boards are located throughout the agency's facilities which contain the Mission Statement and goals.

AGENCY STRUCTURE AND FUNCTION

ORGANIZATIONAL CHART

EXECUTIVE

Under the provisions of the City of Winnipeg Act, the Regulations of the Winnipeg Police Service and the Provincial Police Act, the Executive is responsible for direction of the Service with respect to; the efficient and effective operation of the Service and discipline within the Service. The Executive is also responsible for compliance with Accreditation Standards and the maintenance of law and order in the City of Winnipeg. The Executive consists of the Chief of Police, three Deputy Chiefs of Police, four Superintendents, Chief of Staff and Manager of Strategic Affairs.

REPORTING TO THE CHIEF OF POLICE

CHIEF OF STAFF

PUBLIC INFORMATION OFFICE (UNIT)

The Public Information Office (Unit) provides internal and external communications on matters of public interest in the form of media releases and other forms of social media and includes video production for planning, organizing and producing Winnipeg Police Service multimedia productions.

EXECUTIVE SUPPORT UNIT

The Executive Support Unit provides administrative support to the Winnipeg Police Service Executive Management Team. It is the responsibility of this Unit to process all incoming correspondence to determine the appropriate response as well as track and research issues. This Unit acts as a liaison with other police agencies, members of the Police Service, the media, general public and various levels of government.

MANAGER OF STRATEGIC AFFAIRS

DIVISION 32 ORGANIZATIONAL DEVELOPMENT SUPPORT

The Organizational Development and Support Division is responsible for providing support to the operational, investigative and administrative units throughout the Winnipeg Police Service.

RISK, AUDIT AND ACCREDITATION UNIT

The Risk, Audit and Accreditation Unit assists the WPS to remain in compliance with all applicable CALEA (Commission on Accreditation for Law Enforcement Agencies) accreditation standards. The unit is also responsible for Enterprise Risk Management and conducting operational and compliance audits.

RESEARCH AND DEVELOPMENT UNIT

The Research and Development Unit is responsible for:

- Sustaining the Winnipeg Police Service current procedures and process according to Winnipeg Police Board Policies and CALEA Standards.
- Collating and producing various reports, briefing notes, assessments, dashboards, business plan and support to the Winnipeg Police Board strategic plan.
- Providing data and analysis on workload, crime rate, calls for service and dispatched calls for service.
- Providing administrative support to the organization with respect to the Winnipeg Police Board.

BUSINESS INTELLIGENCE UNIT

The Business Intelligence Unit contributes to and supports the strategic vision of the Winnipeg Police Service by:

- Collating and producing various reports, briefing notes, assessments, dashboards, business plan and support to the Winnipeg Police Board strategic plan.
- Providing data and analysis on workload, crime rate, calls for service and dispatched calls for service.

DIVISION 35 FINANCE

To provide financial resources, information, and direction with the intent of improving police service within budget guidelines.

QUARTERMASTER STORES UNIT

In accordance with the City of Winnipeg Materials Management Policy, acquire, maintain, care for, control and warehouse inventory of clothing and equipment required to meet the operational needs of the Winnipeg Police Service.

DIVISION 37 - INFORMATION AND TECHNOLOGY SOLUTIONS

The Information and Technology Solutions Division plans, develops, implements and supports policing information and wireless communication systems.

AUTONOMOUS UNITS

LEGAL COUNSEL UNIT

The Legal Counsel Unit provides advice and counsel to the Winnipeg Police Service Executive Management Team and Division / Unit Commanders on legal matters, as well as matters of policy and regulations. The Unit represents the Police Service in various hearings, consultation, and liaison with other agencies. In consultation with the City of Winnipeg Corporate Services Department (Legal Services Division), the Unit represents the Police Service in labour relation matters.

REPORTING TO THE DEPUTY CHIEF OF OPERATIONS

REPORTING TO THE SUPERINTENDENT UNIFORM OPERATIONS

DIVISION 11, 12, 13, 14 – UNIFORM OPERATIONS

Members of Uniform Operations are responsible for the management and performance of patrolling, responding to calls for service, traffic enforcement, proactive policing through intelligence-led, evidence-based activities and investigations in an assigned District. Priorities include the protection of life and property, preservation of peace and order, prevention of crime, the detection and apprehension of offenders and enforcement of laws. Members working in Uniform Operations also play an integral role in building and maintaining trusting relationships within the community.

COMMUNITY SUPPORT UNITS

DIVISION 11, 12, 13, 14

The function of our Community Support Units is to provide protection of life and property, prevention and detection of crime, preservation of peace and order and enforcement of laws and statutes. This is achieved through both traditional and community-based policing methods.

Objectives are:

- To improve public safety.
- To encourage and develop sustainable solutions to community problems.
- To identify and suppress crime through intelligence-led, evidence-based activities.
- To establish and maintain community partnerships.

DIVISION 50 OPERATIONAL SUPPORT/SPECIALTY UNITS

Division 50 Operational Support/Specialty Unit members serves to support all areas of the Police Service with enhanced training and equipment which provides a safe police response for members and the public.

CANINE UNIT

The Canine Unit provides assistance in the location of persons, evidence, and illegal items such as firearms, drugs and explosives.

FLIGHT OPERATIONS UNIT

The Flight Operations Unit provides tactical aerial support to ground personnel conducting investigations.

TACTICAL SUPPORT TEAM (UNIT)

The Tactical Support Team provides specialized support to ensure the safety of the public, and police members, in the resolution of high-risk incidents in which there is a real or perceived threat to human life.

SPECIAL OPERATIONS GROUP (Part Time)

The Special Operations Group is comprised of:

- Clandestine Lab Unit
- Crisis Negotiation Unit (CNU)
- Crowd Management Unit (CMU)
- Ground Search Rescue Unit
- Protective Services Team (PST)
- Underwater Search and Recovery Unit (USRU)

Special Operations personnel and equipment are deployed in situations where the operational capabilities of members at the scene are not adequate, or appropriate to effectively and efficiently deal with the situation or task.

BOMB UNIT

The Bomb Unit responds to, disrupts, disassembles and makes safe items such as bombs, improvised explosive devices, chemical devices, booby traps and explosive finds.

CRISIS NEGOTIATIONS UNIT

The Crisis Negotiation Unit assists members in the resolution of high-risk incidents and suicide situations.

CROWD MANAGEMENT UNIT

The Crowd Management Unit provides specialized support, advice and emergency response for situations ranging from large, planned public gatherings to incidents of civil disobedience up to and including full scale riots.

GROUND SEARCH RESCUE UNIT

The Ground Search and Rescue Unit manage and provide support for searches for evidence and missing persons as required and Operates both in urban and wilderness environments.

PROTECTIVE SERVICES TEAM (UNIT)

Protective Services Team personnel provide specialized support for V.I.P. Security situations, and Witness Protection matters. In addition, this team acts in an advisory capacity to provide expert advice in relation to high risk situations/events.

UNDERWATER SEARCH RECOVERY UNIT

The Underwater Search and Recovery Unit (U.S.R.U.) searches and/or recovers vehicles, bodies and physical or trace evidence as well as provides tactical support in or around a body of water. This unit may be deployed outside the city limit as required.

DRONE UNIT

The Drone Unit supports a diverse variety of operational and investigational needs in real time and/or post-event; providing high quality short and long range aerial imagery, mapping, 3D modelling, mitigation of safety risks and assistance with searches.

AUTONOMOUS UNITS

DUTY OFFICE UNIT

The Winnipeg Police Service Duty Office Unit provides direction and support to all Operational Units and Communications staff during daily operations to ensure Service policies are adhered to and specifically during major

incidents; will keep the Duty Executive Officer apprised and arrange for adequate resources when necessary.

REPORTING TO SUPERINTENDENT OPERATIONAL SUPPORT

DIVISION 31 RECORDS AND REPORTS MANAGEMENT

Committed to providing quality service to the public and support to the police sector and maintain the records and reports within RMS (Niche) and the CPIC system.

REPORT PROCESSING UNIT

The Report Processing Unit is responsible for report review and prepares reports for inclusion in the Niche/RMS system.

CPIC UNIT

The CPIC Unit is responsible for the entry of all persons, property and security entries onto the Canadian Police Information Centre National Data Base. The Unit also responds to numerous requests for information from all police officers and Law enforcement agencies across North America. Information is reviewed and then dispatched to the appropriate unit for service.

RECORDS COMPILATION UNIT

The Records compilation unit is responsible for updating entries on the local Records Management System (RMS) and is comprised of three sections: Dispositions, Customer Service and Police Information. The Dispositions section is responsible for maintaining and updating criminal records on RMS and the RCMP National Repository of Criminal Records. The Customer Service section provides customer service such as accepting job applications and criminal record check applications, accepting payment for services rendered and providing guidance to citizens. The Police Information section provides police information to individuals, private and government organizations that is releasable under FIPPA and the YCJA.

EVIDENCE CONTROL UNIT

The function of the Evidence Control Unit is to manage all found, recovered and evidentiary property for the Winnipeg Police Service. This entails the receiving, storage, security, protection, continuity and legal disposition of such property and evidence.

FIREARMS CONTROL SECTION EVIDENCE CONTROL UNIT

The Firearms Control Section receives, reviews and records all firearm related information within the Winnipeg Police Service. The Section also provides assistance to service members, outside agencies, the courts and the general public in matters or inquiries involving firearms.

CENTRAL PROCESSING UNIT

The Central Processing Unit facilitates the judicial hearing and detention process.

QUALITY ASSURANCE UNIT

The Quality Assurance Unit is responsible for audits of Niche RMS reports and reporting process. The unit will ensure reporting processes meet internal requirements as well as expectations of the public, courts, and partnering agencies. They will provide feedback for mentorship opportunities and recommendations when required.

COURT UNIT

The Court Unit receives and processes police arrest reports, custody and releases, and prepares criminal information to facilitate commencement of criminal prosecutions.

CENTRAL REPORTING UNIT

The Central Reporting Unit is responsible for the administration and management of the Alternate Phone Response Section, Report Car Section and Service Centre Section.

QUEUE MANAGEMENT TEAM SECTION CENTRAL REPORTING UNIT

The Queue Management Team Section is responsible for:

- Monitoring the calls for service queue and identify those calls that are appropriate for service through a telephone response or physical police presence.
- Contact with complainants to provide advice and direction prior to police attendance.
- Answering the Central Reporting Phone Group (CRPG) line and dealing with citizen's phone in police reports.

REPORT CAR SECTION CENTRAL REPORTING UNIT

The Report Car Section is responsible for attending calls for service appropriate for one-member units.

SERVICE CENTRE SECTION CENTRAL REPORTING UNIT

The Service Centre Section is responsible for fielding enquiries in person and by telephone, taking reports and other related police duties.

DIVISION 36 COMMUNICATIONS

The Winnipeg Police Service Communications Administration Group provides direction and support to the operational Communications staff during daily operations to ensure Divisional and Service policy is met, and to ensure compliance with the Provincial regulation regarding Public Safety Answering Point legislation.

COMMUNICATIONS CENTRE UNIT

Communications Centre's responsibility is to provide a trusted lifeline between members of the community and the public safety services they require. It is the responsibility of this unit to process incoming telephone calls on 9-1-1 and non-emergency telephone lines to determine the appropriate response. In addition, this unit is responsible for the deployment of police resources in emergency and non-emergency situations.

DIVISION 51 COMMUNITY SUPPORT

Division 51 supports the Winnipeg community in a number of ways including traffic safety, school engagement, crime prevention efforts, community relations and Auxiliary Cadet activities.

COMMUNITY RELATIONS UNIT

The Community Relations Unit works with citizens and various organizations to enhance crime prevention through social development. It provides information and services that help the community build capacity to sustain a culture of safety.

AUXILIARY FORCE CADET SECTION COMMUNITY RELATIONS UNIT

The Auxiliary Force Cadet Section's assists the Winnipeg Police Service to prevent crime and enhance public safety in the community through:

- Being a visible presence to promote safety and security in areas throughout the City of Winnipeg.
- Building relationships between the WPS and the community.
- Permitting greater opportunity for police members to concentrate on core policing duties.

DIVERSITY AND CRIME PREVENTION SECTION COMMUNITY RELATIONS UNIT

The Diversity and Crime Prevention Section works with Winnipeg's diverse community to provide information on public safety issues and help create partnerships which encourage Social Development. It also assists the City of Winnipeg with recruitment and initiatives for hiring and promoting a more diverse workforce.

INDIGENOUS PARTNERSHIPS SECTION COMMUNITY RELATIONS UNIT

The Indigenous Partnerships Section works with Winnipeg's diverse community, with an emphasis on our indigenous citizens, to provide information on public safety issues and help create partnerships which encourage Social Development. It also assists the City of Winnipeg with recruitment and initiatives for hiring and promoting a more

diverse workforce.

SCHOOL EDUCATION SECTION COMMUNITY RELATIONS UNIT

The School Education Section provides proactive crime prevention programs to students in Winnipeg schools and maintains the School Patrol Program.

SCHOOL RESOURCE OFFICER SECTION COMMUNITY RELATIONS UNIT

The School Resource Officer Section provides community based proactive and collaborate crime prevention strategies through partnerships between the City of Winnipeg, various school divisions, governments and the community.

VICTIM AND VOLUNTEER SERVICES SECTION COMMUNITY RELATIONS UNIT

The Victim and Volunteer Services Section is responsible for training volunteers to perform specific non-police member functions, such as assisting victims of crime and/or tragedy as mandated by Provincial legislation, providing emotional support and referrals, as well as participating in numerous special projects that promote, assist and contribute to community events that the WPS attends.

DIVISION 52 TRAFFIC

CENTRAL TRAFFIC UNIT

Central Traffic Unit promotes the safe and expeditious flow of vehicular and pedestrian traffic. The unit also coordinates impaired driving countermeasures, river patrol, vehicle inspections, photo enforcement and the investigation of serious/fatal motor vehicle collisions.

PHOTO ENFORCEMENT SECTION CENTRAL TRAFFIC UNIT

The Photo Enforcement Section promotes safety through the deployment of photo enforcement equipment at select intersections, schools, playgrounds and construction zones throughout the city.

RIVER PATROL SECTION CENTRAL TRAFFIC UNIT

River Patrol is responsible for the safety of all navigable and frozen waterways including various retention ponds through education, enforcement of respective laws, acts, by-laws and regulations.

TRAFFIC COLLISION INVESTIGATION SECTION CENTRAL TRAFFIC UNIT

The Traffic Collision Investigation Section identifies, collects and interprets evidence, provides documentation, technical support programs and assistance to investigators and serves as a liaison to various professional, medical and regulatory agencies.

TRAFFIC COURT SECTION CENTRAL TRAFFIC UNIT

The Traffic Court Section is responsible for the administration of HTA court related documents.

VEHICLE INSPECTION SECTION CENTRAL TRAFFIC UNIT

Vehicle Inspection Section enforces all Federal, Provincial and Municipal statutes as they relate to the trucking industry and provides technical support, education and expertise to internal and external agencies and organizations.

SAFETY ENFORCEMENT SECTION CENTRAL TRAFFIC UNIT

The Safety Enforcement Section enhances road safety through traditional enforcement and education efforts of various traffic laws, including Municipal, Provincial and Federal legislation.

REPORTING TO THE DEPUTY CHIEF OF INVESTIGATIVE SERVICES

REPORTING TO THE SUPERINTENDENT INVESTIGATIVES

DIVISION 40 ORGANIZED CRIME

The Organized Crime Division incorporates units that focus on organized crime, targeting different organized crime

entities. The inclusion of the Street Crime Unit enables the Service to better coordinate and focus on street gangs and the violence associated with them.

ORGANIZED CRIME UNIT

The mandate of the Organized Crime Unit is to conduct proactive intelligence and enforcement operations relating to criminal organizations with the goal to detect, disrupt and dismantle criminal organizations including:

- Aboriginal-based organized crime.
- Asian organized crime.
- Eastern European organized crime.
- Independent drug cells and networks.
- Outlaw motorcycle gang crime.
- Street gang crime.
- Traditional organized crime.

This is accomplished through a focused approach to the collection of information, the timely analysis of the information to convert it to intelligence, and strategically focused enforcement activities based on the intelligence.

DRUG ENFORCEMENT UNIT

The Drug Enforcement Unit oversees the Illicit Drug Strategy that is comprised of three pillars - enforcement, intervention and education.

GUNS AND GANGS UNIT

The Guns and Gangs Unit focuses on the identification, arrest and dismantling of any gang, criminal organization or crime group responsible for violent criminal activity within our community, primarily focusing on illegal firearms and illicit drugs.

FIREARM INVESTIGATIVE ANALYSIS SECTION

The purpose of the Firearms Investigative Analysis Section (FIAS) is to ensure proper retrieval, examination, and disposal of any firearm received by the WPS. FIAS supports front-line enforcement through firearm identification and classification, court document preparation, training and expert opinion evidence.

FIREARMS INVESTIGATION AND ENFORCEMENT UNIT

The FIEU proactively investigates and arrests individuals involved in the illicit firearms trade with the intention of eliminating operations in the city, thereby reducing crime and victimization.

CLANDESTINE LAB UNIT

This Clandestine Lab Unit conducts all clandestine lab investigations. They are also responsible for the dismantling of any clandestine lab with the assistance of the Winnipeg Fire Paramedic Service.

DIVISION 41 SPECIALIZED INVESTIGATIONS

Division 41 is responsible for the investigation of crimes that have been or may be committed against people who are more vulnerable to physical or sexual exploitation due to their age; mental, physical or intellectual health; or their social roles. The Division also monitors the behavior of designated offenders who are deemed most likely to offend against society's more vulnerable people.

CHILD ABUSE UNIT

Responsible for the investigations pertaining to the physical and sexual abuse of children within the following parameters:

- Any sexual assault involving a victim under 14 years of age.
- Any recent or emergent familial sexual assaults where the victim is under 18 years of age.
- Child deaths.
- Any child or youth 18 years of age and under, or a ward of CFS, who has suffered a serious injury requiring hospital

treatment.

- Any child or youth under 18 years of age and under, or a ward of CFS, who commits suicide.
- Physical or sexual assaults committed against victims deemed to be vulnerable persons.
- Incidents of child luring.

COUNTER EXPLOITATION UNIT

The Winnipeg Police Service Counter Exploitation Unit investigates issues relating to sexual exploitation. The Unit investigates of the following offences:

- Human Trafficking
- Street Prostitution
- Escorts/escort agencies
- Underage prostitution
- Common bawdy houses and body rub parlors
- Ticket scaling, illegal gaming, liquor and obscene material

INTERNET CHILD EXPLOITATION UNIT

Investigates all instances within the City of Winnipeg involving internet related child pornography, child exploitation incidents involving internet luring, voyeurism involving child victims and child sex tourism involving citizens of Winnipeg visiting countries abroad.

MISSING PERSONS UNIT

The Missing Persons Unit works to provide a timely and coordinated response to persons reported missing, understanding that emergent circumstances, depending on the vulnerability of the missing person, require a more concentrated use of police and community resources, simultaneously providing compassionate and accountable support to reporting persons.

Investigate short and long term missing persons, potential parental abduction investigations and proactive strategies in dealing with at risk youth.

SEX CRIMES UNIT

Sex Crimes Unit: Investigates sexual assaults perpetrated on victims who are 14 years of age or older, where the relationship between the victim and the suspect is non-domestic and non-familiar in nature, and where circumstances of the offence(s) falls within the following parameters:

- Penile penetration of the vagina or anus has been attempted or achieved.
- Offences that are predatory, sadistic or serial in nature.
- Where a weapon was used in the commission of the offence.
- Where the sexual assault occurred during a break-in to a residence.
- Other sexual assault investigations that require the Unit's expertise, as determined by the Sex Crimes Sergeant or their designate.

VICLAS UNIT

VICLAS (Violent Crime Linkage Analysis System) Unit: Responsible for identifying potential links between crime and assisting in the identification of serial offenders. It is dedicated to serving the best interests of public safety for the citizens of Winnipeg.

MANITOBA INTEGRATED HIGH RISK SEX OFFENDER UNIT (MIHRSOU)

MIHRSOU identifies monitors and investigates offenders who have a history of sexual offences who are deemed to have a high recidivism factor and pose a risk to public safety. Violent non-sex offenders are monitored within RCMP jurisdiction in Manitoba. MIHRSOU conducts surveillance to ensure offenders comply with conditions subject to any imposed court order. MIHRSOU ensure and enforces Registration via the Sex Offender Information Registration Act, makes referrals to the Community and ensures media releases are conducted to ensure public safety.

DIVISION 42 FORENSICS / INTELLIGENCE / TECHNOLOGY

Division 42 provides investigative, technical, analytical, and intelligence support to the Service. Division 42 also provides administrative support and operational oversight of the High Risk Witness Protection, Informant, and Crime Stoppers programs.

TECHNOLOGY OPERATIONS GROUP

TECHNICAL SURVEILLANCE UNIT

The Technical Surveillance Unit (TSU) provides:

- Technical surveillance and electronic interception in support of criminal investigations.
- Verbatim transcript processing services in relation to criminal investigations.
- The installation and deployment of technical (electronic) equipment for purposes of monitoring, surveillance, or interception of private communication.
- Assist with executing Production Orders and other warrants in relation to telecommunication/internet service providers.
- Act as liaison with telecommunication and internet service providers.
- Assist in high risk incidents.

TECHNOLOGICAL CRIMES UNIT

Technological Crimes Unit collects, examines, analyzes and investigates electronic evidence. This includes evidence from devices such as computers, mobile devices, cell phones, smartphones, tablets, and other electronic storage devices. The Unit is a resource for the WPS in internet related investigations and criminal activities where electronic devices are used.

SURVEILLANCE UNIT

The Surveillance Unit provides live/mobile surveillance, including aerial support, to observe and confirm the suspicion of criminal activity and gather intelligence on persons or groups involved or suspected to be involved in criminal activity.

FORENSIC IMAGING SECTION

The purpose of the Forensic Imaging Section is to provide scientific recovery, examination, clarification, evaluation, and comparison of images. This includes taxicab images, camcorders, and surveillance footage. The Unit will use validated methods and techniques and ensure its members are properly trained and current with digital imaging policies and advances in technology.

INTELLIGENCE OPERATIONS GROUP

The Intelligence Operations Group (IOG) is the Winnipeg Police Service repository for all criminal intelligence. The Criminal Intelligence Coordinator receives, evaluates, securely stores and disseminates this information to authorized personnel within the WPS as well as outside agencies.

C.I.S.M. (CRIMINAL INTELLIGENCE SERVICE MANITOBA) UNIT

Criminal Intelligence Service Manitoba (C.I.S.M.) is mandated to collect and analyze intelligence supplied by the provincial bureaus on serious and organized crime groups and individuals. [REDACTED]

CRIME ANALYSIS UNIT

The Crime Analysis Unit strives to provide accurate and quality information in a timely manner to meet the tactical, strategic, and administrative needs of the Service. It is responsible for the provision of criminal investigative analysis to a variety of Units engaged in the investigation of major crimes. CAU is responsible for extracting data to discern crime problems, patterns, trends, and for publication of data on the Crime Stat website.

CRIME STOPPERS UNIT

The Winnipeg Police Service is the liaison for Winnipeg Crime Stoppers to record, correlate and disseminate tips received from the public. They utilize the media to distribute information to the public on crimes of interest to the Winnipeg Police Service. They provide the Winnipeg Crime Stoppers Board with the results of the tips to assist in the determination of the financial reward for the tipster.

SECURE OPERATIONS UNIT

The Secure Operations Unit maintains confidential records of informants, their handlers, correspondence and any compensation received for information gathered. [REDACTED]

FORENSIC SERVICES UNIT

The Forensic Services Unit provides professional forensic crime scene examinations and analysis of physical evidence seized during the course of investigations. Included within this Unit is the Forensic Artist.

FORENSIC IDENTIFICATION SECTION FORENSIC SERVICES UNIT

The purpose of the Forensic Identification Section is to investigate, identify, collect, examine and analyze physical evidence. The Forensic Identification Section will gather evidence impartially and in accordance with national collection and examination standards.

DIVISION 43 MAJOR CRIMES

Investigates and coordinates serious criminal investigations, including: homicide, police-related shootings, attempt murder, aggravated assault, abduction, extortion, criminal discharge of firearms, robbery (financial institutions and commercial businesses) and hate crimes. The Division also investigates commercial crimes, arsons, pawned goods and stolen autos. The Missing and Murdered Women Integrated Task Force also falls under this Division.

HOMICIDE UNIT

The Winnipeg Police Service Homicide Unit co-ordinates all confirmed, suspected and attempted homicides, murder conspiracies, manslaughters, deaths by criminal negligence, excluding motor vehicle collisions, and all life-threatening crimes. The Homicide Unit determines resources to be utilized in the ensuing investigations. The unit investigates all shootings by Winnipeg Police Service personnel, evaluates all sudden deaths, suspicious deaths, and suicides to confirm the absence of criminal activities in the death, and liaises with the Crown Attorney, Medical Examiner and Public Trustee.

HISTORICAL HOMICIDE UNIT

The Historical Homicide Unit is responsible for historical homicide investigations. By completing a review of all documentation and physical evidence, new avenues of investigative strategies are attempted to solve or conclude outstanding investigations.

MAJOR CRIMES UNIT

The Major Crimes Unit evaluates serious criminal occurrences and assumes investigative responsibility. Serious criminal occurrences include, but are not limited to:

- Robberies and attempted robberies of financial institutions and commercial businesses (night deposits, armoured cars & money carriers, taxi cabs, pizza delivery drivers and strong-arm robberies) offences against persons and hate crimes.
- Robberies committed where a firearm is used or discharged in the commission of the offence, or a person(s) is seriously injured during the commission of the robbery.
- Assaults, Abductions, kidnappings, extortions, home invasions and hostage takings, incidents where a firearm is

discharged with criminal intent, criminal or suspicious incidents resulting in “life threatening injuries as determined by hospital staff” (does not include Divisions 41 mandated incidents or motor vehicle collisions).

- The Major Crimes Unit will consult with the Organized Crime Unit if any of the above mentioned incidents are gang related to determine investigative responsibility.
- May assume investigative responsibility for crimes motivated by hate involving threats of death or grievous bodily harm or investigations which are sensitive in nature.
- Officer involved shooting involving members of the Homicide Unit.
- Considered ‘high profile’ in nature (investigations involve people in the ‘public eye’ or could be viewed garnering significant media and/or public attention) with the exception of Division 41 mandated incidents or homicides unless directed by the Homicide Unit Supervisor.
- Fire investigations requiring further investigations, coordinating and maintain records of all fires, liaise with Fire Investigator of WFPS and Office of the Fire Commissioner and refer to the Youth Fire Stop Program children under the age of 12 who exhibit fire setting behavior.
- Property Offences - coordinating and maintaining records for all commercial and residential break and enter investigations (includes: dwelling, garages, sheds, laundry rooms, post office boxes and commercial premises), mischiefs and general theft investigations, however does not include shoplifting and/or theft of gas unless serial offence(s) or suspect has already been identified.
- Theft of Motor Vehicles - coordinating and maintaining records, assume responsibility of the Winnipeg Auto Theft Suppression Strategy (WATSS) program while providing the enforcement component, apprehension of high-risk offenders and conducting curfew checks and liaise with MPI and Manitoba Justice (Youth Correctional Services and Prosecutions).
- Frauds of a general nature that do not involve counterfeit currency, serial fraudsters or large amounts of money and liaise with the Financial Crimes Unit when investigating incidents that involve organized crime groups to determine investigative responsibility.

The Major Crimes Unit will assist the Homicide Unit as needed including assuming investigative control for homicide investigations as directed by the Homicide Unit Supervisor.

FINANCIAL CRIME UNIT

The mandate of the Winnipeg Police Service Financial Crime Unit is to:

- Investigate serious fraud related economic crimes.
- Be a resource in the development of fraud related procedure and policy for the Service.
- Be a resource of expertise in fraud related matters for other members of the Service and members of the public.
- Provide the coordination, lecturers and resource material for fraud related training at the WPS Academy.
- Monitor newly emerging fraud related trends, activity, and legislation – and to assess their impact on the City of Winnipeg.
- Coordinate Counterfeit money with the Bureau for Counterfeit Document Examination Section in Ottawa.

The predominant legal authority for the Financial Crime Unit investigative process is The Criminal Code of Canada, as well as various Federal and Provincial Acts.

PROPERTY CRIME UNIT

The Property Crime Unit focuses on residential break and enters, all thefts (including all retail thefts and stolen vehicles), AFIS & DNA hits (as related to property crimes), pawn related events.

COMMERCIAL STOLEN AUTO UNIT

The mandate of the Winnipeg Police Service Commercial Stolen Auto Unit is to:

- Investigate incidents of "theft for profit" of motor vehicles, motor vehicle parts, large construction equipment and large construction equipment parts.
- Investigate vehicle frauds including odometer "roll-backs" and Vehicle Identification Number alterations.
- Positively identify vehicles / construction equipment without Vehicle Identification Numbers for Police investigations and court.
- Be a resource for the Service in the investigation of all motor vehicle theft and motor vehicle fraud.

- Monitor newly emerging vehicle fraud and theft activities, trends and legislation that impact the Service and the City of Winnipeg.
- Ensure compliance with, and the enforcement of, municipal by-laws, Provincial Legislation and the Criminal Code in relation to Automotive Dealerships and Automotive Recycling Facilities.
- Recommend and pursue changes to existing laws, policies and procedures in relation to motor vehicle theft and motor vehicle fraud.
- Act as liaison for outside agencies in the investigation of motor vehicle theft and motor vehicle fraud.
- Assist the Manitoba Public Insurance Corporation (MPIC) Special Investigation Unit (SIU) with investigations and arrests.
- Act as liaison with tow companies in regards to The Keepers Act and aid in contractual requirements of tow companies entering vehicles for identification.
- Act as liaison for the Service and outside agencies in the location of stolen motor vehicles through GPS related service providers and other vehicle history reporting service providers.

MANITOBA INTEGRATED TASK FORCE FOR MISSING AND MURDERED EXPLOITED PERSONS

The Manitoba Integrated Task Force for Missing and Murdered Exploited Persons is made up of members of the WPS and the RCMP. Project Devote investigates historical homicides and missing persons where foul play is suspected. The victims of Project Devote have been identified as person who has been exploited through a high-risk lifestyle including those exploited in the sex trade.

AFFIANT UNIT

The Winnipeg Police Affiant Unit is responsible for:

- Writing and filing applications at the Provincial and Court of Queen's Bench courts,
- Managing the writing for all projects,
- Providing consultation, direction and advice to members when required,
- Developing procedure and processes for search & seizure and best practice models for specialized searches,
- Conduct analysis and audit warrant applications with a view to documenting good and bad practices.

POLYGRAPH UNIT

The Winnipeg Police Polygraph Unit provides investigators from both the Winnipeg Police Service and outside agencies with an investigative aid that assists investigators identify potential suspect/accused persons, qualify denials of innocent persons or verify source information, thus maintaining a commitment to investigative excellence which ensures a high standard of policing for the citizens of Winnipeg.

AUTONOMOUS UNITS

PROFESSIONAL STANDARDS UNIT

The Professional Standards Unit conducts professional, thorough and impartial investigations into alleged misconduct by members of the Service. The Professional Standards Unit is also responsible for the preparation and disclosure of records pertaining to findings of police misconduct in accordance with R. v. McNeil and any judicial requests for further disclosure (O'Connor applications).

REPORTING TO THE DEPUTY CHIEF OF SUPPORT SERVICES

REPORTING TO THE SUPERINTENDENT SUPPORT SERVICES

DIVISION 30 SERVICES

Division 30 is responsible for providing building security and maintenance, including working with contractors and other city departments for work on police facilities, moving, movie access requests, cellular and landline telephones, maintaining the online internal telephone directory, issuing official identification, service for court issued documents and the delivery of internal mail, policy vehicle purchasing, maintenance and parking, vehicle towing, construction design management, project management, leasing and capital asset management.

CARETAKING UNIT

The Caretaking Unit is responsible for janitorial services, office relocations, furniture moving, minor repairs, decontamination and escorting contractors.

DOCUMENT SERVICES UNIT

The Document Services Unit is responsible for the administration and service of a variety of legal documents including subpoenas and summons as well as delivering dispatches on behalf of units within the Winnipeg Police Service.

SPECIAL PROJECTS/HQ SECURITY UNIT

Special Projects/ Service Security is responsible for:

- Assist the Manager of Services in the coordination of divisional placement within City facilities.
- Manage and approve security clearances for contract employees.
- Review and implement recommendations of physical security to police facilities including threats against members and property.
- Forward information on threats to appropriate divisions.
- Support the Manager of Services and conducts background investigations for contractors and non-police staff working in all Police facilities.

VEHICLE SERVICES UNIT

Vehicle Services Unit is responsible for the planning, allocation, life cycle and maintenance of the WPS fleet. Provides and maintains covert vehicles.

DIVISION 33 TRAINING

The Training Division provides training to WPS members and approved outside agencies. This division includes police vehicle operations training.

FIREARMS TRAINING UNIT

The Firearms Training Unit provides firearms training for all police members of the Winnipeg Police Service. The Section ensures that all police members maintain a standard for firearms proficiency. The Section also provides armourer services by maintaining all Service firearms and manufacturing reloaded ammunition for training.

OFFICER SAFETY UNIT

The Officer Safety Unit continuously researches, develops and implements officer safety related training. Training requirements are based on the review of Use of Force reports, court decisions and new developments in officer safety training by subject matter experts.

POLICE VEHICLE OPERATIONS SECTION

The Police Vehicle Operations Section provides advanced driving training and tactics to members of the service. PVO instructors will re-certify sworn members, Auxiliary Cadets, and Central Processing Officers biennially on driver training skills, policies and legal considerations to enhance driver performance.

DIVISION 34 HUMAN RESOURCES

The Human Resources Division is responsible for all personnel matters related to recruitment, deployment, development, benefits and support, health and wellness.

RECRUITING UNIT

The Recruiting Unit selects applicants suitable for employment.

RETURN TO WORK AND REASONABLE ACCOMMODATION UNIT

The Return to Work and Reasonable Accommodation Unit arranges placements for staff and police members who return to full or light duties.

OCCUPATIONAL HEALTH AND SAFETY UNIT

The Occupational Health Safety (OHS) Unit assists the Winnipeg Police Service to remain in compliance with the Manitoba Workplace Safety and Health Act Regulations. The OHS Unit supports corporate and department safety directives, protocols, systems and activities, and;

- Provides safety advice and support to all members of the Service.
- Identifies and responds to emerging trends and internal/external risks.
- Develops processes and systems in response to issues.

AUTONOMOUS UNITS

BEHAVIOURAL HEALTH SERVICES UNIT

The Behavioural Health Services Unit is responsible for assisting in the preparation and maintenance of physically and emotionally strong and healthy people, equipped to meet the challenges of police work that face both staff and sworn personnel. This involves education and prevention-oriented activities, as well as a timely response to staff and sworn personnel exposed to overwhelming operational circumstances resulting from performing their duties (e.g., exposure to death and threats to life). The unit is responsible, wherever possible to initiate sufficient supportive evidence-based care for all levels of the organization to enhance the member's physical, emotional and psychological wellbeing. As resources permit, the Behavioural Health Services Unit also provides care to its members and their immediate families in areas of personal concern through a voluntary Psychological Assistance Program, a Wellness Officer Program, the Physical Fitness Program, the Peer Support Program and the Chaplaincy Program.

AGENCY SUCCESSES

Virtual Police Response – In 2019, the WPS was the first Canadian agency to explore virtually responding to non-urgent property crimes. The Virtual Police Response pilot project offered a timelier and more efficient alternative to traditional police dispatching by connecting citizens with officers through on-line video platforms (CALEA 42.2.1 – Preliminary Investigation Steps). The timely response provided for victims to take next steps and for police to assess scene for forensic purposes (CALEA 83 – Collection and Preservation of Evidence).

The success demonstrated by the pilot justified its permanent implementation and expansion in 2020 to include other property crimes as well as non-domestic assaults and robbery events where the suspect was unknown. This reporting alternative has proven itself to be indispensable in light of the Service Centre closures during the 2020 pandemic. A 97% public satisfaction rating indicates this reporting platform will undoubtedly forever change the way police reporting services are delivered.

Behavioral Health Services - The Service recognizes the importance of a safe and healthy workplace by focusing attention and resources to ensure the physical and behavioral health of our employees. The Post Critical Incident Program (PCIP) specifically addresses the extraordinary impact on members who have encountered a traumatic incident (CALEA 4.2 - Use of Force Reporting and Review). The Service supports a robust and diverse behavioral health unit which includes a full-time psychologist and two trained senior police members (CALEA 22.1.3 – Benefits Program). The unit is supplemented with trained members who volunteer on the 26-member peer assistance team and a chaplaincy program whose members represent a diversity of faiths (CALEA 22.2.2 – General Health and Physical Fitness).

2020 saw the transition to Morneau Shepell as the new Employee and Family Assistance Program provider. Morneau Shepell augments the Service's already robust programming offered. Employees and their family member have the benefit of comprehensive programs that include counselling, work/life solutions, and online resources to help with a wide range of work, health and family issues.

Indigenous Women and Girls Safety Strategy - Since the June 3rd, 2019 release of the MMIWG report, the Service continues its commitment to reconciliation. Officers from the Chief and Executive down to the newest police recruits, Cadets and civilian staff are committed to engaging the community in trust and relationship building in all their daily work (CALEA 1.2.9 - Bias Policing).

One exemplary example of this commitment is demonstrated by the Indigenous Women and Girls Safety Strategy. The Service is committed to the safety of Indigenous women and girls by working with and supporting Indigenous-led community organizations and community partners providing programming and services to Indigenous women and girls. The Service's enforcement efforts focus on individuals and groups involved in the exploitation of Indigenous women and girls. (CALEA 41.2 - Criminal Investigation Operations)

For more information see <https://www.youtube.com/watch?v=giSaEVwUOcw> – Chief/APTN interview (local media) in May 2021.

Firearms Investigative Analysis Section (FIAS) - The FIAS supports frontline enforcement and investigations through firearm identification, classification and tracing. In response to the increasing incidents involving firearms, the Service acquired an Integrated Ballistic Identification System and integrated it with the Canadian Integrated Ballistics Identification Network (CIBIN) as well as the U.S. ATF Firearms Trace systems to provide possible leads in firearms-related investigations.

The WPS is a leader in CIBIN technology and one of the few municipal agencies that have integrated with CIBIN, giving the Service an advantage in timely investigation into firearms offences (CALEA 42.2 – Criminal Investigation

FUTURE ISSUES FOR AGENCY

Multidisciplinary Response – In 2019, a team from the City of Winnipeg which included a senior officer within the Service, identified that “Winnipeg’s existing 911 emergency response agencies are being dispatched to non-urgent calls that they are not best suited to manage”. This issue was selected for further study by Harvard Business School and Bloomberg Philanthropies. On November 18, 2020 the City of Winnipeg Executive Policy Committee endorsed the recommendations detailed in the Bloomberg Harvard City report.

The report highlights a number of significant challenges to reforming the response system:

- There is no other agency available 24 hours a day, seven days and week to dispatch. Without a “fourth option” available, dispatch options remain limited to police, fire or ambulance agencies.
- There is a lack of public awareness of, and familiarity with, existing health and social service agencies within the community that contributes to 911 calls that are non-urgent.
- There is a lack of integration and co-ordination.
- Legislative and regulatory barriers exist.
- There are also data sharing and measurement challenges.

The WPS recognizes citizens’ health and safety reflect a variety of issues and the importance of working with partner agencies in government and the community who provide a wide range of supports. Recognizing the value of collaboration, the Service is committed to further advancing strategies to provide front line services with our partners.

Police Services Act Reform – On November 5th, 2020 an independent review of the Police Services Act was released by the Manitoba government. The Police Services Act governs policing in Manitoba and the review was commissioned by the government to examine the extent to which the Police Act supports the professional, transparent and effective delivery of police services in Manitoba, and made 70 recommendations ranging from minor amendments to the creation of new standalone legislation and comprehensive regulatory standards and oversight regimes.

Beginning in February of 2021, the WPS has been working with Manitoba Justice to assist the province with the Police Services Act Review and any further research and consultations regarding legislative reform, oversight and accountability, the creation of policing standards, and enhanced alternative service delivery models, that might be required.

Budgetary Constraints and Innovation – Continued fiscal pressures and the need to justify spending continues resulting in a number of initiatives with the goal to increase police effectiveness and efficiency while balancing the importance of fiscal responsibility. Where possible, the WPS continue to capitalize on innovation and technology, to make strategic decisions that will improve service delivery such as the Connected Officer project, the development of a multidisciplinary response strategy (as above) and the Next Generation 911 project.

Workplace Safety and Wellness - Like many jurisdictions, the COVID-19 pandemic has brought to Winnipeg not only a life-threatening virus, it has prompted public health restrictions that continue to impact our professional and personal lives. Additionally, the police profession has had to deal with a groundswell of issues around societal racism, police tactics and defund police concepts in the wake of the murder of George Floyd.

The WPS Executive and Winnipeg Police Association (WPA) share a common interest in supporting the health and wellness of the people who work for the WPS, and by extension their morale. To help better understand member perspective and obtain feedback on things that could improve morale, the WPS has agreed to work with the Winnipeg Police Association as they undertake a 3rd party survey of members. The survey results may guide the next phase of organizational development.

YEAR 4 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Virgil Hubbard

On 6/11/2021, the Year 4 Remote Web-based Assessment of Winnipeg Police Service was conducted. The review was conducted remotely and included 58 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	
1.2.10 Duty to Intervene (LE1) (MMMM)	Standard Issue
<p>Notes: ISSUE: The agency's written directives in the file (Duty to Intervene; Complaints Against Members of the Service) appear to only address actions by members of the agency. There is no guidance when a member of another agency is involved in inappropriate force or actions. AGENCY ACTION NEEDED: It is suggested that the agency's written directive also provide guidance to agency employees when they observe an employee of another agency involved in inappropriate actions or behavior. AGENCY ACTION TAKEN: The agency revised its written directive, Duty to Intervene, to provide that members have the responsibility to intervene for improper actions committed by an external public safety agency member. It is suggested that this standard be reviewed in the next CSM annual review for continued compliance.</p>	
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	Compliance Verified
4.1.2 Use of Deadly Force (LE1) (MMMM)	Compliance Verified
4.1.3 Warning Shots (LE1) (MMMM)	Compliance Verified
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	Compliance Verified
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	Compliance Verified
4.1.7 Choke Holds (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.3.1 Responsibility/Authority (LE1)	Compliance Verified
12 Direction	
12.1.1 CEO Authority and Responsibility (LE1)	Compliance Verified
17 Fiscal Management and Agency Property	
17.5.2 Operational Readiness (LE1)	Compliance Verified
22 Personnel Management System	
22.1.9 Military Deployment and Reintegration (LE1)	Compliance Verified
22.2.5 Extra-Duty Employment (LE1)	Compliance Verified
31 Recruitment and Selection	
31.4.7 Selection Criteria (LE1) (MMMM)	Compliance Verified

Standards	Findings
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
33.4.4 Entry Level Training (LE1) (M M M M)	Compliance Verified
34 Promotion	
34.1.1 Agency Role, Authority and Responsibility (LE1)	Compliance Verified
41 Patrol	
41.2.2 Pursuit of Motor Vehicles* (LE1)	Compliance Verified
41.3.2 Equipment Specification/Replenishment (LE1)	Compliance Verified
42 Criminal Investigation	
42.2.1 Preliminary Investigations Steps (LE1)	Compliance Verified
42.2.8 Interview Rooms (LE1)	Compliance Verified
44 Juvenile Operations	
44.2.3 Custodial Interrogation and Interviews (LE1)	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.4 Operations Function (LE1)	Compliance Verified
46.1.5 Planning Function (LE1)	Compliance Verified
46.1.6 Logistics Function (LE1)	Compliance Verified
46.1.7 Finance/Administration Function (LE1)	Compliance Verified
61 Traffic	
61.1.2 Uniform Enforcement Procedures (LE1)	Compliance Verified
61.1.5 Uniform Enforcement Policies (LE1)	Compliance Verified
61.1.7 Stopping/Approaching (LE1)	Compliance Verified
61.3.2 Direction/Control Procedures (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
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

Standards	Findings
<p>81.2.7 Recording and Playback (LE1)</p> <p>Notes: ISSUE: In Bullet B, the written directive addressing requests for recordings showing handling of recordings is okay, however it does not meet the intent of full security of recordings. In Bullet C, the written directive that addresses release of recordings is okay, but does not fully address the intent of the standard bullet. The written directive does not address the criteria and procedures for the immediate playback and review of recordings by communications center personnel. AGENCY ACTION NEEDED: It is suggested in Bullet B that the agency's written directive address security of agency recordings. In Bullet C, it is suggested that the written directive provide criteria and procedures for the immediate playback of recordings by communications personnel. A print screen or photograph of immediate playback capabilities at a dispatch console would be a good proof. AGENCY ACTION TAKEN: The agency revised its written directive, Audio Logger Recordings, to provide for physical security of telephone and radio recordings. The directive also was revised to provide criteria and procedures for the immediate playback by communications center staff. A photograph of the agency's playback capabilities was added to the file. It is suggested that this standard be reviewed in the next CSM annual review for continued compliance.</p>	<p style="text-align: right;">Standard Issue</p>
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	
84.1.3 Temporary Security (LE1)	Compliance Verified
84.1.4 Security of Controlled Substances, Weapons for Training (LE1)	Compliance Verified
84.1.5 Records, Status of Property (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
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

Standards	Findings
91.4.1 Position Responsible for Clery Act* (LE1)	Not Applicable by Function

Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

8/19/2021

Planning and Methodology:

The Winnipeg Police Service's (WPS) onsite was conducted virtually due to the COVID-19 pandemic. Over the course of many phone calls the Service's Accreditation Manager and the Assessment Team Leader determined the focus points of the on-site and the virtual platforms to be used. The Service elected to use Zoom for the staff interviews, community contacts, the Public Meeting and the exit interview with the Chief and Command Staff. Citizens, who wished to speak with an Assessor during the Public Call-in-Session, could call the WPS direct and their call would be forwarded to the Assessment Team Leader. The Media Release provided information and instructions to community members who wished to participate in the Public Meeting and the Call-in-Session.

The Service prepared an introductory video, highlighting various aspects of their organization and to provide the Assessors with an overview of the organization and its facilities. Not being on-site, this video was very helpful orientating the Assessors to the various divisions and facilities of the WPS.

The fourth year CSM review identified two standards with issues:

1.2.10 Duty to Intervene

81.2.7 Recording and Playback

Both standards had been brought into compliance before the virtual on-site commenced.

Evidence and Control Unit

The assessors were given a PowerPoint presentation, via Zoom, showcasing the Evidence and Control Unit (ECU). The ECU consists of eight Property and Evidence Technicians, three Drug Exhibit Technicians, two Firearms Assistants and three Constables. One thing that was consistent in the presentation was the amount of quality control within the Evidence and Control Unit. Anytime an item is moved within the facility it is verified by another employee to ensure the data is recorded accurately. Over the last five years, the ECU has been able to maintain a 0.84 percent error rate. This falls well below the acceptable rate of four percent. [REDACTED]

[REDACTED] The Winnipeg Police Service currently maintains custody of approximately 367,000 exhibits to include about 29,000 high risk items.

The WPS utilizes a software system called Niche to track their property and exhibits. They use a combination of envelopes, bins, pallets, and mesh bins to store items in their proper locations. When items are selected for disposal or destruction, two employees must be present for the audit and to witness the process. Knives and weapons are melted, paper products are shredded, electronic items are broken and then put on a conveyer belt to be crushed, sharps are outsourced for disposal and general waste is collected in a bin, in a secured area, to wait collection.

The supervisor completes an annual inventory of all keys to the area. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Standards Issues:

None

Suggestions

None

Behavioral Health Services

The Winnipeg Police Service is committed to supporting the health and wellbeing of its employees. They employee a

full time Psychologist, Dr. Naomi Berger, on staff. She is available to assist members with any area they are struggling with in either their professional or personal life at no charge to them. Dr. Berger's office is located [REDACTED] and she sees an average of five employees a day. Dr. Berger also sees employees as part of a Post Critical Incident Program. Employees are required to see her within 24 to 72 hours after they have been involved in critical incidents. An evaluation is deemed necessary prior to authorizing them returning to work or any involvement in the investigation. If a "fit for duty evaluation" is required, it is outsourced to another contracted psychologist in order to maintain employees' trust with Dr. Berger.

The Winnipeg Police Service also has Wellness Officers, Peer Support and Chaplains. One unique aspect of their Chaplain unit is all members are sworn officers. They are available for spiritual assistance and ceremonial services. The Wellness Unit takes care of a variety of personal needs for members of their Service and receives about 2,500 contacts per quarter from employees. They are looking to expand the program in the future. The Peer Support Program is a group of trained volunteers who are willing to share personal experiences and provide confidential support for members of the Service. Peer Support volunteers are both sworn and civilian.

Some of the recent accomplishments of the Behavioral Health Services are resilience training, a video series from Peer Support, an expansion of the Wellness Unit and a therapy dog program. They also partnered with Wounded Warriors Canada and began a Police Net Banner Campaign.

Standards Issues:

None

Suggestions

None

Firearms Investigative Analysis Section

The Winnipeg Police Service Firearms Investigative Analysis Unit is the central hub for the receipt of firearms used in gun related offences. This unit began in 2010 as a pilot program and is run with Firearms Analysts, Firearms Technicians and Property Technicians. Once a firearm is submitted to them it is packaged for processing and forensics. All data from the firearm is input into their case management system, NICHE. Once the firearm is in NICHE a workflow is created based on the need for an investigative crime flow, need for destruction, public safety seizure, evidence etc. If there is a need for forensics to be done on the firearm, it is pulled from the firearms vault, processed for any potential DNA, and then sent to the analyst to be test fired. The results of the test fire and ammo are then input into the Canadian Integrated Ballistic Identification Network (CIBIN) to check against any unsolved crimes that were previously entered. If the Service has reason to believe the firearm was used in the United States, they may request the analysis be cross referenced with the National Integrated Ballistic Identification Network (NIBIN).

In 2020 the WPS was able to acquire an IBIS Brasstrax system. Prior to getting the program, ammunition had to be sent to an external source for analysis. Investigators would have to wait almost 365 days for the results causing massive delays in potential case leads. With the IBIS Brasstrax results are returned within 3.7 days. This allows investigators to follow up almost immediately and creates a much higher success rate in case closure. The Service has had great success with the program and has received leads on everything from property crimes to homicide cases. An audit is performed annually by an external source and semi-annual audits are performed internally. The current error rate is 0.03%.

Standards Issues:

None

Suggestions

None

Central Processing Unit

The Central Processing Unit (CPU), is centrally located in the WPS's Headquarters Building, which has five floors. [REDACTED]

CPU operates 24/7, with four platoons on 12-hour shifts. Each platoon is staffed with a sergeant, two patrol sergeants, nine central processing officers and a paramedic. The paramedics are all trained to advanced paramedic level. The CPU officer rank was only created in 2018 and is a civilian position, which allows for fully trained officers to be deployed into areas more suited to their skills. CPU officers have become specialist in the field of prisoner care and processing. Most of the CPU officers hope to become police officers in the future but, the model is working very well for the WPS. These officers are equipped with their own unique uniform, carry intermediate weapons (Taser, pepper spray and baton) but no sidearm. Training includes six weeks in the classroom, two weeks of systems training, which is shadowing in the CPU to learn how the Unit operates. This is followed by eight weeks of field training, in the Unit, but now the trainees are actually doing the work under the tutelage of a senior CPU officer. All officers receive ongoing training to maintain their skill sets.

All prisoners are dealt with in a centralized, uniform fashion. A lot of effort is put into ensuring the safety and security of all the people who interact with the Unit. CPU officers spend a lot of time assisting investigating officers with prisoners who are in their care during the investigative process. They coordinate the identification of prisoners using fingerprints and photographs, organize injury photos if necessary and help collect whatever evidence might be needed from a person in custody. CPU officers are responsible for ensuring all prisoners are put in touch with legal counsel; for monitoring the health, wellbeing and sobriety of all persons in custody and for ensuring prisoners have personal necessities such as food, water and bedding. CPU officers also transport prisoners from outlying district stations to the Central Processing Unit.

CPU officers are also responsible for prisoners in the dispositional process, after the investigative process is complete. The WPS has an agreement with Manitoba Justice that they will staff 24-hour Duty Counsels and Defense Counsels to triage all cases where the police are opposed to release. In many cases this help mitigate a lot of delays for prisoners' release. CPU officers continually monitor a prisoner's report status to ensure the investigative units are completing their reports in a timely fashion so that the bail review process can proceed. CPU officers conduct all the bail hearings, in their facility, via video or telephone conference with a Judge or a Justice. After the bail hearing, it is the responsibility of CPU Officers to manage the disposition whether it is release on a release order or whether the party is remanded into custody and transporting them into the care of the Provincial Corrections system.

CPU officers also arrest and process any individual who turns themselves in at police Headquarters and processing that person right from the outset. One of the main functions of an CPU officer is continual security and cleanness of the facility. On an ongoing basis CPU officers act as a knowledge resource to other members of the Service re prisoner management.

Occupancy in the CPU is now limited due to COVID, as all rooms are designated single occupancy. Pre-COVID the Unit could accommodate prisoners in double and triple holding cells.

Standards Issues:

None

Suggestions

None

Police Communications Division

The Police Communications Division (PCD) is located in the WPS's Headquarters building and operates 24/7 providing 911 and non-emergency lines for the Service. The PCD is staffed with civilian personnel, including two supervisors per shift and, at any given time, five to seven call takers and four dispatchers. But, this will vary depending on the shift; at a minimum there will be at least 12 members on duty. The Training Coordinator ensures all front-line staff are properly trained; the Coaching coordinator works with new hires to assist in their on-the-job-training, the Policy Coordinator ensures policies and standard operating guidelines are in line with Service policy and CALEA standards. WPS utilizes the Project 25 radio system, which allows for communication with officers on the road and between the Service and the Winnipeg Fire Paramedic Service. The main power source is supported by an uninterrupted power supply to ensure no outages. There is also a generator as back up to the uninterrupted power supply. The PCD uses computer aided

dispatch, which records all pertinent information for every call.

The PCD does not provide first aid assistance. If they are the unable to connect the caller with Paramedics, the PCD adopts their Secondary Emergency Notification Dispatch (SEND). This is a very limited protocol where the call taker asks very basic questions so they can provide that information to the Paramedic Service but, it is made clear that it is not a first aid service.

Security measures for the PCD include card access, which is limited to those Service members who need access to the Center. The Service's IT department has installed a [REDACTED]

In an effort to add to the comfort of call takers and dispatchers, the Service has installed a number of ergonomic workstations, which include treadmills, steppers under the desks, and a stationary bike. This allows for a balance of stress when handling a stressful call by providing the physical ability to exercise. Dispatchers and call takers don't have the luxury of just getting up and going for a walk, as they are required to remain in the PCD room and often at their desks.

Standards Issues:

None

Suggestions

None

Summary:

Number of Interviews Conducted: 8

Assessors' Names: Susan Maycock & Heather Durham

Site-Based Assessment Start Date: 07/19/2021

Site-Based Assessment End Date: 07/20/2021

Mandatory (M) Compliance	160
Other-Than-Mandatory (O) Compliance	0
Standards Issues	0
Waiver	0
(O) Elect 20%	0
Not Applicable	21
Total:	181

Percentage of applicable other-than-mandatory standards: 0 %

COMMUNITY FEEDBACK AND REVIEW

Public Information Session

The Public Meeting was held on Monday, July 19, starting at 18:00 hours. Four people joined the Zoom conference but, only three elected to speak. [REDACTED], stated he was there on behalf of a very large portion of the city's population and that he feels targeted policing has been happening. He felt certain citizens were being targeted, especially people with altered mufflers. Often there are twelve officers conducting a stop check on a weekend night. He feels this is revenue driven since the officers are not trained vehicle inspectors. Also, it is a waste of resources and they just want the citizens to pay the fines. Saying "classic car" license plates are getting a free pass through the check points but, other cars, that have a loud muffler from the factory, are getting ticketed.

[REDACTED] stated on the last CALEA final report, someone "watered down" his comments. He cannot locate the WPS policies on-line to compare with CALEA standards. So, he is not prepared to speak "intelligently" as to whether the WPS is complying. [REDACTED] spoke about insurance fraud and people committing a hit and run, which the WPS did not take "seriously." He asked if CALEA standards cover fraud. He stated the WPS does not have body or dash cameras. [REDACTED] said he had emailed CALEA with some concerns (See letter under Correspondence). [REDACTED] questions re public mischief were addressed. He was also advised the WPS policies were not available on-line but, he could contact the WPS to view the policies in person.

[REDACTED] had three points she wanted to make. First, the police need more funding; second, Tasers should be shaped like a TV remote control so, they are easily distinguished from a firearm; and third, the police should have Body Cameras.

Telephone Contacts

The Public Call-in-Session was held on July 19th, from 13:00-15:00 hours. No calls were received.

Correspondence

The Assessors received two letters from members of the community. The first, from [REDACTED] who are Winnipeg born citizens, and have lived in Winnipeg primarily since the early 1970's. Their grandparents immigrated to Canada, to Winnipeg specifically, in the late 1890's and early 1900's. Their extended family now numbers almost 100 people. There is a common thread in their family of gratitude to Canada as a country and Winnipeg, where they have had the opportunity to live free and flourish.

Over the past three decades they have been engaged as a Neighborhood group watch leader and organizer. In that capacity they have read the Police reports, now delivered electronically. The Police policies and procedures have been a focus of their attention, and they feel, in the past three decades, the most noticeable change has been the amount of engagement, both increasingly dangerous and potentially threatening. Yet, the police work has continued with as much calm and efficiency as one could ever hope to expect, given the dramatic rise of current circumstances.

Methamphetamines and generalized substance abuse related crimes, drugs and weapons imported by gangs, together with all of the unfortunate remainder of criminal activities in which people are assaulted, is an issue the police force in Winnipeg need assistance with. They require extended resources and partnerships with agencies who can reduce the cycles of repeat offenders in an overwhelmed system. The police force needs tools and options to keep the larger population of the city safe as they walk about the streets.

Winnipeg citizens admit they do not feel safe walking around downtown, and in some cases, even walking in their local community. Citizens who habitually use bus transportation also admit they no longer feel safe using the bus, nor do they feel safe waiting at a bus stop, inside the provided shelters, as the shelters have become a 'residence' for homeless people, or when used drug paraphernalia littered the interiors.

Crime and all manner of violent escalation, evident on the streets of Winnipeg, will take a lot of resources, in a partnership of respect and good faith, to return Winnipeg to a standard of safe places to walk and enjoy. This has to begin with the Winnipeg Police Service, whose work, passion and commitment they have been reading about every day for three

decades. The Winnipeg Police have gone above and beyond duty every day, and while there is always room for improvement, they have not enjoyed the full support of civic and provincial governments, given the task that is escalating before them.

The [REDACTED] have travelled to other cities and see how the safety of walking the streets of those cities comes from having a police presence, which blends with the communities, are very well funded, under strict protocols, well trained, and who are totally supported by multiple partnerships, through local government.

The second letter was from [REDACTED] who had five points to make:

1) In 2017, he tried, at the public meeting, to say WPS staff are easily misled. When a person makes a call for service, and it turns out to be based on lies, WPS generally refuses to act against the perpetrator. He reported two insurance fraud cases to innocent persons. The insurance investigation revealed that the claimed damage could not have involved the innocent party's car. When WPS came to deliver the traffic offence notice they were offered the insurance investigator's report but, they insisted that the matter go to court.

In 2020, a different fraudster called for a team of uniformed WPS officers to attend his business on four different dates, each time reporting more than a dozen lies about the innocent victim, to create the myth that the victim was a danger to the public. WPS never checked. When the victim spoke to a lawyer, and WPS was asked to investigate this apparent case of Public Mischief, they refused.

2) It has been suggested that WPS officers limit their personal notes of a call for service, to the facts, which they observe. Declarations that a person is mentally ill, do not belong in these semi-public notes. Such notes could easily prejudice a future call for service suggesting that this person is mentally ill and a danger to the public or to officers.

3) He's heard of WPS officers issuing spurious traffic offense notices. When such notices cannot succeed in court this crosses the line into unprofessional conduct. This pattern can bring fine revenue, because some drivers just pay, rather than take time off work to fight these.

4) When public pressure mounted in 2020 for the WPS to outfit their front line sworn staff with body cams, the project asked for 20 times as much money as needed, which was intended to create sticker-shock, and cancel the program that many in the WPS did not want.

5. During the CALEA visit in 2017, [REDACTED]. He suggests the WPS must reach out sooner, to the public for future reviews, then they did in 2017. He made a list of comments, some of which were omitted in the CALEA 2017 report. The others were 'watered down' to the point that they were meaningless. Did CALEA do this to make the WPS look better? Did anyone around there take such action, again to make WPS look better?

Media Interest

The Assessors are not aware of any media interest.

Public Information Material

The WPS prepared a Public Notice announcing the Accreditation on-site. The Public Information Officer provided the information to various media outlets including newspapers, TV stations and local radio stations. Similar information, announcing the on-site, was distributed via Twitter, Facebook, Instagram and eWatch Newsletter. The Public Notice, in English and French was posted on the WPS Public Website and WPS Internal Website. The Public Notice advised citizens how they could connect to the Public Meeting via Zoom and also the phone number for the Public Call-in-Session. The Winnipeg Police Board announced the Public Information Session at their June 4th, 2021 board meeting, advising that all interested parties could attend via zoom.

Community Outreach Contacts

The Assessors had contact with three Community Groups

Ma Mawi Wi Chi Itata Centre

Assessors spoke with representatives from the Ma Mawi Wi Chi Itata Centre regarding their partnership with the WPS on the Indigenous Women and Girls Safety Strategy. The program provides services to investigate all homicides,

exploitations, missing persons, and justice improvements for Indigenous females. The Service recognized domestic sex trafficking was most prevalent and targeted towards Indigenous females, so they renamed their Vice Unit the Counter Exploitation Unit. The Service meets with approximately 17 agencies, on practically a weekly basis, to collaborate and work towards ending the exploitation of Indigenous females. Ma Mawi representative, [REDACTED], commended the WPS for shifting their mentality to not criminalize prostitution but to try to seek help for the women as victims of exploitation. She also spoke of the cross-training Ma Mawi does with the WPS and their willingness to help in any way they can.

Assessors were informed the Winnipeg Police Service was one of the few police agencies that were commended at a recent Data Jam Conference for their relationship with Indigenous people.

Main Street Project Organization

The Auxiliary Cadet Program was introduced in 2010, to take care of some core non-police functions such as traffic direction and helping guard crime scenes. One of the main functions Cadets perform is participating in helping those who are vulnerable, such as people living on the streets. They assist those in need of protection from assault or the effects of alcohol abuse. Cadets can bring these individuals to the Main Street Project or, if the individual is extremely intoxicated, the hospital. Cadets assist with up to 3,000 intakes a year, which frees up sworn officers to attend more demanding calls. Cadets are trained in a number of areas that officers are trained in but, they are non-sworn members so, have some specific actions and acts they can enforce. The Intoxicated Persons Act allows Cadets to bring individuals suffering the effects of alcohol, and who are a danger to themselves or others, to a detoxification center such as the Main Street Project. The Cadet Program developed a partnership with the Main Street Project organization as an opportunity for job shadowing and training at the Main Street Project organization. Cadets are given an opportunity to spend time with the staff and paramedics that are assigned to the Main Street Project to better understand how the organization cares for individuals in their protective care programs. The Cadets are introduced to the personal philosophies the organization applies in their approach to caring for individuals that are being supported by the organization. It also gives the Cadets a sense of what the paramedics are looking for when someone comes in for care.

The Main Street Project is a very diverse agency, with a number of assistance programs. It provides supportive and transitional housing at their Main Stay Residence, as well as at a local hotel. They also have another shelter and a 24/7 Van Outreach program. The organization provides back up for the Winnipeg Fire Department Paramedics by volunteering transport to route people into care. The Main Street Project also provides 311 response throughout the city as well as working with people living unsheltered. The organization operates a protective facility to house people in a safe environment while they are potentially a danger to themselves or others while intoxicated primarily on alcohol. The partnership was halted a short time before COVID but, both agencies are hoping to reinstate the training aspect of the partnership in the future. The Main Street Project organization found partnership with the Cadets to be quite valuable over the years. The WPS felt it was good for the cadets to see the work on the streets using more of a social services approach than strictly enforcement.

Downtown Community Safety Partnership

The Downtown Community Safety Partnership (DCSP) has been in place for a couple of years. In February, 2020, despite the implications of COVID, the Province of Manitoba came up with a significant amount of funding for the DCSP as they really wanted to see what this project could develop into. In April 2020, the DCSP was registered as a non-profit organization, they established a board and set about operationalizing how best to use the funding. Using the MOU put together by the province, the DCSP has essentially two years to prove the concept can work.

Reduction in the amount of crime and disorder in the downtown core is part of the plan's objective but, the primary goal is to improve the perception of safety. The safer people feel the more apt they are to come downtown and the more people downtown the safer the community becomes. The board recognized that a lot of the work needing to be done could not be done by law enforcement but required partnerships with outside agencies and was vital to the success of this type of endeavor. So, the organizers partnered with the downtown businesses, probation system, the courts, Crown Attorney's Office and the Downtown Community Safety Partnership was created. The vital thing about the DCSP is the number of people involved and the scope of the work they are doing in community outreach and connecting with the downtown population.

With the partnerships with the downtown businesses the DCSP essentially acquired two of their programs: The Watch

Program, which is the eyes and ears of the community; and the Community Home Assistance Team. These two programs were joined to DCSP's Connect Program and their core program, Community Outreach Advocacy Resources. The DCSP focuses on entry level connections of people, businesses, people learning, living, playing in the downtown area to promote the safety, health and well-being more than an enforcement or compliance approach. They are helping vulnerable, marginalized homeless people navigate social assistance to find accommodation and employment.

One of the biggest programs is the MAC247, which are mobile assistance teams working the streets 24/7. They are provided with a higher level of training in first aid and other areas so, they are able to deal with a lot of the medical and mental health issues and evictions that people on the street face. Directing those in need to alternate social services and city service resources, who working together, can help these people. They are continually working with police, fire and paramedics to improve the downtown core.

MAC247 team members are paid but, they have no enforcement powers and are basically hired to do community service work. They must complete a hiring process, which includes submitting a resume and a criminal background check. The training includes scenario-based training, training in social service methods and two weeks medical training provided by an agency called Critic Care. This training allows them to provide assistance up to the level that would require a paramedic. If the DCSP model is successful, they are hoping for sustainable funding over the long term to fully reintegrate the downtown core into a vital part of the City of Winnipeg.

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

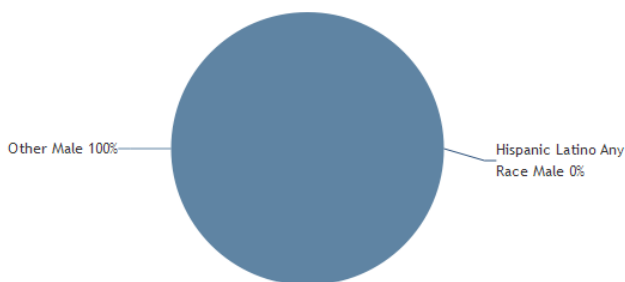
Data Collection Period: 1/1/2017 - 12/31/2017

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male			
Black Non-Hispanic Male			
Hispanic Latino Any Race Male			
Other Male	10659	204201	214860
White Non-Hispanic Female			
Black Non-Hispanic Female			
Hispanic Latino Any Race Female			
Other Female			
TOTAL	10659	204201	214860

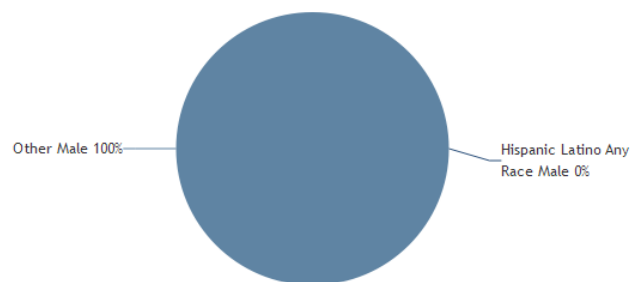
Reaccreditation Year 1 Notes:

Other Male category utilized for Total. Canada does no track and report on incidents by gender or race.

Male Warnings



Male Citations



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

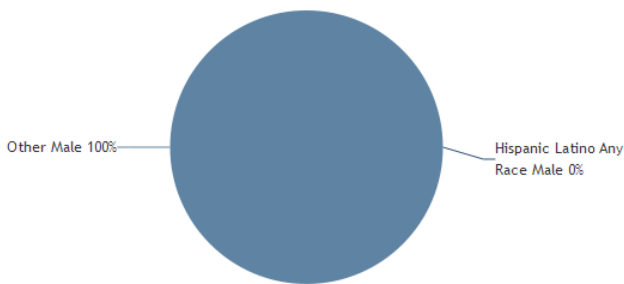
Data Collection Period: 1/1/2018 - 12/31/2018

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male			
Black Non-Hispanic Male			
Hispanic Latino Any Race Male			
Other Male	9808	183255	193063
White Non-Hispanic Female			
Black Non-Hispanic Female			
Hispanic Latino Any Race Female			
Other Female			
TOTAL	9808	183255	193063

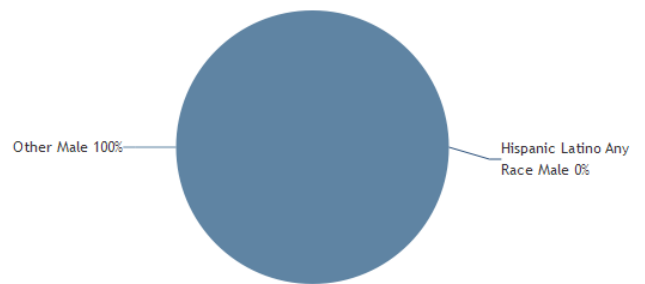
Reaccreditation Year 2 Notes:

Other Male category utilized for Total. Canada does not track and report on incidents by gender or race.

Male Warnings



Male Citations



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

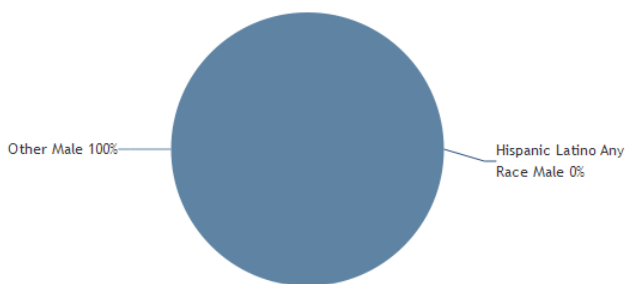
Data Collection Period: 1/1/2019 - 12/31/2019

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male			
Black Non-Hispanic Male			
Hispanic Latino Any Race Male			
Other Male	9338	171044	180382
White Non-Hispanic Female			
Black Non-Hispanic Female			
Hispanic Latino Any Race Female			
Other Female			
TOTAL	9338	171044	180382

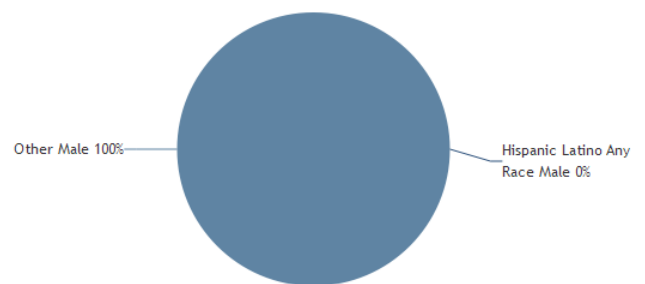
Reaccreditation Year 3 Notes:

Other Male category utilized for Total. Canada does not track and report on incidents by gender or race.

Male Warnings



Male Citations



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: 1/2/2020 - 12/31/2020

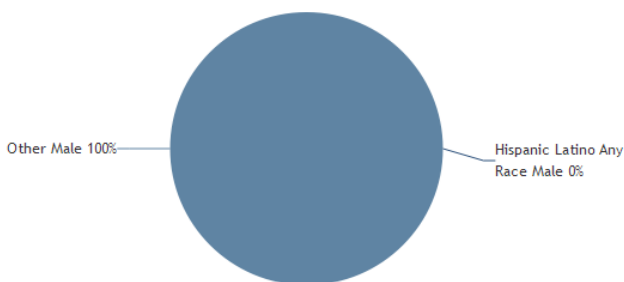
Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male			
Black Non-Hispanic Male			
Hispanic Latino Any Race Male			
Other Male	9952	139013	148965
White Non-Hispanic Female			
Black Non-Hispanic Female			
Hispanic Latino Any Race Female			
Other Female			
TOTAL	9952	139013	148965

Reaccreditation Year 4 Notes:

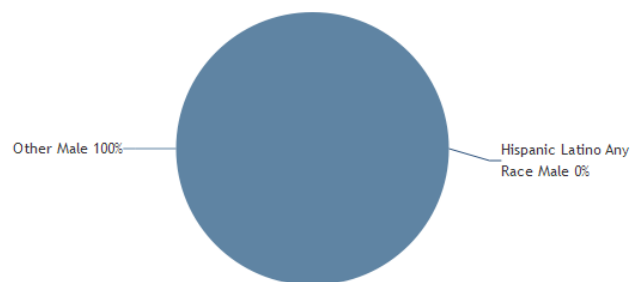
The year over year number of citations or Provincial Offense Notices decreased by 18.7% primarily due to the pandemic and lower vehicle traffic volumes.

Other Male category utilized for Total. As of 2020, WPS does not track/report incidents by gender or race.

Male Warnings



Male Citations



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: 1/1/2017-12/31/2017

Year 2 Data Collection Period: 1/1/2018-12/31/2018

Year 3 Data Collection Period: 1/1/2019-12/31/2019

Year 4 Data Collection Period: 1/1/2020-12/31/2020

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

Reaccreditation Year 1 Notes:

Other Complaints - 2;

Total traffic stops - 33,752

Total Field Contacts - 225,462

Reaccreditation Year 2 Notes:

Other Complaints - 3

Total traffic stops - 29,556

Total Field Contacts - 254,446

Reaccreditation Year 3 Notes:

Other - 0

Traffic Stops - 31,401

Field Contacts - 263,656

Reaccreditation Year 4 Notes:

The Professional Standards Unit reported nil complaints received in 2020 relating to allegations of biased policing.

External agencies, such as the Law Enforcement Review Agency and Manitoba Human Rights Commission manage complaints against the Winnipeg Police Service that are not captured here but are reported publicly by each respective agency.

Complaints

Complaints

Complaints

Complaints

Legend

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Reaccreditation Year 1

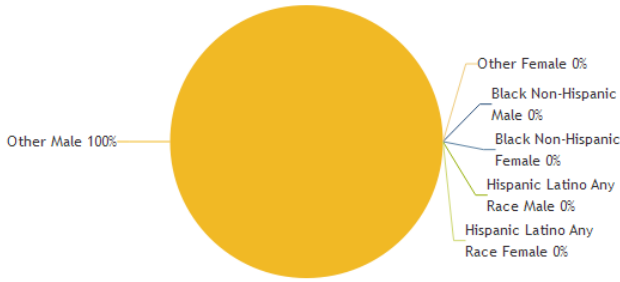
Data Collection Period: 1/1/2017 - 12/31/2017

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									190
Discharge							5		5
Display Only							185		185
ECW									211
Discharge Only							114		114
Display Only							97		97
Baton							19		19
Chemical/OC							5		5
Weaponless							992		992
Canine									36
Release Only							19		19
Release and Bite							17		17
Total Uses of Force	0	0	0	0	0	0	1453	0	1453
Total Number of Incidents Resulting In Officer Injury or Death									
Total Use of Force Arrests									
Total Number of Suspects Receiving Non-Fatal Injuries									
Total Number of Suspects Receiving Fatal Injuries									
Total Agency Custodial Arrests									
Total Use of Force Complaints							8		8

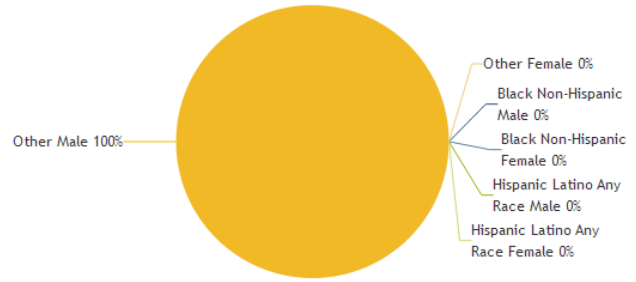
Reaccreditation Year 1 Notes:

Due to Human Rights Legislation and the Freedom of Information and Protection Act, the WPS does not collect Use of Force trends or patterns related to race, age and gender of subjects.

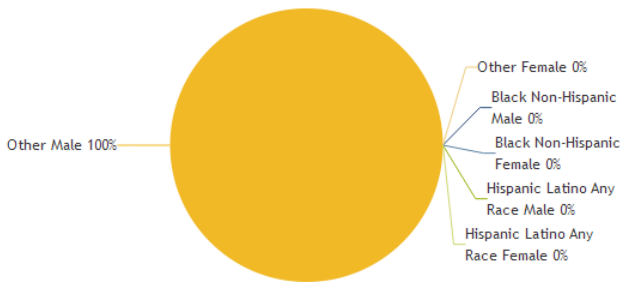
Total Firearm



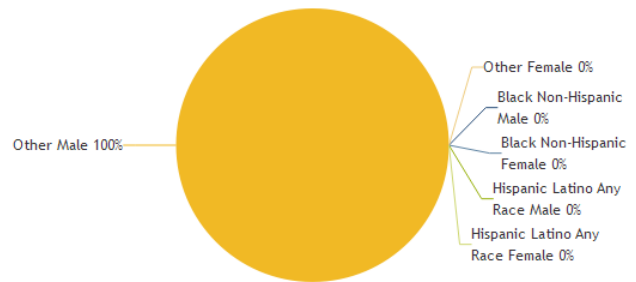
Firearm Discharge



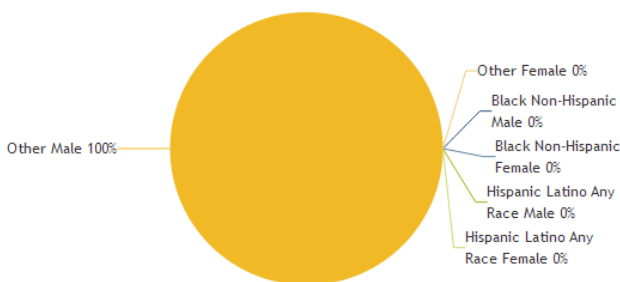
Firearm Display



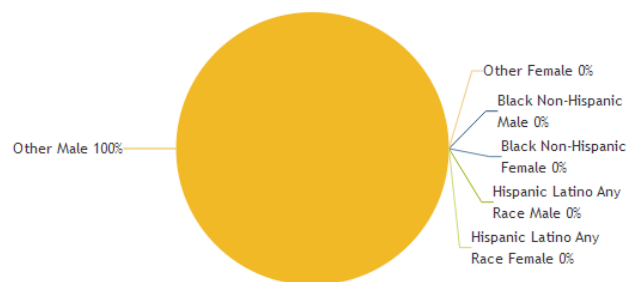
ECW Discharge



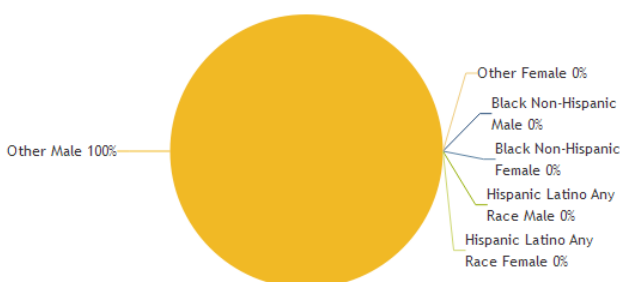
ECW Display



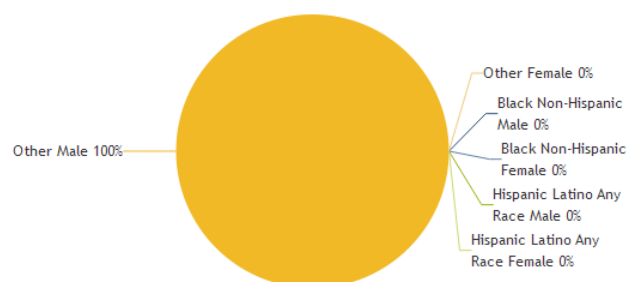
Baton



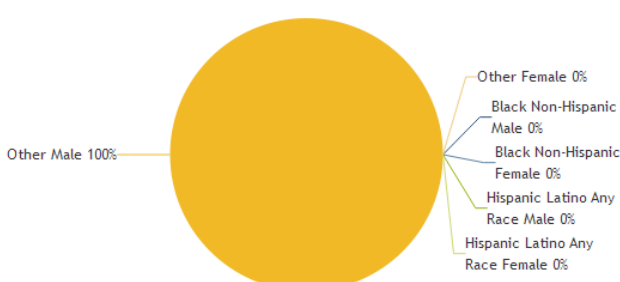
Chemical/OC



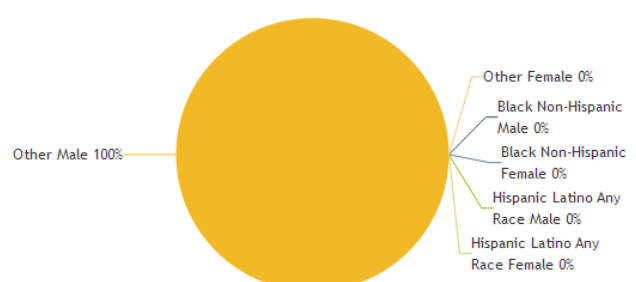
Weaponless



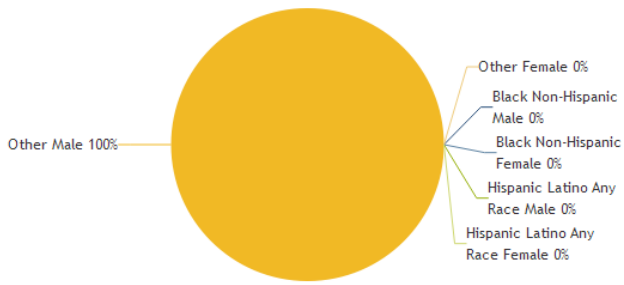
Total Canine



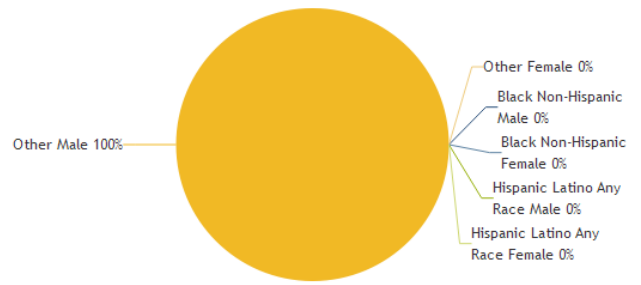
Canine: Release Only



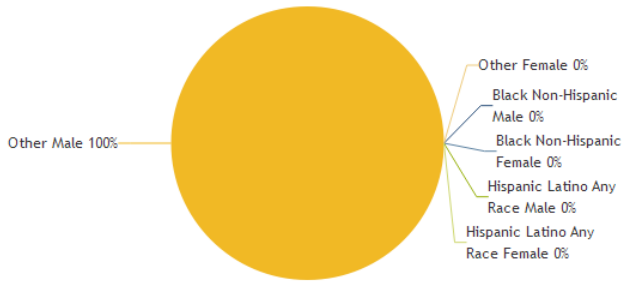
Canine: Release and Bite



Total Uses of Force



Total Use of Force Complaints



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

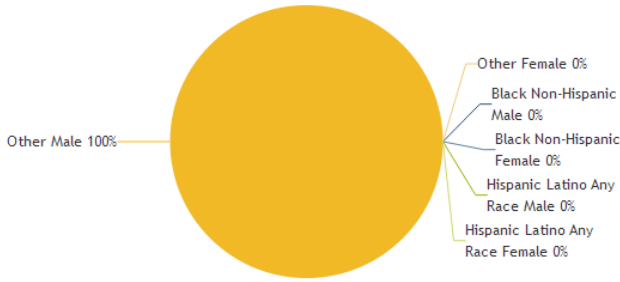
Data Collection Period: 1/1/2018 - 12/31/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									154
Discharge							1		1
Display Only							153		153
ECW									205
Discharge Only							109		109
Display Only							96		96
Baton							19		19
Chemical/OC							17		17
Weaponless							919		919
Canine									20
Release Only							13		13
Release and Bite							7		7
Total Uses of Force	0	0	0	0	0	0	1334	0	1334
Total Number of Incidents Resulting In Officer Injury or Death									
Total Use of Force Arrests									
Total Number of Suspects Receiving Non-Fatal Injuries									
Total Number of Suspects Receiving Fatal Injuries									
Total Agency Custodial Arrests									
Total Use of Force Complaints							5		5

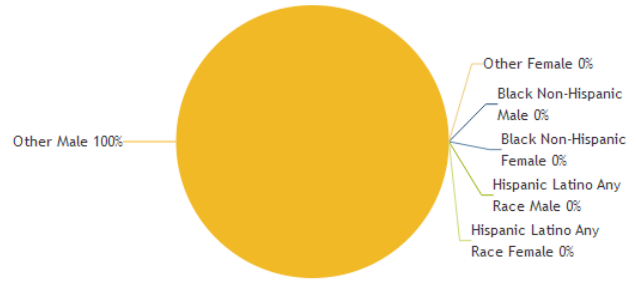
Reaccreditation Year 2 Notes:

Due to Human Rights Legislation and the Freedom of Information and Protection Act, the WPS does not collect Use of Force trends or patterns related to race, age and gender of subjects.

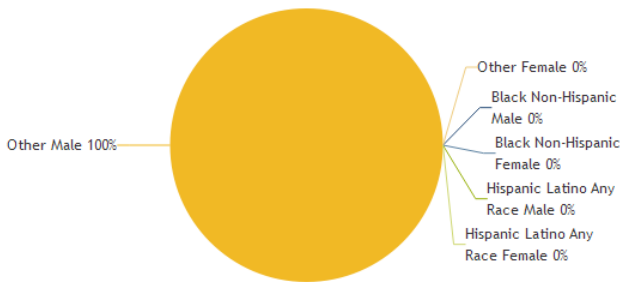
Total Firearm



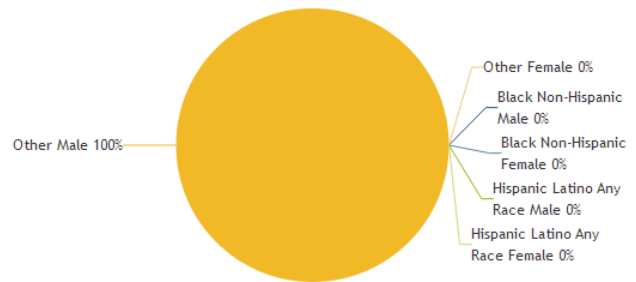
Firearm Discharge



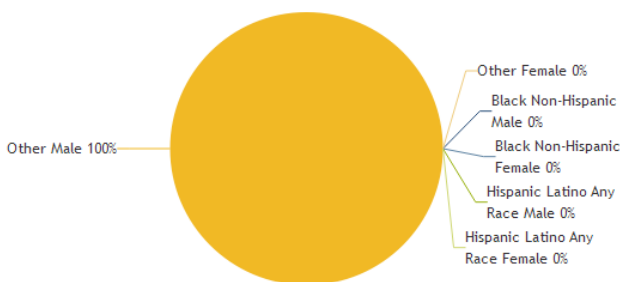
Firearm Display



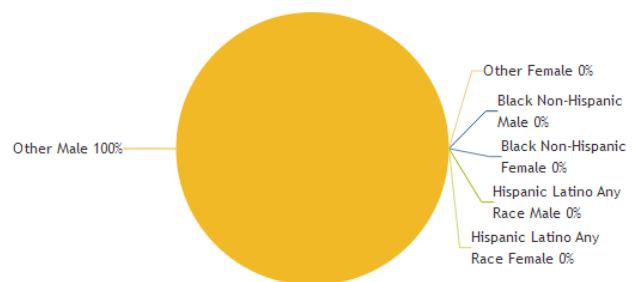
ECW Discharge



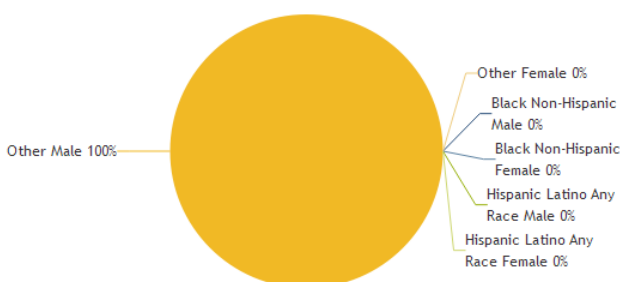
ECW Display



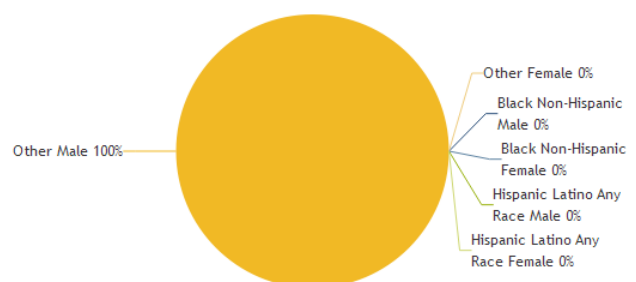
Baton



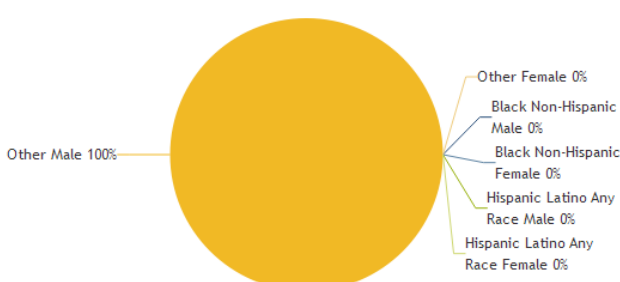
Chemical/OC



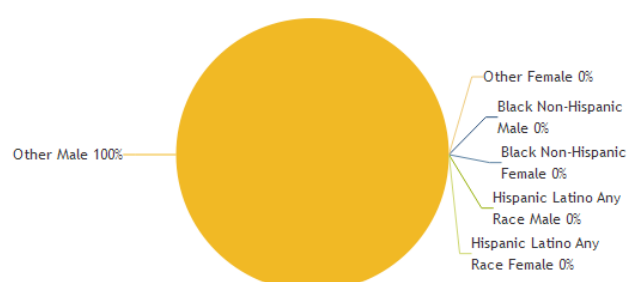
Weaponless



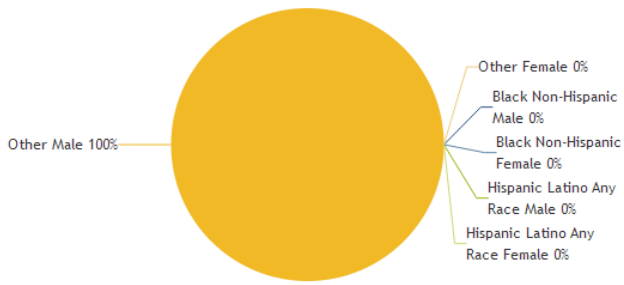
Total Canine



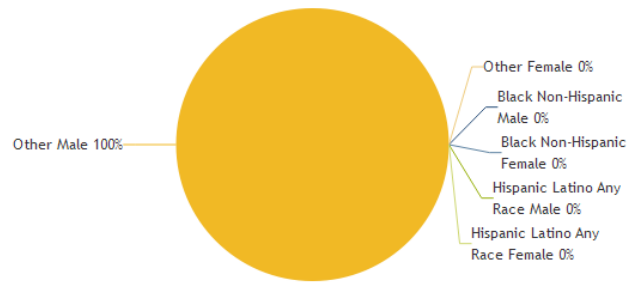
Canine: Release Only



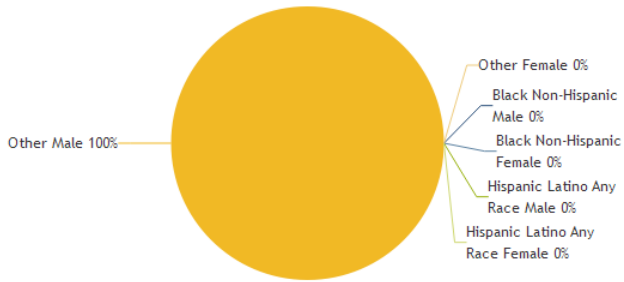
Canine: Release and Bite



Total Uses of Force



Total Use of Force Complaints



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

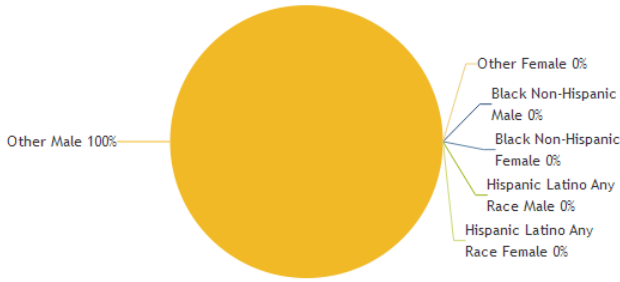
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									165
Discharge							5		5
Display Only							160		160
ECW									274
Discharge Only							180		180
Display Only							94		94
Baton							10		10
Chemical/OC							8		8
Weaponless							989		989
Canine									31
Release Only							22		22
Release and Bite							9		9
Total Uses of Force	0	0	0	0	0	0	1477	0	1477
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							251		251
Total Number of Suspects Receiving Fatal Injuries							2		2
Total Agency Custodial Arrests									
Total Use of Force Complaints							3		3

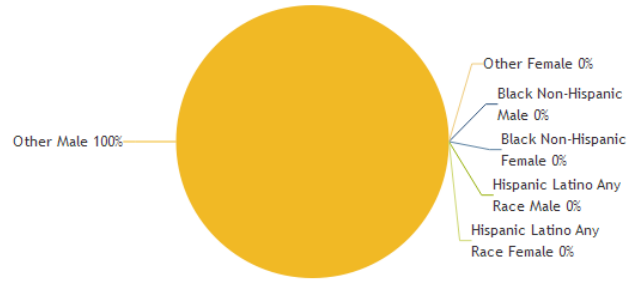
Reaccreditation Year 3 Notes:

Due to Human Rights Legislation and the Freedom of Information and Protection Act, the WPS does not collect Use of Force trends or patterns related to race, age and gender of subjects.

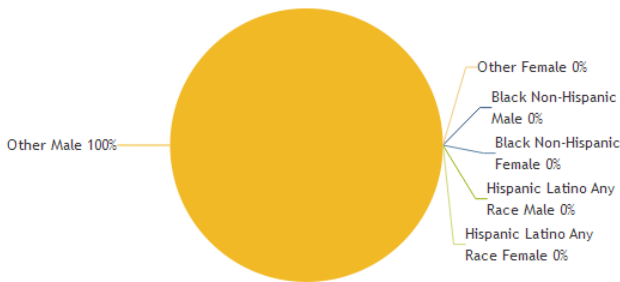
Total Firearm



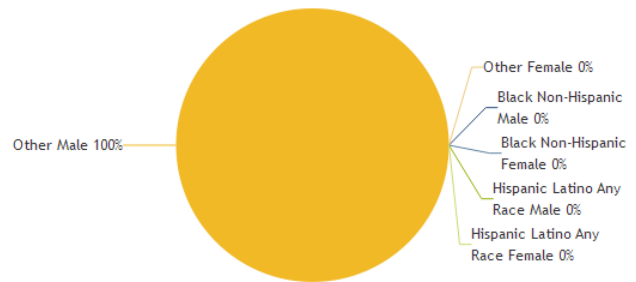
Firearm Discharge



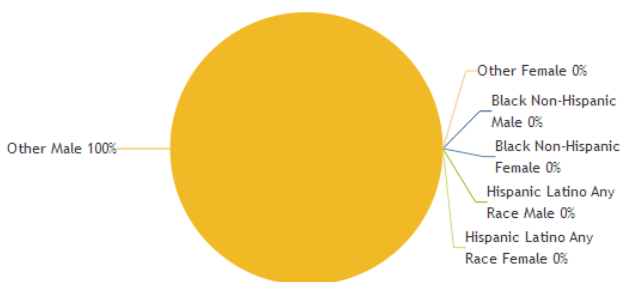
Firearm Display



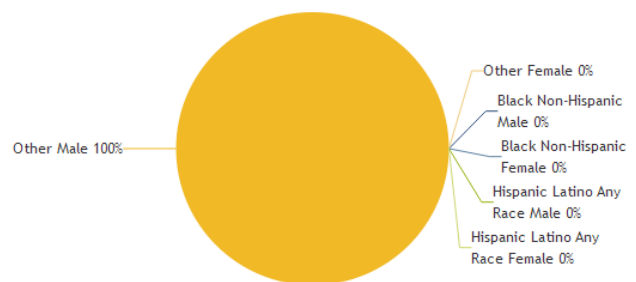
ECW Discharge



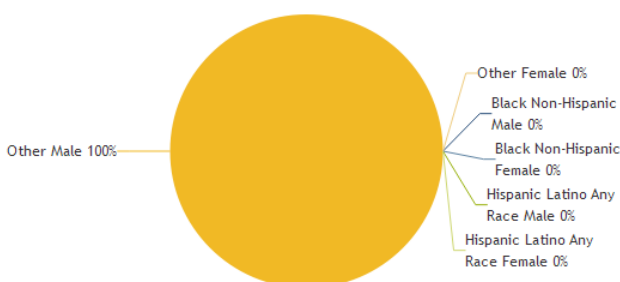
ECW Display



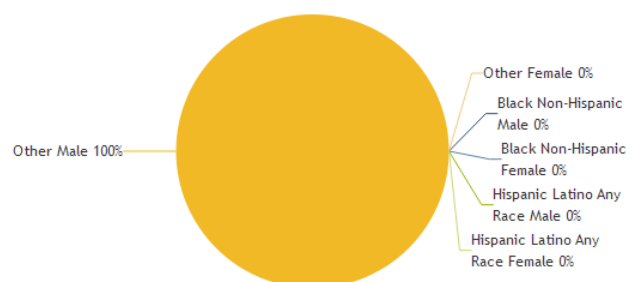
Baton



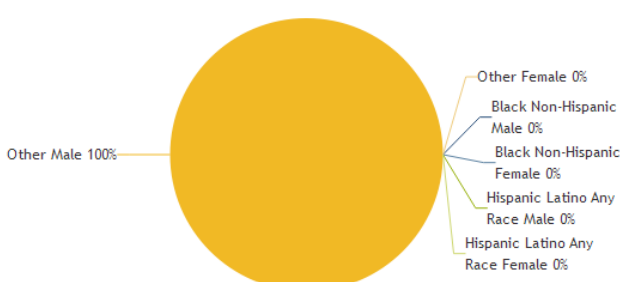
Chemical/OC



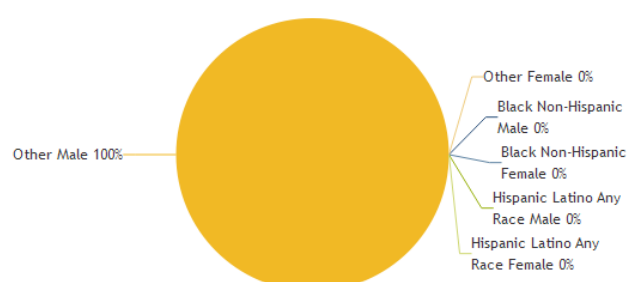
Weaponless



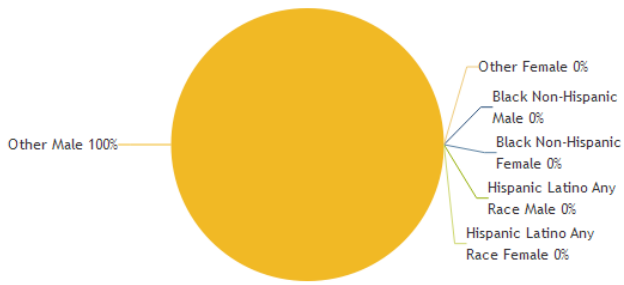
Total Canine



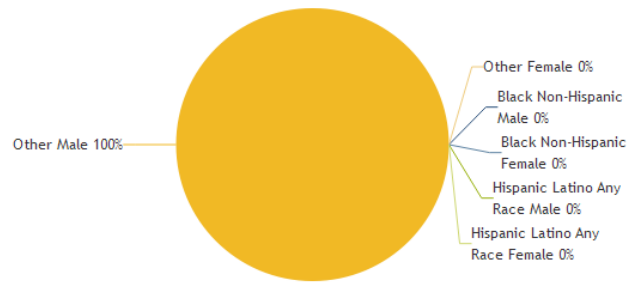
Canine: Release Only



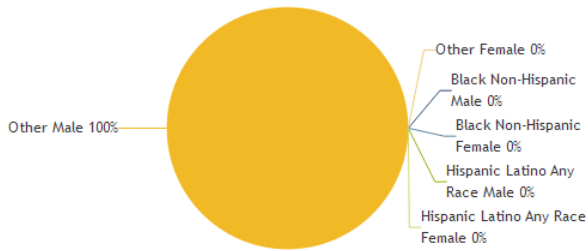
Canine: Release and Bite



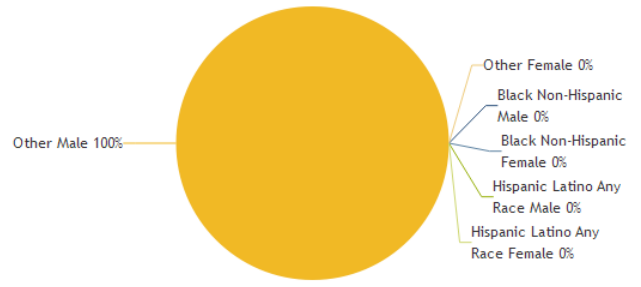
Total Uses of Force



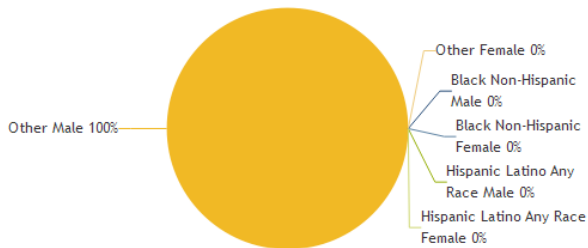
Total Number of Incidents Resulting in Officer Injury or Death



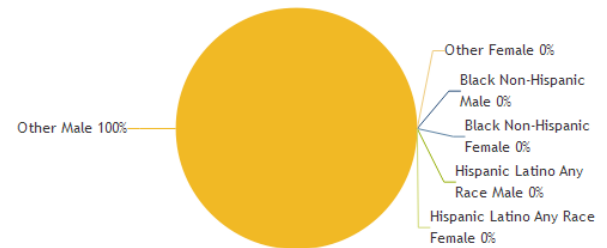
Total Use of Force Complaints



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 4

Data Collection Period: 1/1/2020 - 12/31/2020

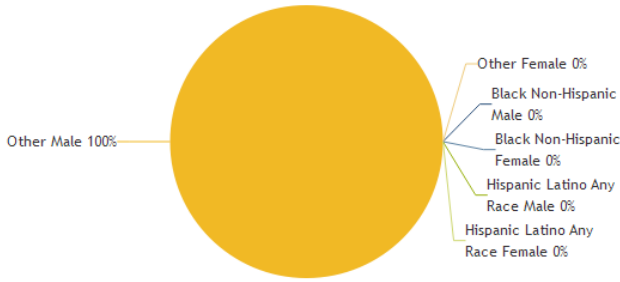
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									136
Discharge							5		5
Display Only							131		131
ECW									243
Discharge Only							149		149
Display Only							94		94
Baton							12		12
Chemical/OC							8		8
Weaponless							873		873
Canine									25
Release Only							14		14
Release and Bite							11		11
Total Uses of Force	0	0	0	0	0	0	1297	0	1297
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							180		180
Total Number of Suspects Receiving Fatal Injuries							4		4
Total Agency Custodial Arrests									
Total Use of Force Complaints							6		6

Reaccreditation Year 4 Notes:

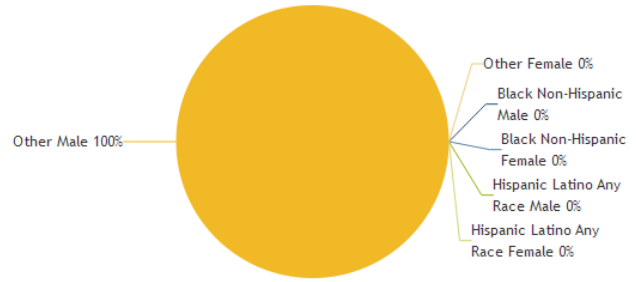
Due to Human Rights Legislation and the Freedom of Information and Protection Act, the WPS does not analyze Use of Force statistics for trends or patterns related to race, age or gender of subjects

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

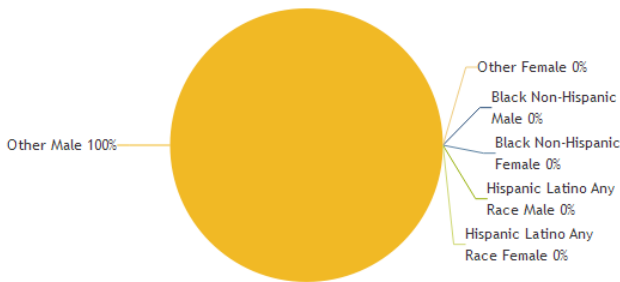
Total Firearm



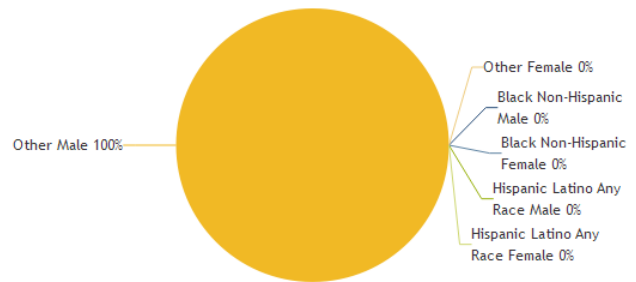
Firearm Discharge



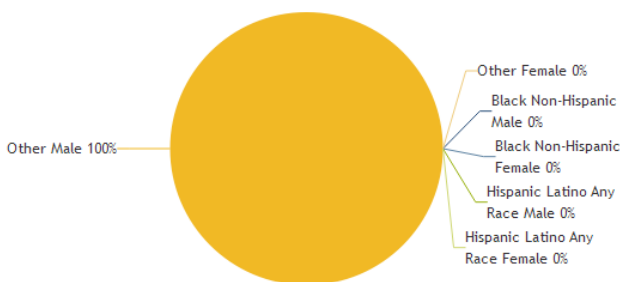
Firearm Display



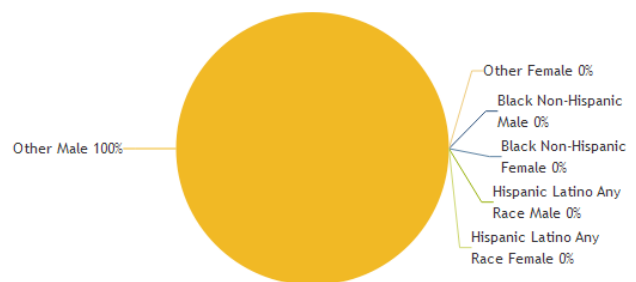
ECW Discharge



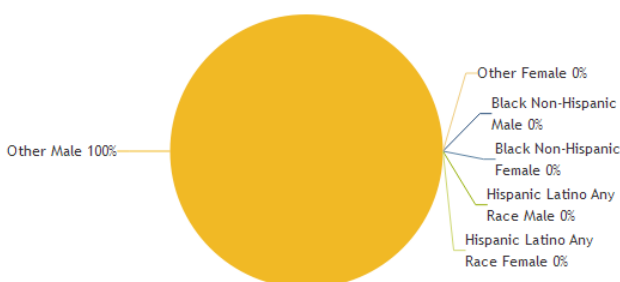
ECW Display



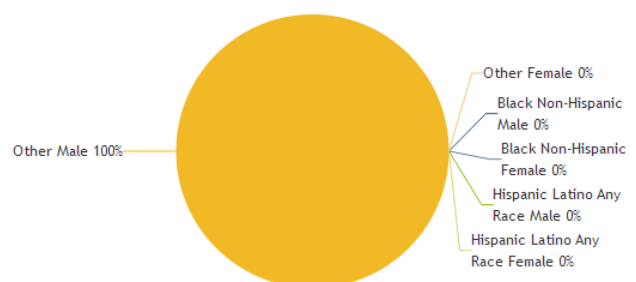
Baton



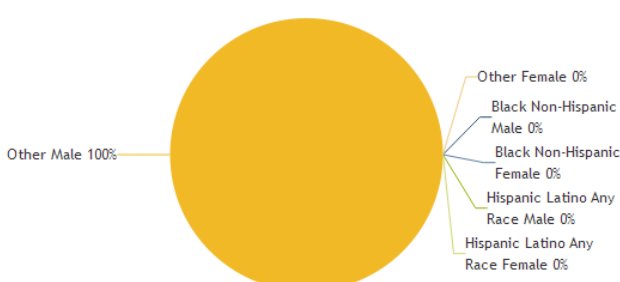
Chemical/OC



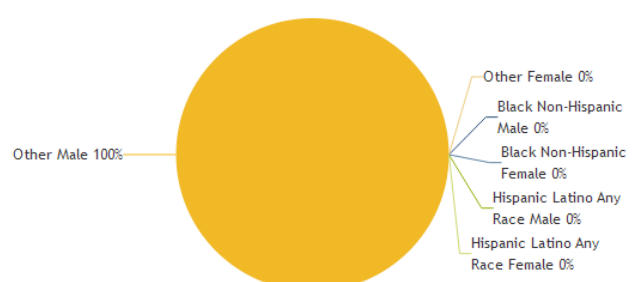
Weaponless



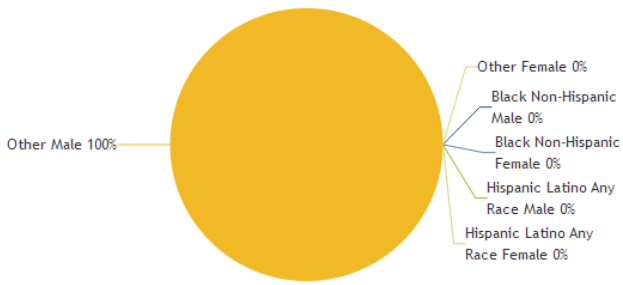
Total Canine



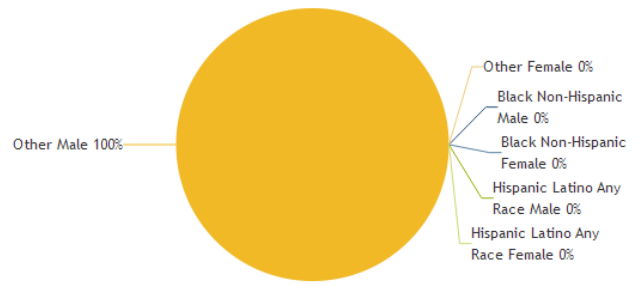
Canine: Release Only



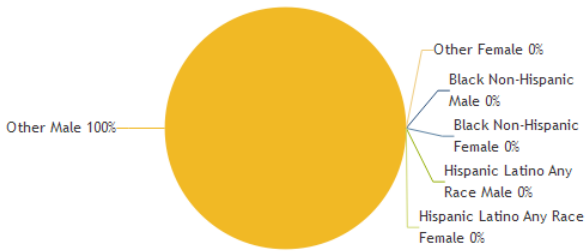
Canine: Release and Bite



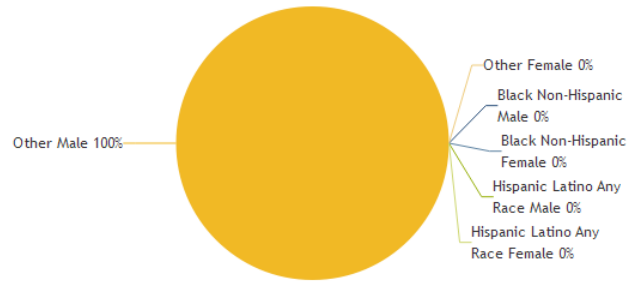
Total Uses of Force



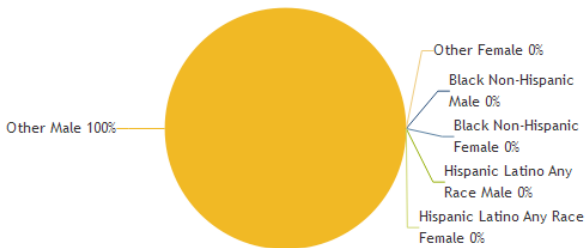
Total Number of Incidents Resulting in Officer Injury or Death



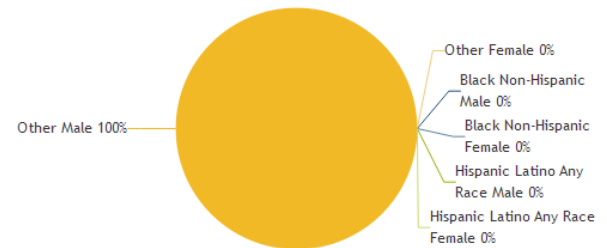
Total Use of Force Complaints



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	

Grievances

Year 1 Data Collection Period: 1/1/2017-12/31/2017

Year 2 Data Collection Period: 1/1/2018-12/31/2018

Year 3 Data Collection Period: 1/1/2019-12/31/2019

Year 4 Data Collection Period: 1/1/2020-12/31/2020

Grievances	Year 1	Year 2	Year 3	Year 4
Number	9	3	5	2

Reaccreditation Year 2 Notes:

Please also include any other notes relevant to this summary.

Reaccreditation Year 3 Notes:

Reviewed by Legal and noted that there are no trends or patterns that could be addressed to prevent similar grievances from being filed in the future.

Reaccreditation Year 4 Notes:

Legal Counsel compiles the grievance information noting that there were no trends or patterns that could be addressed to prevent similar grievances from being filed in the future.

Personnel Actions

Year 1 Data Collection Period: 1/1/2017-12/31/2017

Year 2 Data Collection Period: 1/1/2018-12/31/2018

Year 3 Data Collection Period: 1/1/2019-12/31/2019

Year 4 Data Collection Period: 1/1/2020-12/31/2020

	Year 1	Year 2	Year 3	Year 4
Suspension	0	0	0	0
Demotion	0	0	0	0
Resign In Lieu of Termination	1	1	0	0
Termination	1	0	0	0
Other	10	14	14	12
Total	12	15	14	12
Commendations	16	10	0	

Reaccreditation Year 1 Notes:

Certificates of Recognition - 14

Reaccreditation Year 2 Notes:

Certificates of Recognition - 29

Reaccreditation Year 3 Notes:

Certificates of Recognition - 0 ; Both Commendations and Certificates of Recognition Ceremonies were suspended for the year due to COVID-19 and will be resumed in the future.

Reaccreditation Year 4 Notes:

In accordance with the Winnipeg Police Service Regulation By-Law, the Professional Standards Unit (PSU) provides a summary of personnel actions taken as the result of investigation outcomes.

The James Toal (excellence in policing) award was posthumously presented in November of 2020; however, due to COVID-19 and the cancellation of the annual Awards Day, commendations and certificates of recognition were suspended for the year but will be resumed in the future.

Complaints and Internal Affairs - Reaccreditation Year 4

Data Collection Period: -

	Year 1	Year 2	Year 3	Year 4
External/Citizen Complaint				
Citizen Complaint	21	19	11	64
Sustained	5	7	0	10
Not Sustained	1	7	1	10
Unfounded	7	6	3	5
Exonerated	27	18	11	8
Internal/Directed Complaint				
Directed Complaint	19	16	18	28
Sustained				
Not Sustained				
Unfounded				
Exonerated				

Reaccreditation Year 4 Notes:

Note - Complaint investigation outcomes are not reported by source. Outcomes are reported by type of investigation (ie. criminal or regulatory) - Therefore, both criminal and regulatory investigation outcomes have been included under the External/Citizen Complaint category.

Calls For Service - Reaccreditation Year 4

Data Collection Period: -

	Year 1	Year 2	Year 3	Year 4
Calls for Service	225129	225204	231670	241795
UCR/NIBRS Part 1 Crimes				
Murder	24	22	44	43
Forcible Rape	8	9	3	1
Robbery	2053	2262	2160	1733
Aggravated Assault	199	170	208	165
Burglary	5108	6067	6461	5187
Larceny-Theft	14094	18052	22352	16865
Motor Vehicle Theft	2327	2806	3461	2854
Arson	501	393	313	369

Reaccreditation Year 4 Notes:

Calls for Service are the Total Dispatched Events.

2020 Calls for service statistics were assembled in March 2021 based on the information available at the time. Final 2020 statistics will be published in the WPS annual statistical report tentatively scheduled for Summer 2021.

Motor Vehicle Pursuit

Year 1 Data Collection Period: 1/1/2017-12/31/2017

Year 2 Data Collection Period: 1/1/2018-12/31/2018

Year 3 Data Collection Period: 1/1/2019-12/31/2019

Year 4 Data Collection Period: 1/1/2020-12/31/2020

	Year 1	Year 2	Year 3	Year 4
Pursuits				
Total Pursuits	83	84	45	122
Forcible stopping techniques used				
Terminated by Agency	41	44	27	63
Policy Compliant	52	44	17	58
Policy Non-Compliant	0	40	28	61
Collisions				
Injuries				
Total Collisions	38	31	13	41
Officer	2	6	2	12
Suspect	11	16	2	16
ThirdParty	8	7	0	1
Reason Initiated				
Traffic	5	5	10	33
Felony	78	79	35	89
Misdemeanor	0	0		

Reaccreditation Year 2

Due to a change in the criteria of who will review pursuit reports, there is a significant increase in the "Policy Non-Compliant" number which are pursuits reviewed by supervisors and the Pursuit Review Board (PRB). There were 15 incidents reviewed by the PRB in 2018 and 25 with Supervisory Review initiated.

Reaccreditation Year 4

In 2019, a review was completed after policy changes which determined a number of pursuits had been classified as 'strategic follows' and therefore not accounted for in the prior year Pursuit Review Analyses. Through training and education efforts, the internal reporting system for pursuits is now more accurate.

Agency Breakdown Report - Reaccreditation Year 1

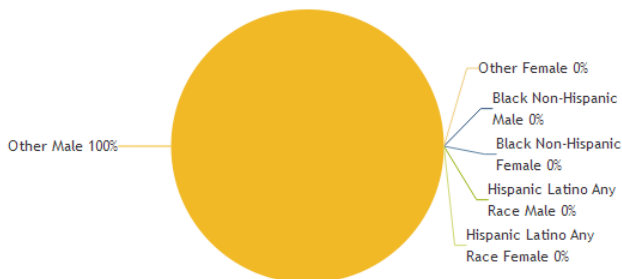
Data Collection Period: 1/1/2017 - 12/31/2017

	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							21		21
Supervisory Positions							301		301
Non-Supervisory Positions							1,053		1,053
Sub Total									1,383
Non Sworn Personnel									
Executive							0		0
Managerial									
Supervisory Positions									
Non-Supervisory Positions							526		526
Sub Total									526
Total									1,909

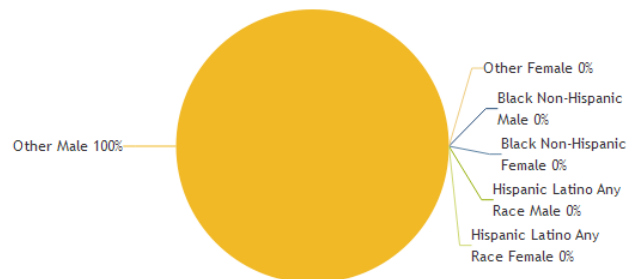
Reaccreditation Year 1 Notes:

Staff Positions reported as a total only and includes 77 Cadets for 2017 - included in Non-supervisory positions

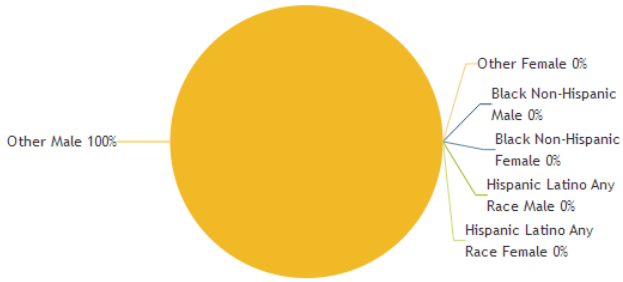
Total Sworn Personnel



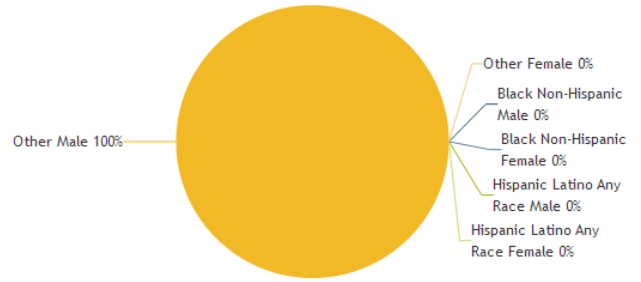
Sworn Personnel: Executive



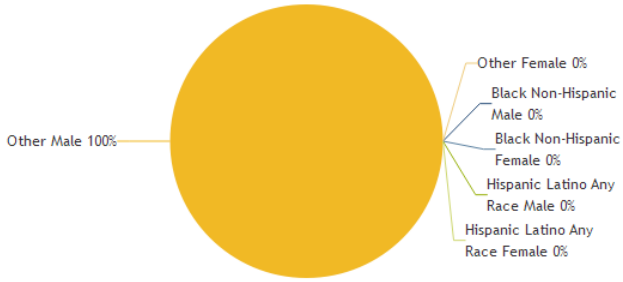
Sworn Personnel: Command



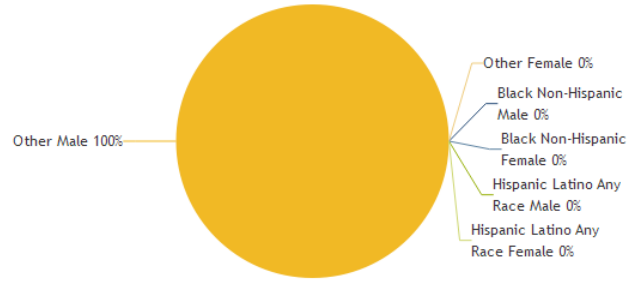
Sworn Personnel: Supervisory Positions



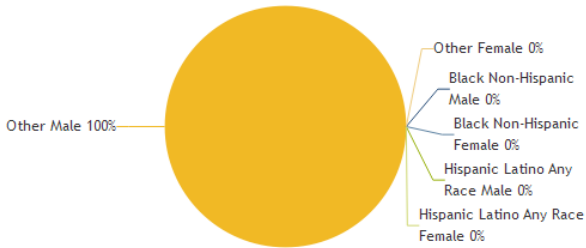
Sworn Personnel: Non-Supervisory Positions



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

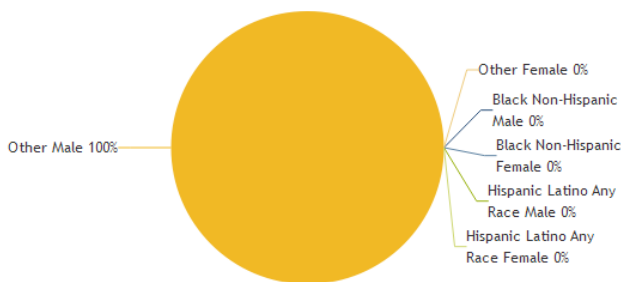
Data Collection Period: 1/1/2018 - 12/31/2018

	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							21		21
Supervisory Positions							303		303
Non-Supervisory Positions							1,028		1,028
Sub Total									1,360
Non Sworn Personnel									
Executive							0		0
Managerial									
Supervisory Positions									
Non-Supervisory Positions							554		554
Sub Total									554
Total									1,914

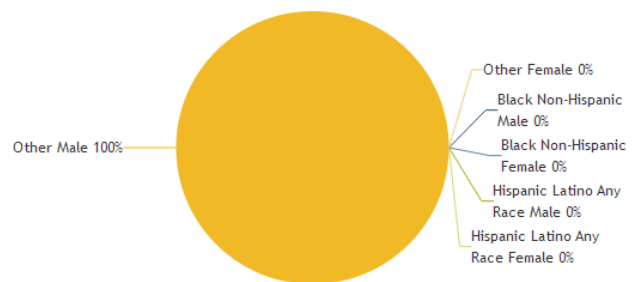
Reaccreditation Year 2 Notes:

Staff Positions reported as a total only and includes 75 Cadets for 2018 - included in Non-supervisory positions.

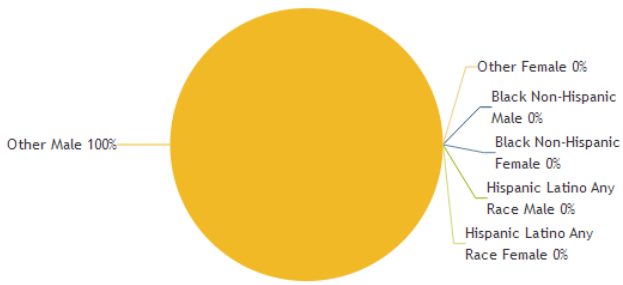
Total Sworn Personnel



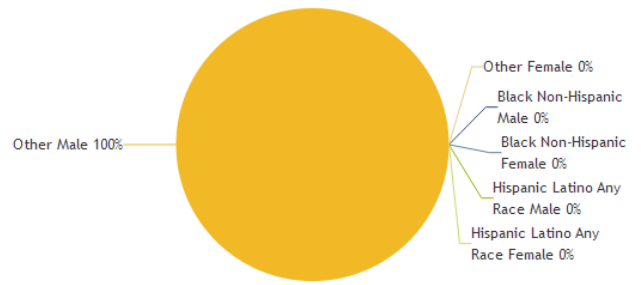
Sworn Personnel: Executive



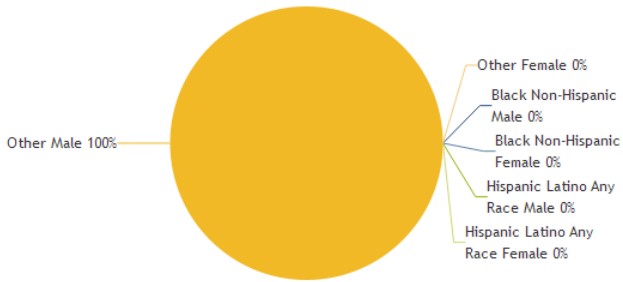
Sworn Personnel: Command



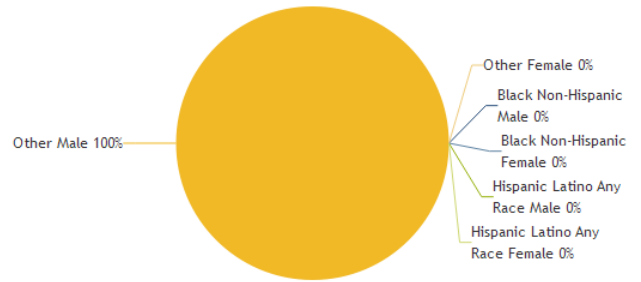
Sworn Personnel: Supervisory Positions



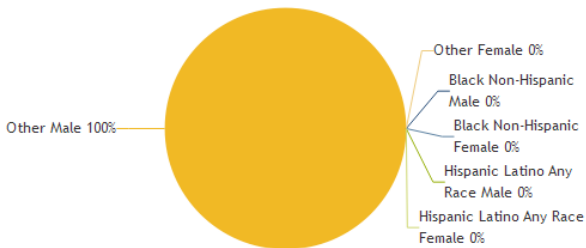
Sworn Personnel: Non-Supervisory Positions



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

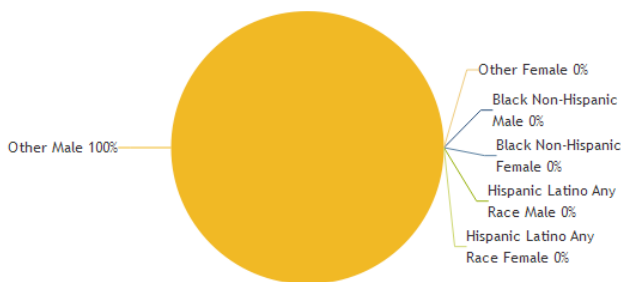
Data Collection Period: 1/1/2019 - 12/31/2019

	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							303		303
Non-Supervisory Positions							1,028		1,028
Sub Total									1,359
Non Sworn Personnel									
Executive									
Managerial									
Supervisory Positions									
Non-Supervisory Positions							596		596
Sub Total									596
Total									1,955

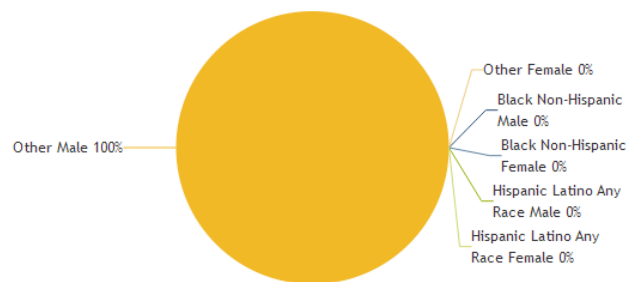
Reaccreditation Year 3 Notes:

Staff Positions reported as a total only

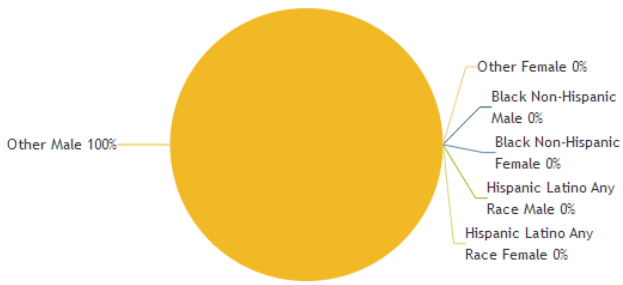
Total Sworn Personnel



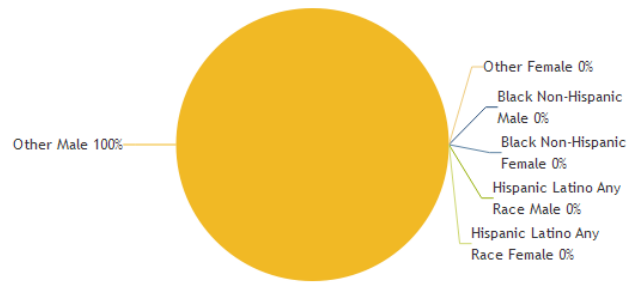
Sworn Personnel: Executive



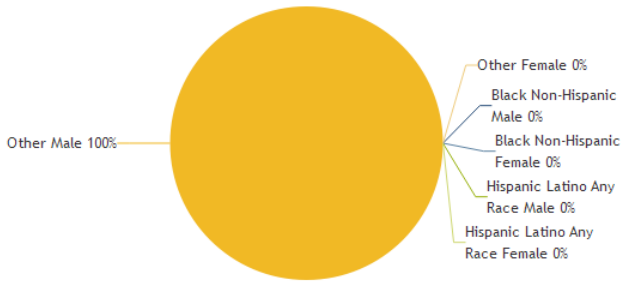
Sworn Personnel: Command



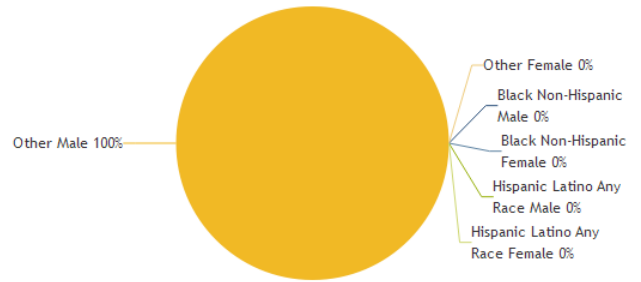
Sworn Personnel: Supervisory Positions



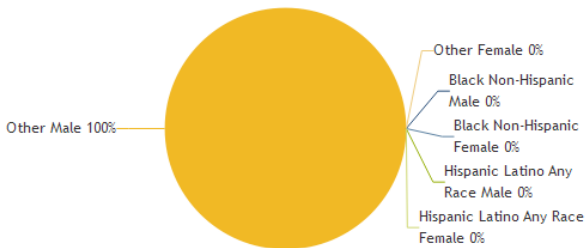
Sworn Personnel: Non-Supervisory Positions



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

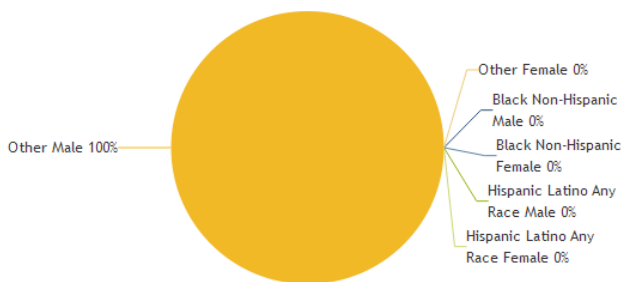
Data Collection Period: 1/1/2020 - 12/31/2020

	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							22		22
Supervisory Positions							305		305
Non-Supervisory Positions							1,048		1,048
Sub Total									1,383
Non Sworn Personnel									
Executive									
Managerial									
Supervisory Positions									
Non-Supervisory Positions							580		580
Sub Total									580
Total									1,963

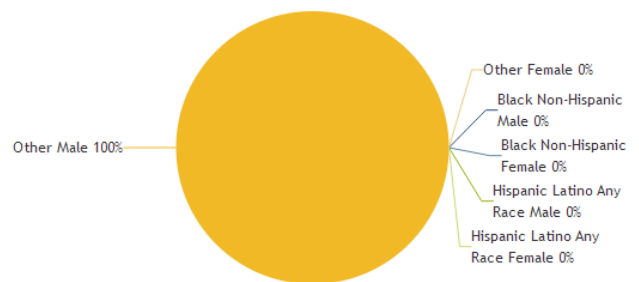
Reaccreditation Year 4 Notes:

Non Sworn Personnel reported as a total only.

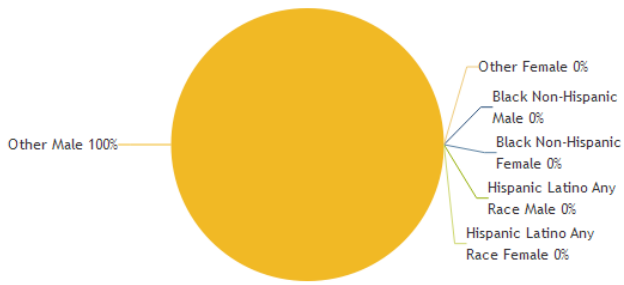
Total Sworn Personnel



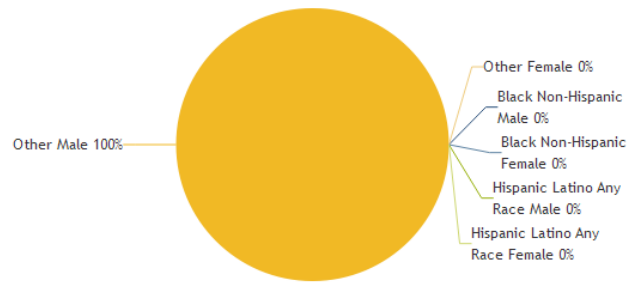
Sworn Personnel: Executive



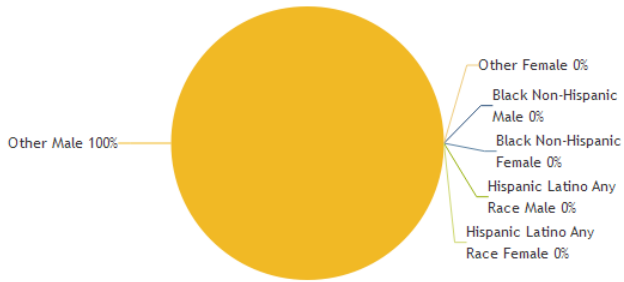
Sworn Personnel: Command



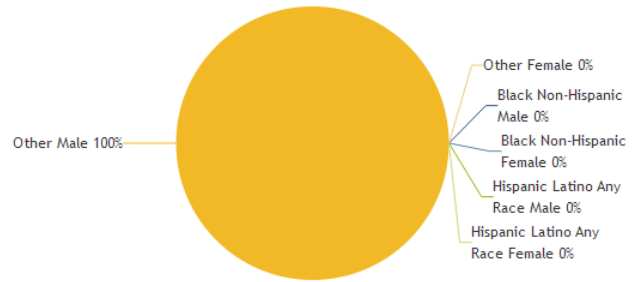
Sworn Personnel: Supervisory Positions



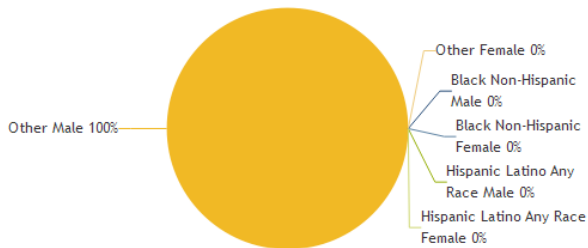
Sworn Personnel: Non-Supervisory Positions



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

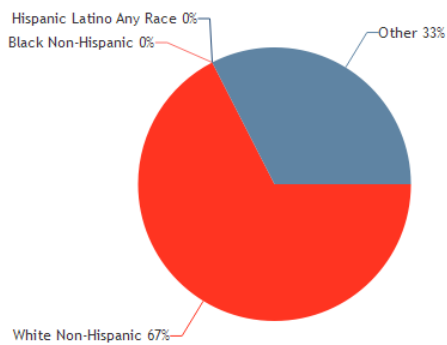
Data Collection Period: 1/1/2017 - 12/31/2017

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	438470	67%	0	0%	1095	76%	169	12%	1215	82%	181	12%
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	211525	33%	0	0%	339	24%	57	4%	262	18%	39	3%
Total	649995		0		1434		226		1477		220	

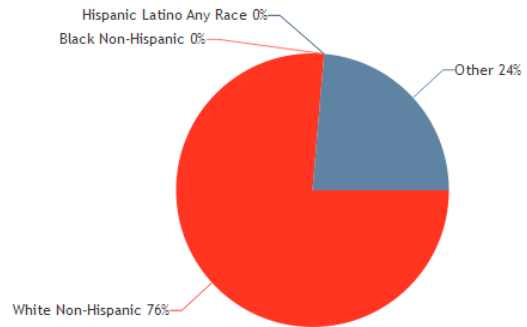
Reaccreditation Year 1 Notes:

The Service Population is based on 2011 Census data. City of Winnipeg Population in 2017 is 749,534 per Statistics Canada estimate

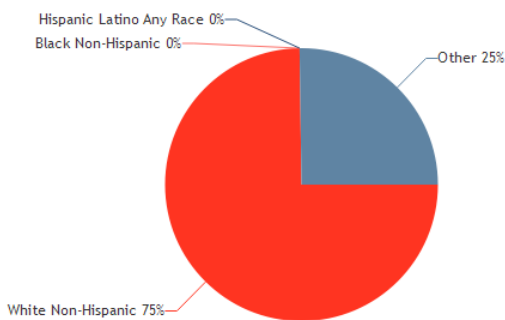
Service Population



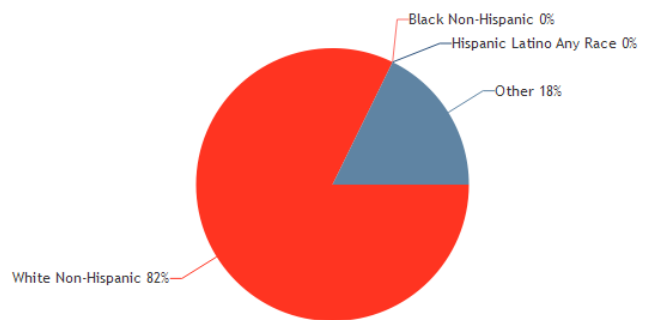
Current Sworn Officers



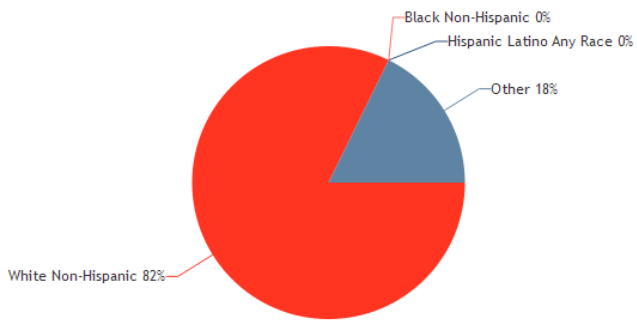
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 2

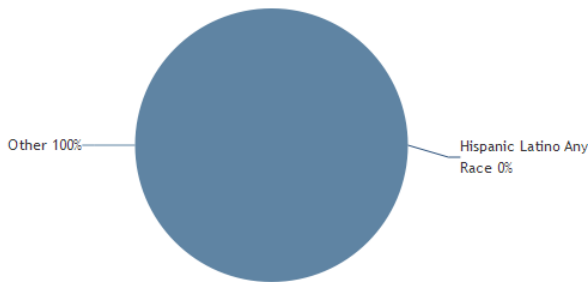
Data Collection Period: 1/1/2018 - 12/31/2018

	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%	1095	76%	169	12%
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	0	0%	0	0%	1417	100%	223	16%	339	24%	57	4%
Total	0		0		1417		223		1434		226	

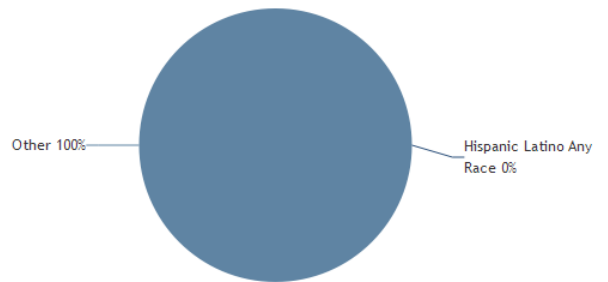
Reaccreditation Year 2 Notes:

As of November 2018, the City of Winnipeg eliminated the category "White" on its self-declaration forms. Therefore all sworn officers are accounted for in the "Other" category.

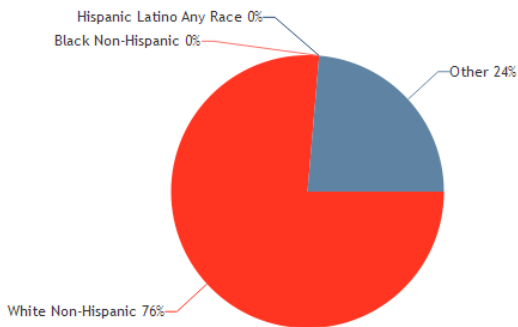
Current Sworn Officers



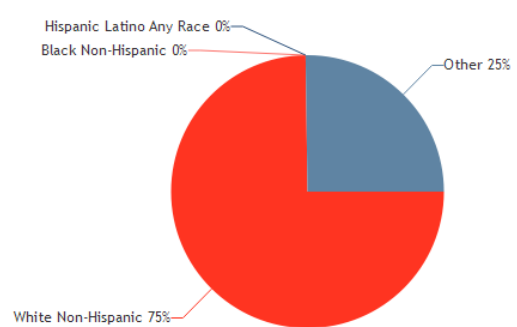
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 3

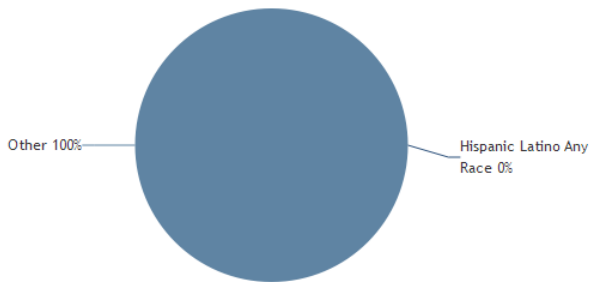
Data Collection Period: 1/1/2019 - 12/31/2019

	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	1989	100%	0	0%	1394	100%	220	16%	1417	100%	223	16%
Total	1989		0		1394		220		1417		223	

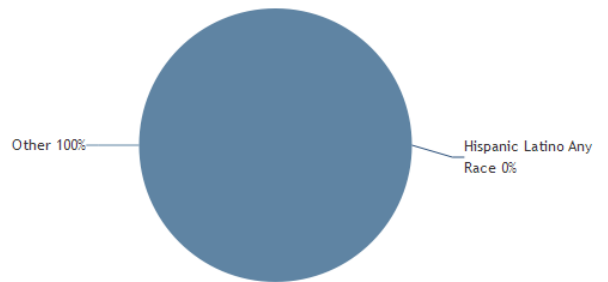
Reaccreditation Year 3 Notes:

As of 2018 the City of Winnipeg eliminated the category of White on its self declaration forms; No recent Canada census data on available workforce (Latest is 2011)

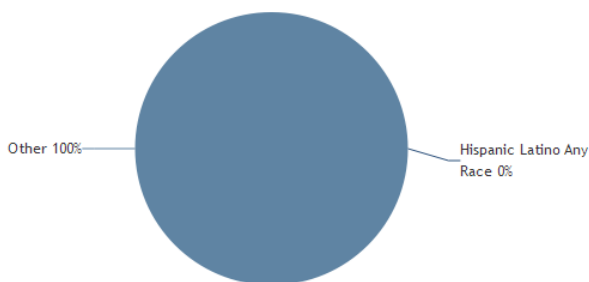
Service Population



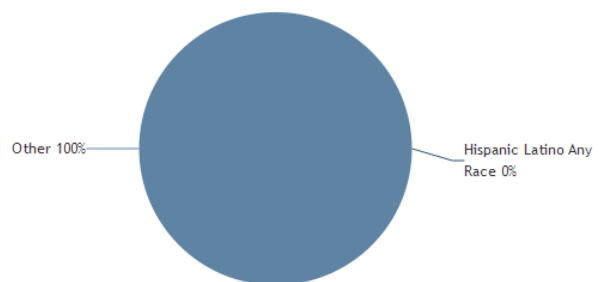
Current Sworn Officers



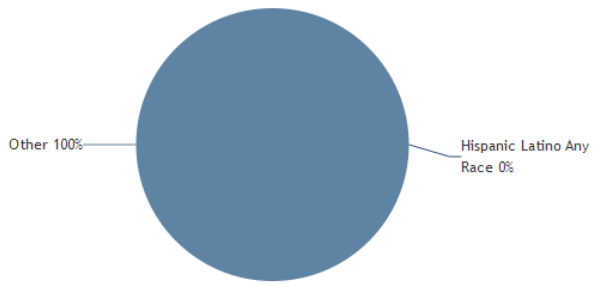
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 4

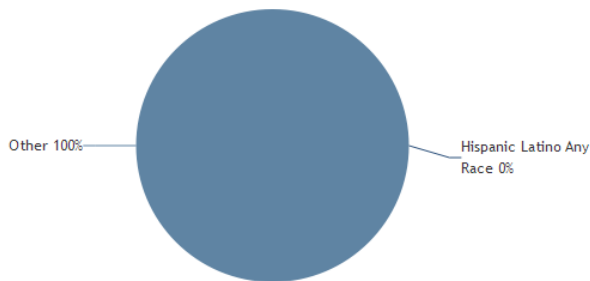
Data Collection Period: 1/1/2020 - 12/31/2020

	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	1963	100%	0	0%	1383	100%	221	16%	1394	100%	220	16%
Total	1963		0		1383		221		1394		220	

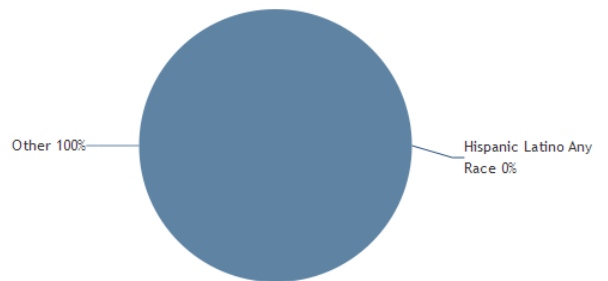
Reaccreditation Year 4 Notes:

City of Winnipeg uses four main categories in their annual Diversity Report (Women, Person with Disability, Visible Minorities and Indigenous Persons). With the exception of identifying female officers in the table above, we are reporting all trackable demographic information in the 'Other' category. As per the 2019 Diversity Report, the Winnipeg Available Labour Market percentage for women is 51.2% and the City of Winnipeg workforce is 30.0%.

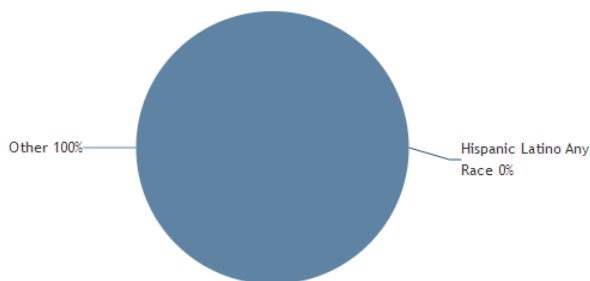
Service Population



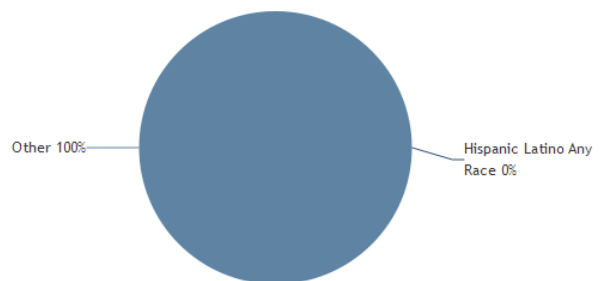
Current Sworn Officers



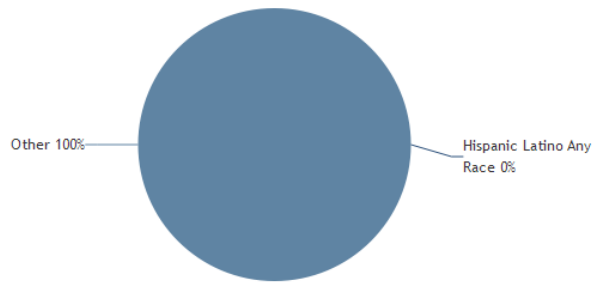
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



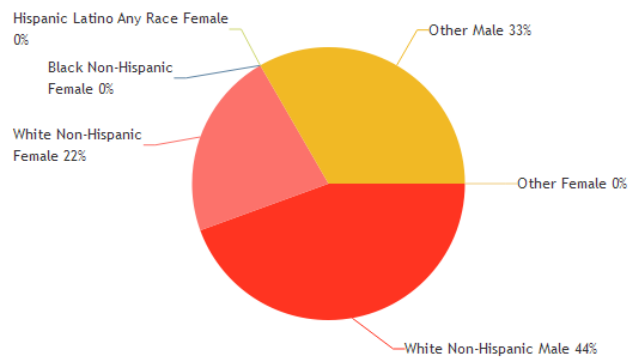
Sworn Officer Selection - Reaccreditation Year 1

Data Collection Period: 1/1/2017 - 12/31/2017

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	8	4					6	0	18
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	1%		0%		0%		0%		N/A

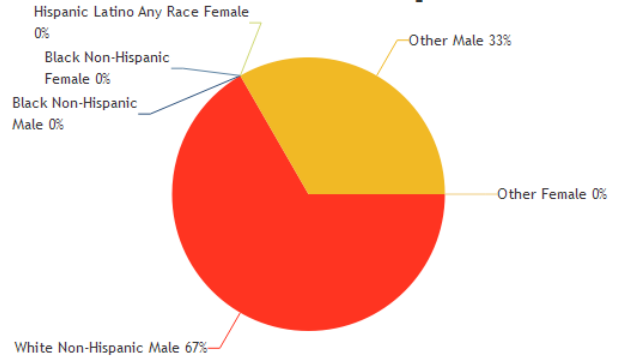
Applications Received

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: 1/1/2018 - 12/31/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	10	3					6	1	20
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	1%		0%		0%		0%		N/A

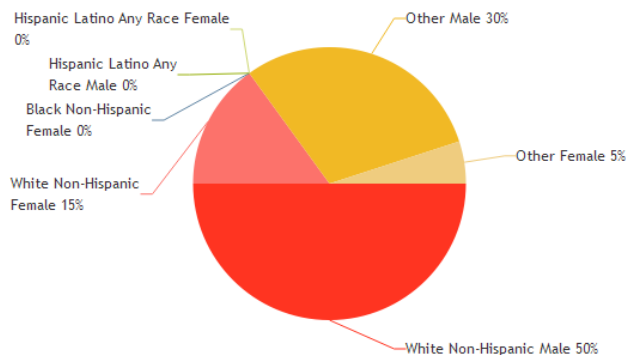
Reaccreditation Year 2 Notes:

The WPS did not accept applications for a recruit class for 2018. The Service determined midway through 2018 that it had the available budget and staffing requirements for a recruit class to commence in early 2019. At that point in the year, there was insufficient time to coordinate a conventional recruitment drive, which involves screening and testing hundreds of applicants.

As a result, the Service selected members for Recruit Class #162 from among the remaining applications for Recruit Class #161, who had originally applied for employment with the Service in 2017. The "Applications Received" column is therefore blank for 2018 in the above table.

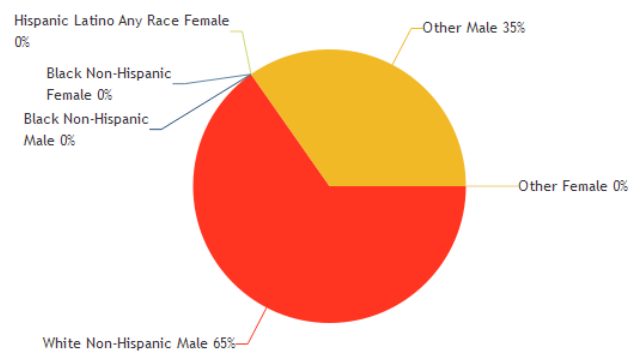
Applications Received

Applicants Hired



Percent Hired

Percent of Workforce Population



Legend

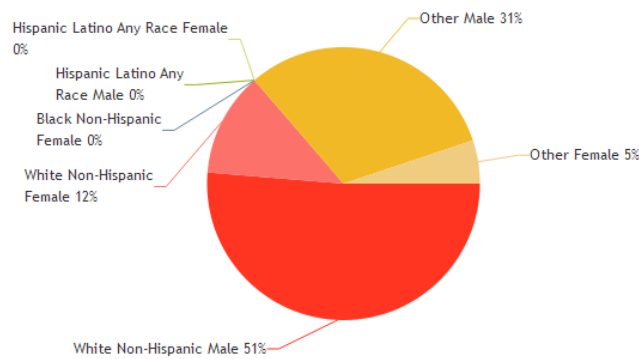
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 3

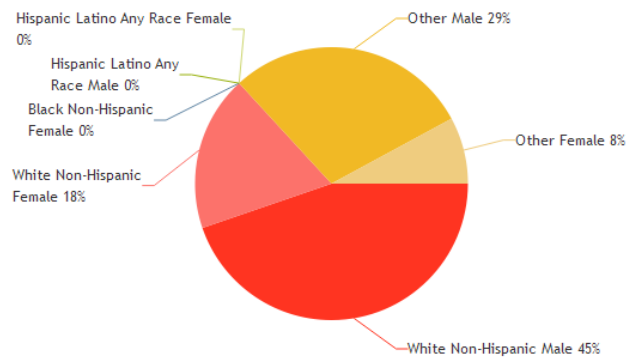
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	510	123					310	51	994
Applicants Hired	17	7					11	3	38
Percent Hired	3%	6%	%	%	%	%	4%	6%	N/A
Percent of Workforce Population	2%		0%		0%		1%		N/A

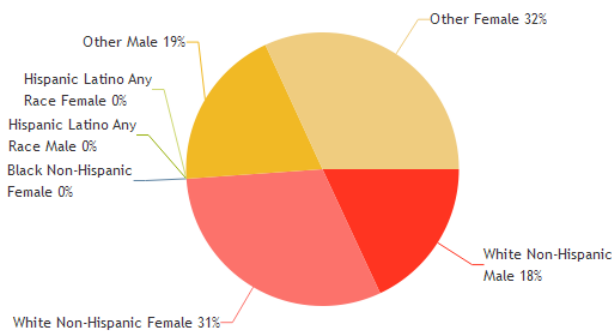
Applications Received



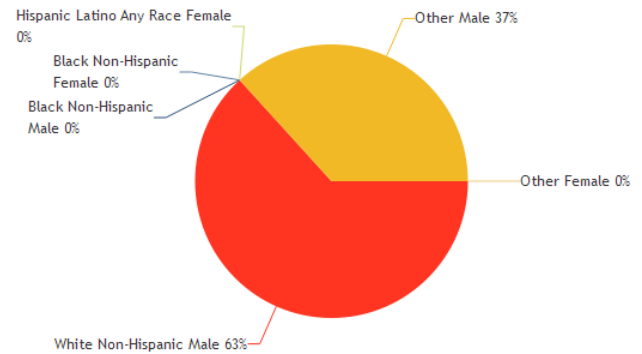
Applicants Hired



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

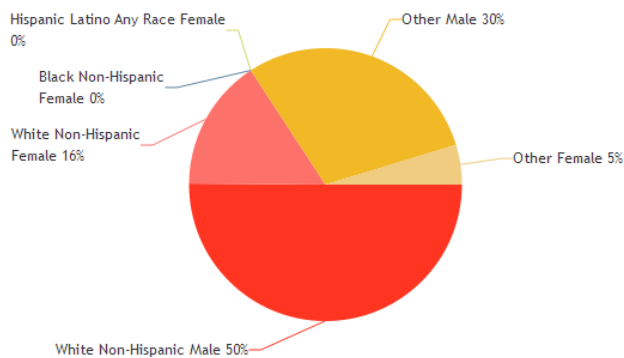
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	416	130					245	39	830
Applicants Hired	22	8					19	3	52
Percent Hired	5%	6%	%	%	%	%	8%	8%	N/A
Percent of Workforce Population	2%		0%		0%		2%		N/A

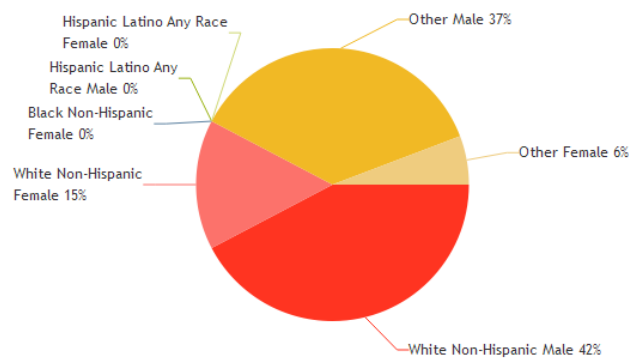
Reaccreditation Year 4 Notes:

2019 statistical tables reflect recruit class #163, the recruitment and selection of classes #164 and #165 fell into the CALEA year 4 accreditation period (i.e. May 1, 2020 to April 30, 2021)

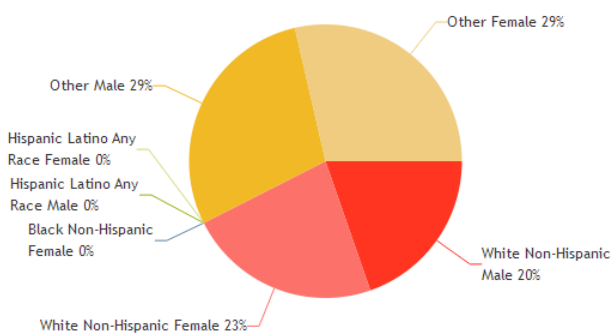
Applications Received



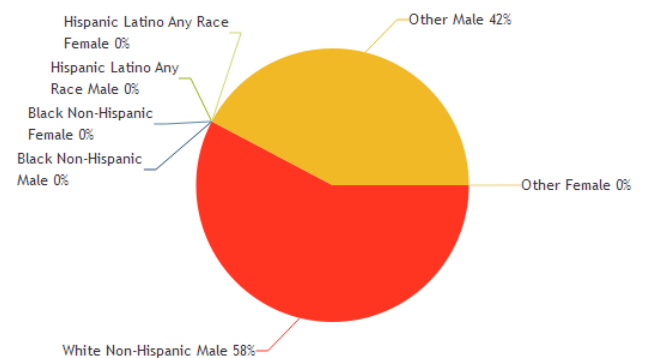
Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

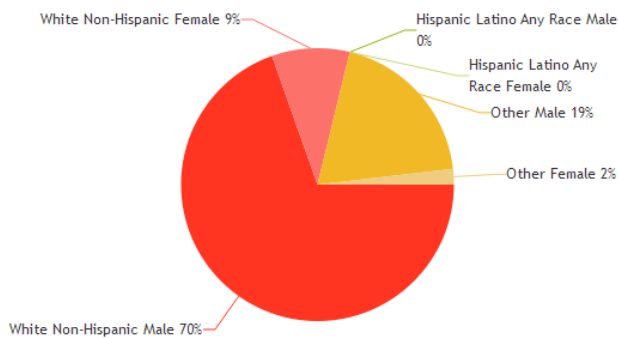
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 1

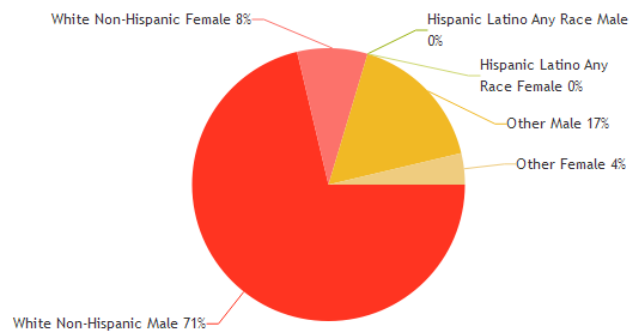
Data Collection Period: 1/1/2017 - 12/31/2017

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	151	20					42	4	217
Eligible After Testing	77	9					18	4	108
Promoted	24	4					8	0	36
Percent Promoted	16 %	20 %	%	%	%	%	19 %	0 %	N/A

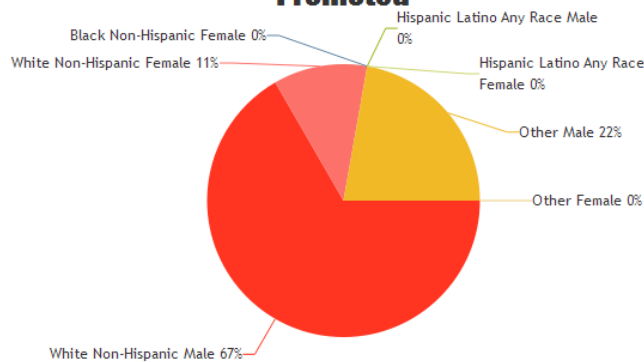
Tested



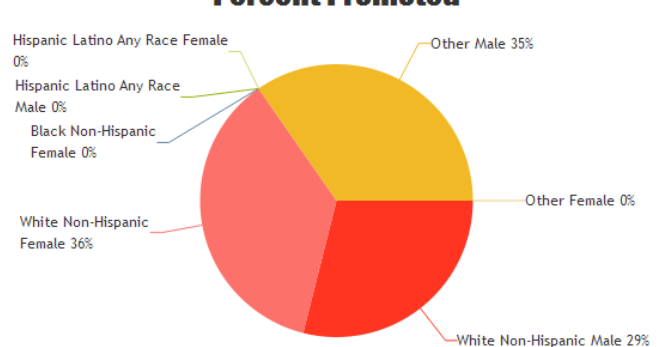
Eligible After Testing



Promoted



Percent Promoted



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	

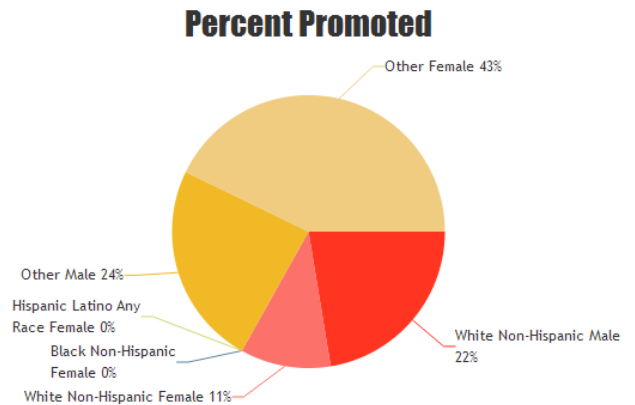
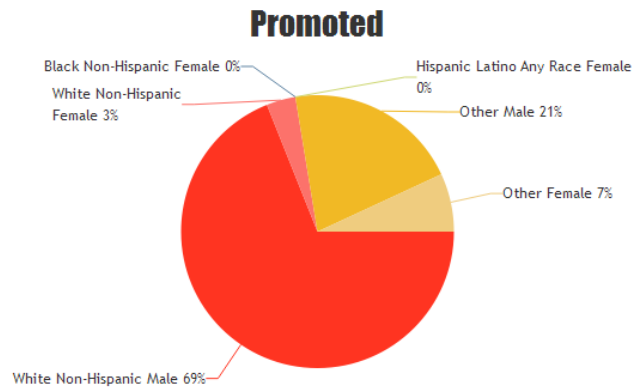
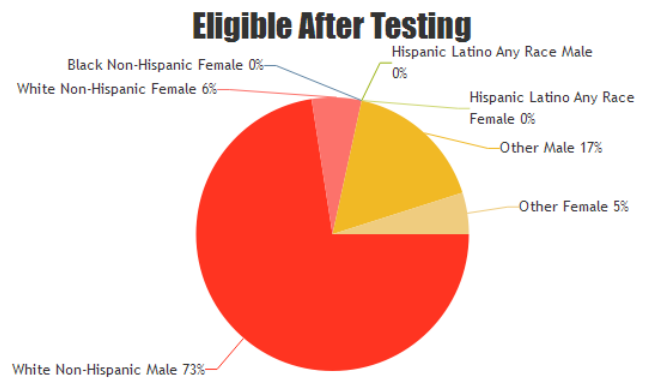
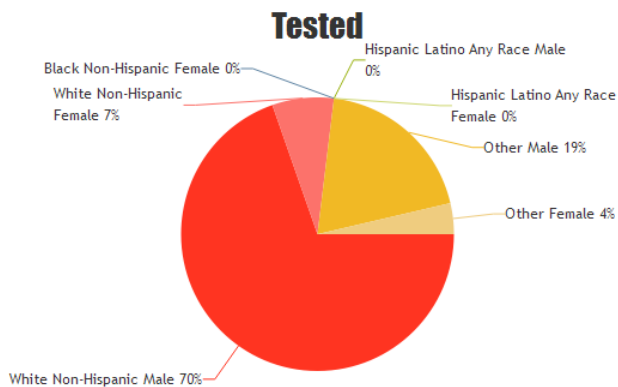
Sworn Officer Promotions - Reaccreditation Year 2

Data Collection Period: 1/1/2018 - 12/31/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	172	18					48	9	247
Eligible After Testing	74	6					17	5	102
Promoted	20	1					6	2	29
Percent Promoted	12 %	6 %	%	%	%	%	13 %	22 %	N/A

Reaccreditation Year 2 Notes:

Please also include any other notes relevant to this summary.



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

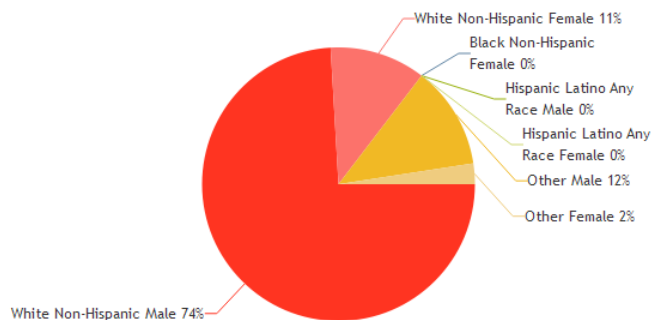
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	183	28					30	6	247
Eligible After Testing	85	11					5	5	106
Promoted	26	5					3	2	36
Percent Promoted	14 %	18 %	%	%	%	%	10 %	33 %	N/A

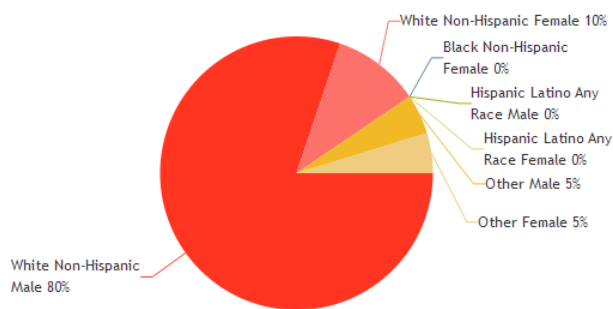
Reaccreditation Year 3 Notes:

Please note that one male member in the Patrol Sergeant competition self-declared as both Aboriginal and a member of a Visible Minority (“Other,” according to CALEA’s classifications)

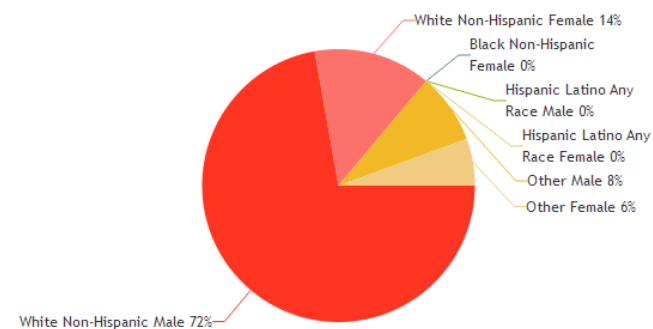
Tested



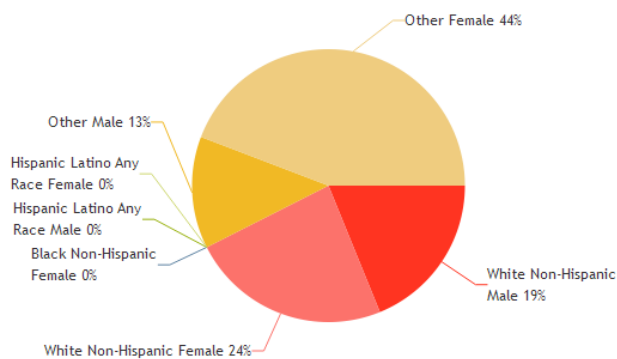
Eligible After Testing



Promoted



Percent Promoted



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

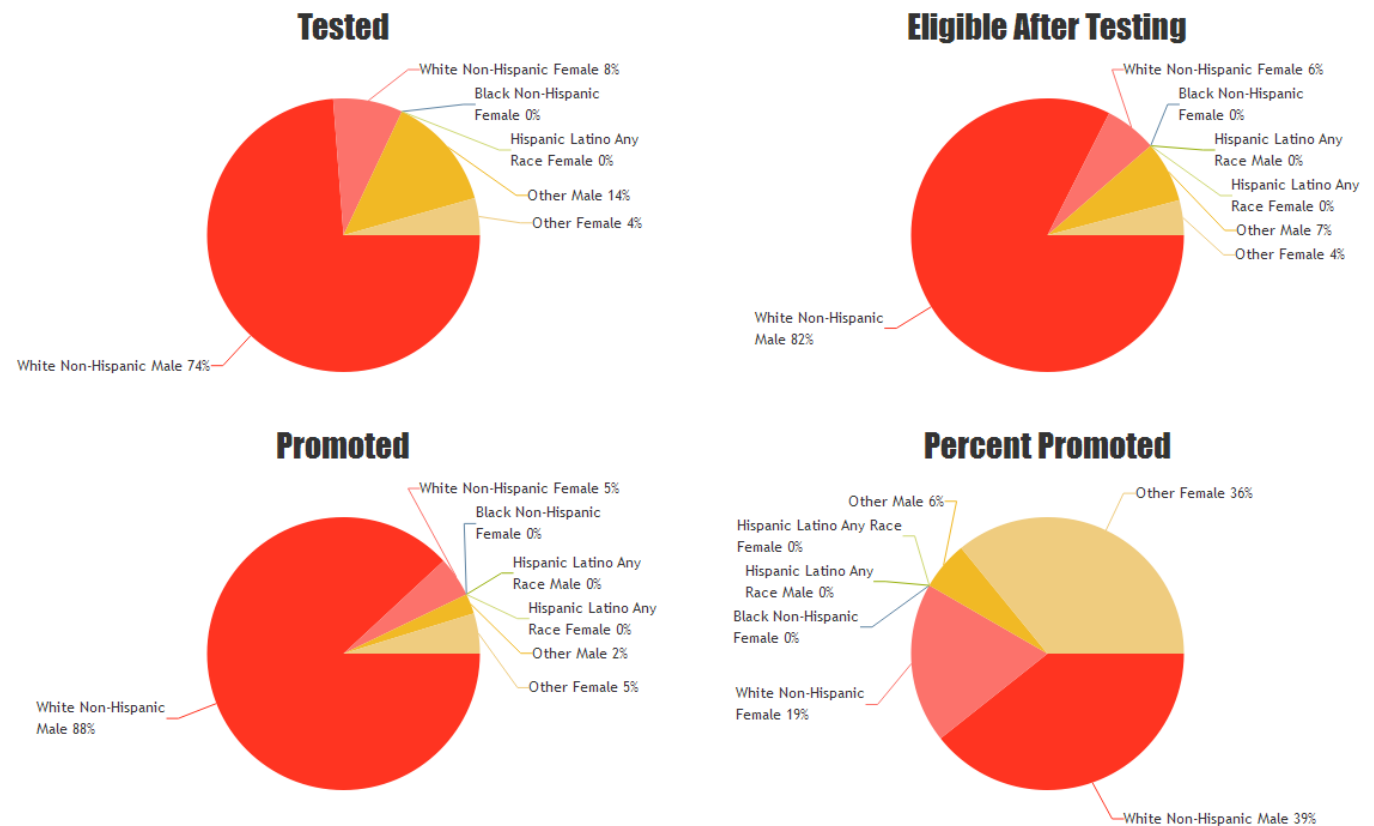
Data Collection Period: 5/1/2020 - 4/30/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	152	17					28	9	206
Eligible After Testing	80	6					7	4	97
Promoted	37	2					1	2	42
Percent Promoted	24 %	12 %	%	%	%	%	4 %	22 %	N/A

Reaccreditation Year 4 Notes:

The WPS uses May 1st, 2020 to April 30th, 2021 as it's 12 month period for promotion reporting purposes.

The WPS relies on voluntary self-declarations made by candidates. The sworn promotion statistics is collected and reported by gender and the following race-based diversity categories: Caucasian, Aboriginal (i.e. Indigenous) and Other (i.e. Visible Minority). Both Aboriginal and Other statistics are combined and reported above under the CALEA category 'Other'.



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	