



# WINNIPEG POLICE SERVICE

## A CULTURE OF SAFETY FOR ALL

# 2023

## BUSINESS PLAN



# TABLE OF CONTENTS

Chief's Message .....	1
Our Values and Beliefs .....	2
Our Goals and Strategies .....	3

## GOAL 1 | Protection and Crime Prevention

Objective 1.1 Downtown Safety Strategy .....	5
Objective 1.2 Gang and Gun Suppression Strategy .....	6
Objective 1.3 Manitoba Integrated Violent Offender Apprehension Unit.....	7
Objective 1.4 Traffic Safety Strategy .....	8

## GOAL 2 | Community Partnerships

Objective 2.1 Indigenous Women and Girls Safety Strategy .....	10
Objective 2.2 Restorative Justice Programs and Diversions .....	11
Objective 2.3 Community Engagement.....	12

## GOAL 3 | Effective and Efficient Service

Objective 3.1 Next Generation 911 (NG911).....	14
Objective 3.2 Alternative Response to Citizens in Crisis (ARCC) Pilot Project.....	15
Objective 3.3 Domestic Violence Intervention .....	16
Objective 3.4 Special Events .....	17
Objective 3.5 Connected Officer Program.....	18
Objective 3.6 Planned Response and Service Enhancement Program .....	19

## GOAL 4 | Healthy Organization

Objective 4.1 Training and Professionalism .....	21
Objective 4.2 Workplace Safety and Wellness.....	22



Danny G. Smyth  
*Photo by Tracey Goncalves*

I am pleased to introduce the Winnipeg Police Service 2023 Business Plan. As our fourth in conjunction with the Winnipeg Police Board's 2020-2024 *Strategic Plan*, this plan continues to enhance much of the work being done by the Service in areas like gang suppression, restorative justice, traffic safety, and community engagement.

This year's plan will introduce the new Manitoba Integrated Violent Offender Apprehension Unit. In partnership with the RCMP, this Unit will focus on identifying, locating and apprehending violent offenders in Manitoba. The Service will implement a second phase of the Connected Officer Project to enhance service delivery and effectiveness by further leveraging digital technology. In collaboration with the Downtown Community Safety Partnership, the Service will also be exploring enhanced use of technology to improve response to safety issues in the downtown.

As a trusted resource and leader in community safety, the Service will re-envision non-urgent crime report submission options with the twin goals of improving customer experience and easing the ever-growing demand for front-line resources. These goals will be accomplished by leveraging new and improved technological solutions, realignment of existing resources, and better routing of non-urgent calls for service.

Our Business Plan is a living document that needs to be responsive to the dynamic changes in our environment, as well as input from our membership, the Winnipeg Police Board and the community. By providing innovative opportunities to advance public safety, we will optimize our community impact and fulfill our mandate as a community safety partner.

A handwritten signature in black ink, appearing to be 'DSM', written over a horizontal line.

Danny G. Smyth  
Chief of Police



## Our Vision

# A CULTURE OF SAFETY FOR ALL

## Our Mission

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

## WHAT WE VALUE AND BELIEVE

### WE VALUE:

#### Integrity

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

#### Respect

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

#### Citizens and Communities

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

#### Accountability

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

#### Courage

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

### WE BELIEVE:

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

# STRATEGIC PLAN 2020-2024



## OUR GOALS AND STRATEGIES

### 1. PROTECTION AND CRIME PREVENTION

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

### 2. COMMUNITY PARTNERSHIPS

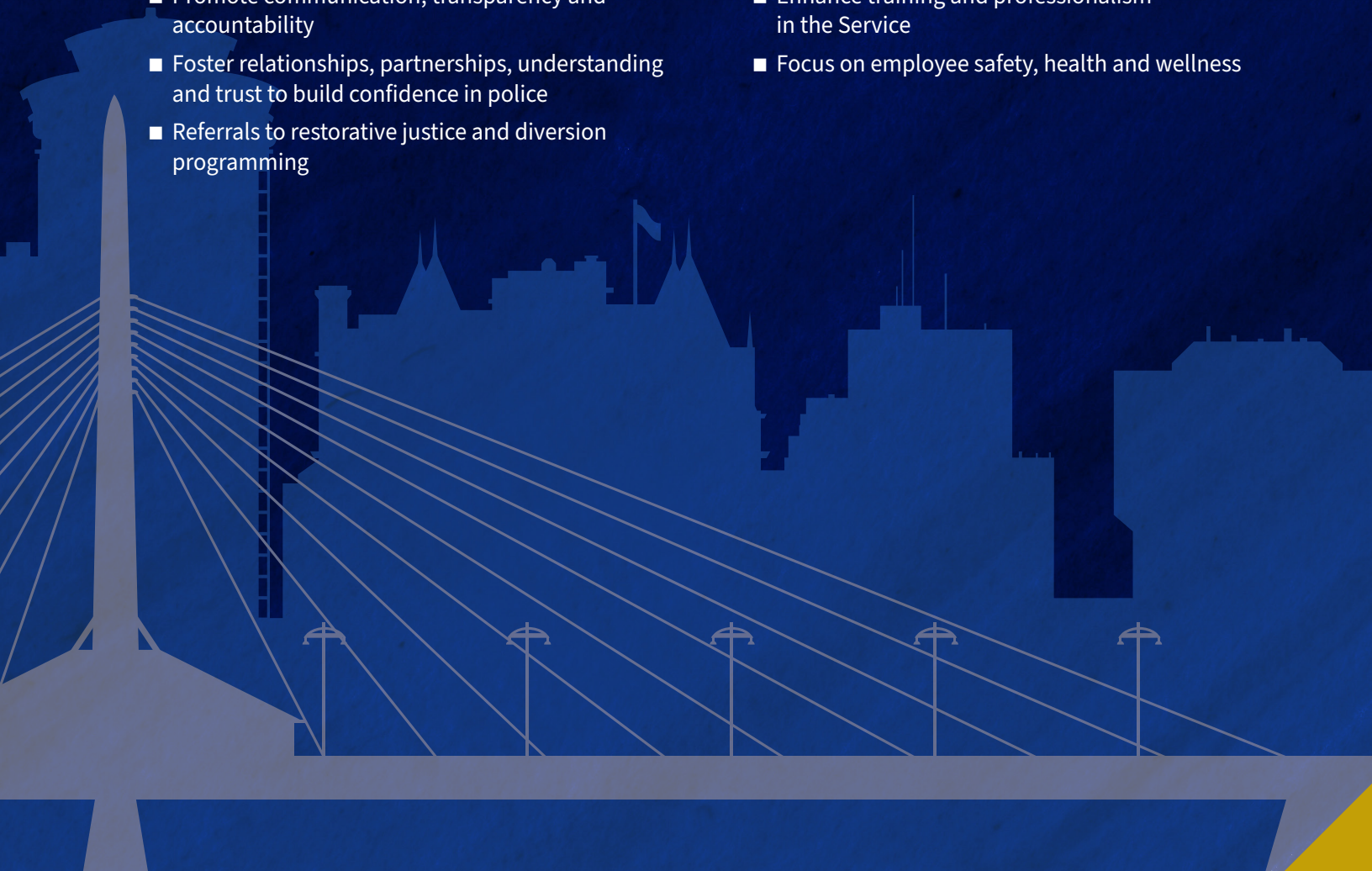
- Promote communication, transparency and accountability
- Foster relationships, partnerships, understanding and trust to build confidence in police
- Referrals to restorative justice and diversion programming

### 3. EFFECTIVE AND EFFICIENT SERVICE

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

### 4. HEALTHY ORGANIZATION

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





# GOAL 1

1.1 Downtown Safety Strategy

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1.2 Gang and Gun Suppression Strategy

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1.3 Manitoba Integrated Violent  
Offender Apprehension Unit

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1.4 Traffic Safety Strategy

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## OBJECTIVE 1.1

## Downtown Safety Strategy

The Downtown Safety Strategy was developed in response to community needs downtown with a particular focus on the Sports, Hospitality, and Entertainment District (SHED) and surrounding area. Police and cadets provide a visible, proactive presence through foot patrols and build relationships through engagement with the community. Innovative and cooperative partnerships with businesses and organizations operating downtown will further enable the goal to reduce crime and disorder, and increase the sense of safety in the community. In collaboration with the Downtown Community Safety Partnership, the Service will explore enhanced use of technology to improve the response to safety issues in the downtown, and ensure individuals are connected to the appropriate supports.

OWNER: Superintendent Uniform Operations

LEAD: Inspector Division 11

## ENVIRONMENTAL SCAN

Feel safe walking alone at night downtown (2022) <sup>1</sup>	Downtown violent crime (2021) % difference over 5-year average (2016-2020) <sup>2</sup>	Downtown drug crime (2021) % difference over 5-year average (2016-2020) <sup>3</sup>	Downtown property crime (2021) % difference over 5-year average (2016-2020) <sup>4</sup>	Downtown other crime (2021) % difference over 5-year average (2016-2020) <sup>5</sup>
14%	2.5%	-2.7%	-29.3%	-24%

## ACTIONS

- Proactive foot patrol presence in the Foot Patrol Zone.
- Attention to special events in the downtown/SHED.
- Police and cadet presence in the downtown Winnipeg Transit corridors.
- Collaborate with safety and outreach partners operating in the downtown.
- In conjunction with downtown outreach partners, connect individuals to appropriate supports in the community.
- Explore enhanced use of technology to improve deployment of resources.
- Work with downtown safety partners to focus on Downtown Priority Offenders (DPO).

## MEASURES

- Number of foot patrol hours in the downtown Foot Patrol Zone.
- Number of special events attended in the downtown/SHED.
- Number of hours deployed in the downtown Winnipeg Transit corridors.
- Number of arrests in the downtown Foot Patrol Zone.
- Number of individuals diverted to social supports.
- Downtown Priority Offender Arrests.
- Intensive Case Assessment Process (ICAP) Crown Contacts.

<sup>1</sup> 2022 Citizen Survey City of Winnipeg

<sup>2, 3, 4, 5</sup> Winnipeg Police Service 2021 Statistical Report

## OBJECTIVE 1.2

## Gang and Gun Suppression Strategy

The Gang and Gun Suppression Strategy involves specialized tools and skilled teams positioned to address firearm and drug offences, and gang related violence. The Strategy emphasizes enforcement, prevention, intervention, and education programs. The Service, along with external enforcement partners, is committed to interrupt and address gang activity.

OWNER: Superintendent Investigative Services

LEAD: Inspector Division 40

## ENVIRONMENTAL SCAN

Percent of homicides that were gang related (2022)	Dispatched events involving firearms (2022) <sup>1</sup>	Crime guns seized (2022)	Crime guns processed through the Firearms Investigative Analysis Section (FIAS) (2022) <sup>2</sup>
19%	2,341	791	718

## ACTIONS

- Conduct short and long-term investigations, focusing on known gangs and gang members, and illegal activities.
- Monitor gang members' compliance with bail or parole conditions.
- Continue collaboration with gang outreach partners to refer gang members and at-risk individuals.

## MEASURES

- Number of disruptions to gang operations.
- Number of gang members and associates arrested.
- Number of compliance checks.
- Number of social program referrals.
- Number of dispatched events involving firearms.
- Number of dispatched events involving firearm discharges.
- Number of guns seized.
- Number of crime guns processed through the Firearms Investigative Analysis Section (FIAS).
- Number of ballistic tests completed.
- Number of leads through use of Canadian Integrated Ballistics Identification Network (CIBIN)

<sup>1,2</sup> Winnipeg Police Service 2022 Business Plan Q4 Report

## OBJECTIVE 1.3

## Manitoba Integrated Violent Offender Apprehension Unit

Tackling the increase in violent crime in Winnipeg, and across the province, demands a cooperative response. The new Manitoba Integrated Violent Offender Apprehension Unit (MIVOAU) is a collaborative effort of the Winnipeg Police Service (WPS) and RCMP D Division that is focused on individuals who are responsible for committing violent and serious offences. This integrated unit will identify, locate and apprehend violent offenders in Manitoba. MIVOAU will also be deployed to assist investigative units from the RCMP and WPS.

OWNER: Superintendent Investigative Services

LEAD: Inspector Division 43

## ENVIRONMENTAL SCAN

Percent of public who believe crime has increased (2022) <sup>1</sup>	City violent crime (2021) % difference over 5-year average (2016-2020) <sup>2</sup>
73%	5.9%

## ACTIONS

- Launch Manitoba Integrated Violent Offender Apprehension Unit (MIVOAU).
- Apprehend violent offenders.
- Provide assistance to investigative units.
- Assist other law enforcement agencies or other partners to locate and apprehend violent offenders.

## MEASURES

- Number of violent offenders apprehended by MIVOAU.
- Number of times MIVOAU assisted WPS or RCMP investigative units.
- Number of initiatives with external partners or other law enforcement agencies.

<sup>1</sup> 2022 Winnipeg Police Service Citizen Survey

<sup>2</sup> Winnipeg Police Service 2021 Statistical Report

## OBJECTIVE 1.4

## Traffic Safety Strategy

The Traffic Safety Strategy supports the Manitoba Road Safety Plan to achieve safer driving practices. The overall goal of the strategy is accomplished by promoting responsible driving through enforcement and education with a focus on speeding, impaired driving and distracted driving. Road safety education and enforcement programs are led by the members of the Traffic Division, in partnership with members in all divisions. Road safety is also supported through inspections of commercial and light vehicles to ensure compliance with national Safety Code requirements, Commercial Vehicle Safety Alliance (CVSA) standards, relevant provincial legislation and municipal bylaws.

OWNER: Superintendent Operational Support

LEAD: Inspector Division 52

## ENVIRONMENTAL SCAN

Impaired Driving offences (2022) <sup>1</sup>	Distracted Driving offences (2022) <sup>2</sup>	Satisfaction with enforcement of traffic laws (2022) <sup>3</sup>	Intersections equipped with safety cameras (2022)
448	1,889	68%	49

## ACTIONS

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

## MEASURES

- Number of officer-enforced speeding offences.
- Number of mobile photo radar/laser photo enforcement tickets issued.
- Number of intersection safety camera offences.
- Number of impaired driving offences.
- Number of distracted driving offences.
- Number of education and awareness campaigns and media views.
- Number of serious collisions with injuries/fatalities investigated.
- Number of vehicle inspections completed.
- Percentage of inspections classified as fail and taken out of service.

<sup>1,2</sup> Winnipeg Police Service 2022 Business Plan Q4 Report

<sup>3</sup> 2022 Citizen Survey City of Winnipeg



# GOAL 2

2.1 Indigenous Women and Girls Safety Strategy

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2.2 Restorative Justice Programs and Diversions

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2.3 Community Engagement

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## OBJECTIVE 2.1

## Indigenous Women and Girls Safety Strategy

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

OWNER: Superintendent Investigative Services

LEAD: Inspector Division 41

## ENVIRONMENTAL SCAN

Percentage of counter exploitation investigations involving Indigenous women and girls (2022) <sup>1</sup>	Percent of homicides involving Indigenous women and girl victims (2022)	Percentage of total missing person reports involving youth in care (2022) <sup>2</sup>
18% - 37%	15%	74% - 78%

## ACTIONS

- Investigate cases involving the exploitation of Indigenous women and girls, and human trafficking.
- Support the work of the Winnipeg Outreach Network and the Sexually Exploited Youth Community Coalition.
- Partner with the Family Support and Resource Advocate.
- Collaborate with community organizations on missing person investigations.

## MEASURES

- Percent of homicides involving Indigenous women and girls.
- Clearance rate of homicides involving Indigenous women and girls.
- Percent of counter exploitation investigations involving Indigenous women and girls.
- Percent of interventions to community programming and services involving Indigenous women and girls.
- Percent of total missing person reports involving youth in care.
- Highlight efforts related to Family Support and Resource Advocate.
- Activities with external agencies and community organizations on missing person investigations.

<sup>1,2</sup> Winnipeg Police Service 2022 Business Plan Q4 Report

## OBJECTIVE 2.2

## Restorative Justice Programs and Diversions

The Service is committed to supporting the goals of restorative justice by using discretion and a restorative justice approach to resolve appropriate events on scene, as well as diverting appropriate cases, including domestic disputes, from the criminal justice system to programming and services.

OWNER: Superintendent Uniform Operations

LEAD: Inspector Division 14

## ENVIRONMENTAL SCAN

Diversions from the criminal justice system (excluding domestic offences) (2022) <sup>1</sup>	Diversions of domestic offences from the criminal justice system (2022) <sup>2</sup>	Restorative justice events facilitated on scene by members and School Resource Officers (2022) <sup>3</sup>
218	103	1,244

## ACTIONS

- Implement and promote new restorative justice/diversion policy and current practices for diversion of non-domestic violence matters.
- Monitor and divert appropriate cases.
- Monitor and divert suitable domestic cases.
- Monitor restorative justice events facilitated by members on scene.
- Sponsor and enhance members' understanding of restorative justice.
- Continue partnership to facilitate the restorative justice process.

## MEASURES

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

<sup>1, 2, 3</sup> Winnipeg Police Service 2022 Business Plan Q4 Report

## OBJECTIVE 2.3

## Community Engagement

The Service is committed to community engagement, education and reconciliation. The Community Support Division and Community Support Units continue to actively engage with citizens, providing meaningful support to individuals as well as connectivity with community groups and organizations. By actively partnering in community-based initiatives and/or consulting with diverse communities, the Service promotes community well-being, safety and crime prevention awareness.

OWNER: Superintendent Community Engagement

LEAD: Inspector Division 51

## ENVIRONMENTAL SCAN

Social media Facebook engagement (2022) <sup>1</sup>	Social media Twitter engagement (2022) <sup>2</sup>	Crime prevention and education initiatives (2022) <sup>3</sup>	Community-based events attended by WPS members (2022) <sup>4</sup>
<b>807</b> Posts	<b>1,185</b> Tweets	<b>928</b>	<b>1,543</b>

## ACTIONS

- Foster relationships in the community, with a focus on Indigenous, newcomer, diverse, and racialized communities.
- Collaborate with community organizations on crime prevention and education awareness initiatives.
- Engage and offer ongoing support to major community-based events throughout the city, excluding Police Liaison Team (PLT).

## MEASURES

- Number of meetings and consultations with community groups.
- Number of meetings and consultations with Indigenous, newcomer, diverse, and racialized communities.
- Number of collaborative crime prevention and education initiatives.
- Number of public/social media engagements.
- Number of community-based events attended by WPS members.

<sup>1, 2, 3, 4</sup> Winnipeg Police Service 2022 Business Plan Q4 Report



# GOAL 3

3.1 Next Generation 911 (NG911)

3.2 Alternative Response to Citizens in Crisis (ARCC) Pilot Project

3.3 Domestic Violence Intervention

3.4 Special Events

3.5 Connected Officer Program

3.6 Planned Response and Service Enhancement Program



## OBJECTIVE 3.1

## Next Generation 911 (NG911)

Canada-wide telecommunications network capabilities continue to evolve. While the current 911 system is mandated for decommission in 2025 by the Canadian Radio-television and Telecommunications Commission (CRTC), progress toward expanded service provision continues. With the transition to Next Generation 911 (NG911) network, emergency service provision will benefit from advancements that enable additional, non-voice information through multimedia (text, photo, video and audio). The WPS Communications Centre continues to prepare for the transition to more informed emergency response by enabling operational adjustments. Provision for funding is established in the capital budget.

OWNER: Superintendent Uniform Operations

LEAD: Director 911 Communications Centre

## ENVIRONMENTAL SCAN

Total calls received by WPS Communications Centre (2022)	Non-emergency calls managed by WPS Communications Centre (2022)	Non-emergency calls diverted to appropriate resources (2022)	911 calls managed by WPS Communications Centre (2022)
<b>713,093</b>	<b>156,926</b>	<b>176,883</b>	<b>379,284</b>

## ACTIONS

- Procure technology solutions and equipment.
- Design a robust quality assurance program ready for NG911.
- Amend and develop policies in context of the launch of NG911.
- Develop public education campaign.
- Continue to explore processes to connect callers to appropriate resources.
- Implement operational changes to enable NG911.

## MEASURES

- Procurement steps taken.
- Progress to achieve quality assurance program.
- Percent of policies amended and developed in context of the launch of NG911.
- Number of public education releases.
- Number of calls redirected from WPS non-emergency line to 211.
- Number of calls redirected from WPS non-emergency line to 311.

## OBJECTIVE 3.2

## Alternative Response to Citizens in Crisis (ARCC) Pilot Project

**A**lternative Response to Citizens in Crisis (ARCC) is a joint undertaking between the Winnipeg Police Service (WPS) and Shared Health with the mandate to provide collaborative on-scene trauma-informed crisis intervention services to calls for police services involving individuals experiencing a state of mental health or addictions crisis. Through ARCC, crisis assessment and intervention services ensure appropriate care needs are identified and provided. The goal of the collaborative relationship approach is to reduce transfers to health facilities when appropriate, provide in-home mental health services, and connect those in need to the appropriate community supports.

OWNER: Superintendent Uniform Operations

LEAD: Inspector Special Projects

## ENVIRONMENTAL SCAN

Number of shifts ARCC team deployed (2022) <sup>1</sup>	Number of calls ARCC team attended (2022) <sup>2</sup>	Percentage of ARCC clients remaining in community (2022) <sup>3</sup>	Number of clients proactively supported (2022) <sup>4</sup>
272	882	87% - 93%	23

## ACTIONS

- Continue delivering crisis intervention services during the completion of the evaluation of the pilot project.
- Evaluate efficacy of collaborative response model.
- Evaluate and report pilot project findings.
- Explore opportunities to continue partnership with Shared Health to deliver the ARCC program.

## MEASURES

- Number of shifts ARCC team deployed.
- Number of calls ARCC team attended.
- Percent of ARCC clients remaining in community.
- Number of clients proactively supported.

<sup>1, 2, 3, 4</sup> Winnipeg Police Service 2022 Business Plan Q4 Report

## OBJECTIVE 3.3

## Domestic Violence Intervention

Following a successful two-year pilot project, the Winnipeg Police Service and Manitoba Justice Victim Services are committed to continuing the multidisciplinary approach to non-criminal domestic events. The Integrated Domestic Violence Intervention (DVI) team is made up of WPS sworn members, Domestic Violence Support Service (DVSS) Victim Services Workers and a Family Guide-Domestic Violence Specialist. The DVI team assesses low risk domestic calls for police service and provides a comprehensive response to domestic and family-law related issues using a trauma-informed approach. The DVI teams help reduce the dispatch of police resources to events that are unrelated to criminal matters and provide callers with resources and supports to reduce the risk of domestic violence.

OWNER: Superintendent Investigative Services

LEAD: Inspector Division 41

## ENVIRONMENTAL SCAN

Number of domestic events screened (2022) <sup>1</sup>	Number of non-criminal domestic events closed by DVSS pilot project (2022) <sup>2</sup>	Projected hours saved for General Patrol units to respond to non-criminal domestic events (2022) <sup>3</sup>
1,913	592	1425.34

## ACTIONS

- Continue to improve the response to low risk domestic calls for service by providing early intervention.
- Further develop processes to assess and respond to calls for service.
- Offer virtual video response platform to enhance level of service to the community.

## MEASURES

- Number of domestic events screened.
- Number of low risk domestic events closed by the DVI team.
- Projected hours saved for General Patrol units to respond to non-criminal domestic events.
- Number of repeat callers supported.
- Number of child custody dispute calls managed by Family Guide – Domestic Violence (FG-DV) Specialist.
- Number of callers who spoke with DVSS and/or Family Guide – Domestic Violence (FG-DV) Specialist.
- Number of callers who were offered assistance via the virtual video response platform.

<sup>1,2,3</sup> Winnipeg Police Service 2022 Business Plan Q4 Report

## OBJECTIVE 3.4

## Special Events

Mass assemblies, demonstrations and major events continue to be areas of concern and attention for the Service. Awareness of current and emerging events is maintained by the Service through social media. Liaising with event organizers continues to be an important activity to ensure that events remain peaceful and safe, along with ongoing outreach to establish paths to communicate, educate and de-escalate issues. The Special Events Unit works closely with the Police Liaison Teams (PLT) to maintain public order.

OWNER: Superintendent Uniform Operations

LEAD: Inspector Special Projects

## ENVIRONMENTAL SCAN

Number of special events monitored (2022) <sup>1</sup>	Number of special events attended (2022) <sup>2</sup>	Number of pre-event engagements to liaise and educate (2022) <sup>3</sup>
278	115	111

## ACTIONS

- Monitor social media to maintain awareness of upcoming events.
- Liaise with organizers of mass assemblies, demonstrations and major events to educate and de-escalate situations to ensure peaceful and safe events.
- Coordinate activities with Police Liaison Teams to establish and sustain relationships throughout events.

## MEASURES

- Number of events monitored by Special Events Unit.
- Number of pre-event engagements conducted by Special Events Unit to liaise and educate.
- Number of special events attended by police resources.
- Number of pre-event engagements conducted by Police Liaison Teams to liaise and educate.
- Number of special events attended by Police Liaison Teams.

<sup>1,2,3</sup> Winnipeg Police Service 2022 Business Plan Q4 Report

## OBJECTIVE 3.5

## Connected Officer Program

In 2021, the Service launched the Connected Officer Pilot Project to evaluate mobile device applications that enhance service delivery and effectiveness. The initial testing phase was concluded with meaningful efficiencies with respect to police response, report processing times and evidence gathering clearly demonstrated. Based on lessons learned from the proof of concept pilot, the Service will implement a second phase of the Connected Officer Project by further leveraging digital technology.

OWNER: Deputy Chief Investigative Services

LEAD: Staff Sergeant Special Projects

## ENVIRONMENTAL SCAN

Phase 1 Connected Officer Pilot Project (2021) <sup>1</sup>	Average administrative time saved through use of electronic notes (2021) <sup>2</sup>	Average time saved using audio victim/witness statements (2021) <sup>3</sup>
<b>22 officers committed for 15 weeks</b>	<b>1 hour per event</b>	<b>30 minutes per victim/witness</b>

## ACTIONS

- Implement Connected Officer Program.
- Track usage of mobile applications and tools.

## MEASURES

- Number of officers assigned to Connected Officer Program.
- Number of digital notes produced.
- Number of audio statements produced.
- Number of narratives produced.
- Quantity of digital evidence collected on mobile application.

<sup>1, 2, 3</sup> Winnipeg Police Service 2022 Business Plan

## OBJECTIVE 3.6

## Planned Response and Service Enhancement Program

The Winnipeg Police Service strives to be a trusted resource and leader in community safety. In looking to provide citizens with an exceptional customer service experience, a re-envisioning of non-urgent crime report submission options is being undertaken. The two main goals are simple: improve the customer experience and ease the ever-growing demand for front-line police resources. These goals will be accomplished by leveraging new and improved technological solutions, re-alignment of existing physical and human resources, and better routing of non-urgent calls for service, thereby putting citizens onto the right resource in a timely and efficient manner.

OWNER: Superintendent Operational Support

LEAD: Inspector Division 31

## ENVIRONMENTAL SCAN

Online reports submitted (2022)	Non-emergency calls managed by WPS Communications Centre (2022)
48,151	156,926

## ACTIONS

- Identify and implement process and service improvements for event management.
- Implement public self-service and electronic evidence submission methods.
- Streamline access to services at Police Headquarters and enhance self-service options.
- Expand direct referrals to investigative and Community Support Units (CSU).
- Create public education/awareness campaign.

## MEASURES

- Number of digital evidence files received via self-service or electronically.
- Number of improved service delivery initiatives at Headquarters and district stations.
- Number of direct referrals to investigative units and CSU.
- Number of online report submissions.
- Number of multi-media public education/awareness releases.



# GOAL 4

4.1 Training and Professionalism

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4.2 Workplace Safety and Wellness

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## OBJECTIVE 4.1

## Training and Professionalism

The Service remains current with policies, training and education initiatives as policing continues to evolve. Maintaining Commission on Accreditation for Law Enforcement Agencies (CALEA) accreditation assures that best practices in policing are upheld and independently verified. The Training Division provides diversified training from both internal and external community-based experts, including online courses provided by the Canadian Police Knowledge Network (CPKN). The Service continues to recruit and hire candidates from varied backgrounds. In 2022, the Human Resources Division launched the Talent Acquisition Unit consisting of Indigenous or racialized police members who, beyond their regular duties, mentor diverse sworn and civilian applicants through the process.

OWNER: Superintendent Support Services

LEAD: Inspector Division 33

Director Human Resources

## ENVIRONMENTAL SCAN

Mandatory recertification courses delivered (2022) <sup>1</sup>	CPKN online courses completed (2022) <sup>2</sup>	New hires who identified* as Indigenous, racialized, or female (2022) <sup>3</sup>
408	8,015	110

## ACTIONS

- Maintain recertification of sworn members.
- Deliver training and education to support the development of essential skills and competencies.
- Develop and implement new course content to sustain trends in modern policing.
- Track lifesaving first aid interventions using tourniquets and chest seals.
- Continue to build the Talent Acquisition Unit to mentor Indigenous and racialized applicants through the application process.

## MEASURES

- Number of mandatory recertification courses delivered.
- Number of courses and training sessions with a leadership development component.
- Number of members completing equity and diversity training.
- Number of CPKN online courses members completed.
- Number of new employees identifying as Indigenous, racialized, or female.
- Number of lifesaving first aid interventions using tourniquets and chest seals.
- Highlights from the Talent Acquisition Unit.

<sup>1,2,3</sup> Winnipeg Police Service 2022 Business Plan Q4 Report

\*Individuals may declare in more than one employment equity category.

## OBJECTIVE 4.2

## Workplace Safety and Wellness

The Human Resource Division, Training Division, and Behavioural Health Unit focus attention and resources to support the physical and mental health of members and their families. In 2022, the Service established focus groups to address matters identified in the 2021 Mental Health & Workplace Culture Survey. The focus group feedback resulted in 50 recommendations for the Service to implement. The Service's senior leaders are actively engaged to identify and implement actions to achieve these recommendations.

OWNER: Superintendent Support Services

LEAD: Director Human Resources

## ENVIRONMENTAL SCAN

Mental health training/awareness initiatives (2022) <sup>1</sup>	Behavioural Health Unit contacts with members (2022) <sup>2</sup>	Health assessment/awareness initiatives (2022) <sup>3</sup>
70	9,954	89

## ACTIONS

- Continue behavioural health programming to support the mental health of members.
- Continue health programming to support the physical health of members.
- Continue to identify and implement actions to improve workplace culture and member wellness.
- Develop initiatives and programs that strengthen skills contributing to employee wellness, including respectful workplace campaign, trauma informed leadership training and attendance management policy.

## MEASURES

- Number of mental health training/awareness initiatives provided.
- Number of Behavioural Health Unit contacts with members.
- Number of health assessments/awareness initiatives provided.
- Number of recommendations completed.
- Number of action items implemented.
- Highlights of the initiatives and programs developed to contribute to employee wellness.

<sup>1, 2, 3</sup> Winnipeg Police Service 2022 Business Plan Q4 Report



# WINNIPEG POLICE SERVICE

## A CULTURE OF SAFETY FOR ALL

