VicPD Strategic Plan
2020-2024

Victoria Council Engagement Session

May 9th, 2019
Agenda

 Overview of the VicPD Strategic Planning Process

 Engagement Session
  ■ 3 key questions:
    1) “How can VicPD support community safety?”
    2) “How can VicPD enhance public trust?”
    3) “How can VicPD achieve organizational excellence?”
VicPD Strategic Planning Team

- Patti Stockton & Sean Powell
  - Police Board Members
- Jason Laidman
  - Deputy Chief of Operations
- Mark MacIntyre
  - Director of Community Engagement
- Kate Salholm
  - Business Analyst
Review of Progress

- **Q1 2019:**
  - Establish Board Representation
  - Environmental scan of existing strategic plans
  - Board survey
  - Strategic plan framework

- **Q2 2019:**
  - Engagement (internal & external)
Review of Progress

Dec-Mar: environmental scan completed of:

- Current VicPD Strategic Plan
- Strategic planning guidelines from:
  - Public Safety Canada
  - Canadian Assoc. of Chiefs of Police
  - BC Assoc. of Chiefs of Police
- Strategic plans of:
  - Other BC police agencies
  - Victoria and Esquimalt
Victoria’s 2019-2022 Strategic Plan

The planning team is taking these key elements of Victoria Council’s Strategic Plan into consideration:

- Good Governance and Civic Engagement
  - Work towards regionalizing police services
  - Exercise fiscal responsibilities in policing expenditures

- Health, Well-Being and a Welcoming City
  - Explore ways to end sexual harassment and assault
  - Diversity and inclusion training
  - Mental health and addictions advocacy
Review of Progress

Jan 21 – Feb 7: Board members and Chief completed survey for input on:

- Vision
- Mission
- Values
- Goals
VicPD 2020 Strategic Plan

VISION
A safer community together

MISSION
Deliver excellence in public safety for two diverse communities through engagement, prevention, innovative policing and the Framework Agreement

GOALS
Support Community Safety
Enhance Public Trust
Achieve Organizational Excellence

OBJECTIVES
We need to identify specific results to meet our goals

ACTIVITIES
We need to identify specific actions to meet our objectives
Next Steps

- Engage VicPD staff (Mar-May)
- Engage the community (Apr-Jun)
- Collate input (Jun-Aug)
- Develop divisional action plans (Aug-Dec)
- Launch new VicPD strategic plan (Jan 2020)
Engagement Session

Seeking Council’s input on the 3 main goals:

- Support Community Safety
- Enhance Public Trust
- Achieve Organizational Excellence
Engagement Session

What kind of input?

- Input to help VicPD determine key objectives and activities that will enable us to achieve each of the three major goals.
Goal 1: Support Community Safety

“How can VicPD support community safety?”

Examples:

- Reduce traffic offences
  - by deploying more officers
  - by enhancing Speed Watch by volunteers
- Increase police visibility
  - by adopting higher visibility uniforms
  - by deploying more walking patrols
Goal 2: Enhance Public Trust

“How can VicPD enhance public trust?”

Examples:

- Be more open with the public
  - by attending more community events
  - by adopting an open data approach
- Demonstrate accountability to the public
  - by making sure complaints are effectively investigated
  - by improving customer service
Goal 3: Achieve Organizational Excellence

“How can VicPD achieve organizational excellence?”

Examples:

- Ensure employee well-being
  - by making sure injured officers are cared for
  - by ensuring counselling is provided for mental health injuries

- Be a leader in police innovation
  - by exploring new ways to find efficiencies
  - by leveraging technology to enhance effectiveness
Thank you

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To be determined through community and internal engagement

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