



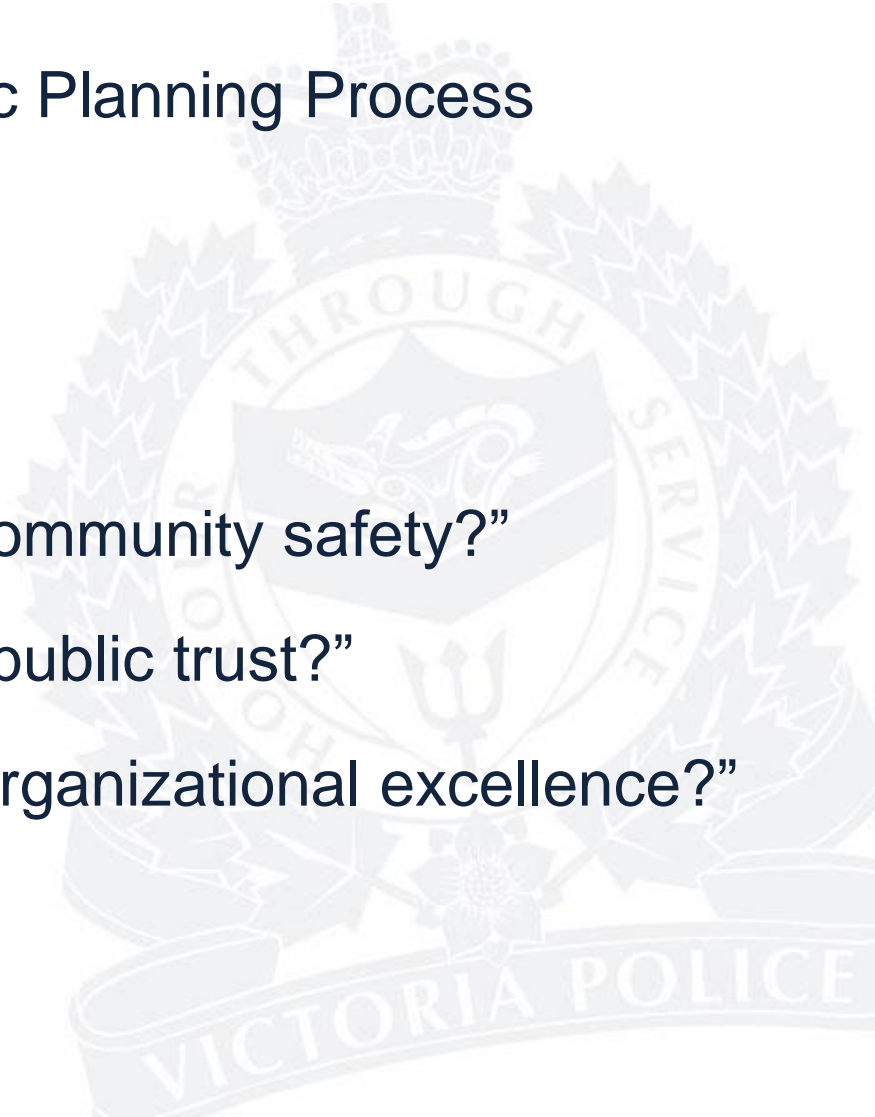
# VicPD Strategic Plan 2020-2024

## Victoria Council Engagement Session

May 9<sup>th</sup>, 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)

**We are here!**



# 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

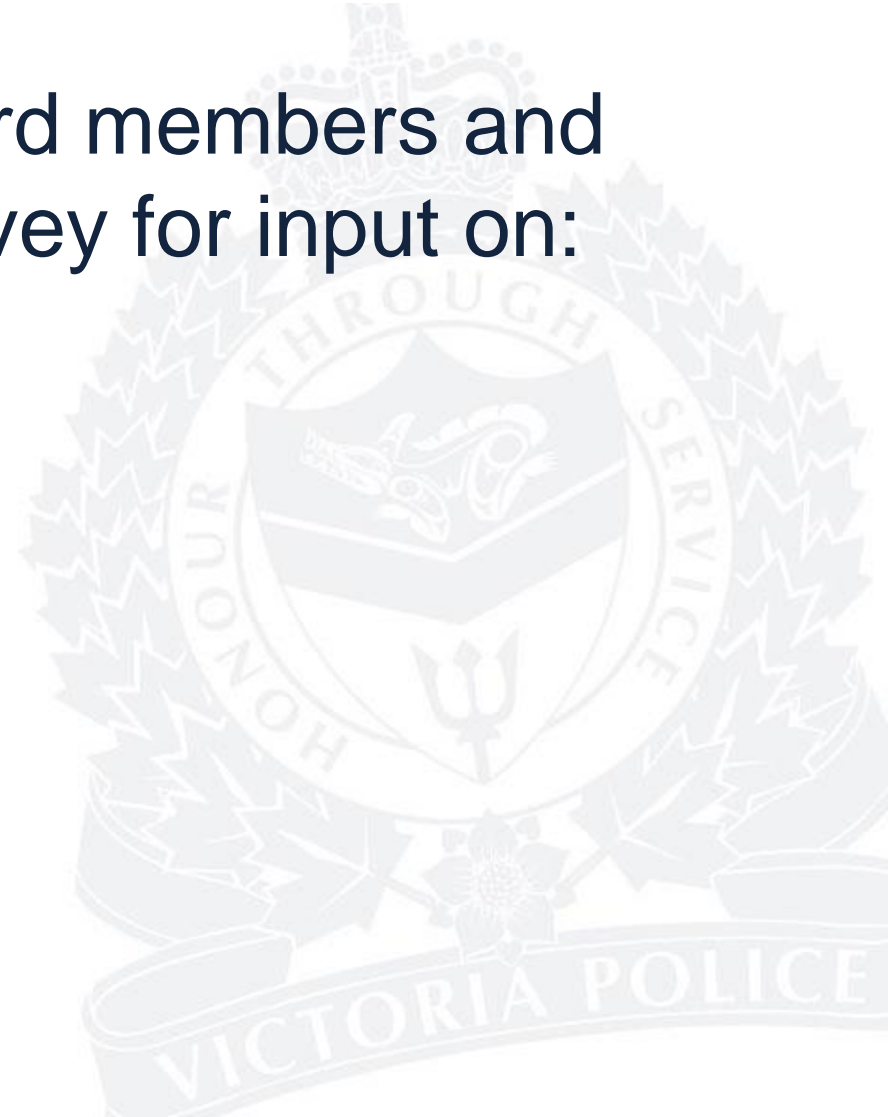


# Victoria's 2019-2022 Strategic Plan

- 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

V  
Accountability

A

Integrity

L

U  
Innovation

E

S  
Collaboration

## 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

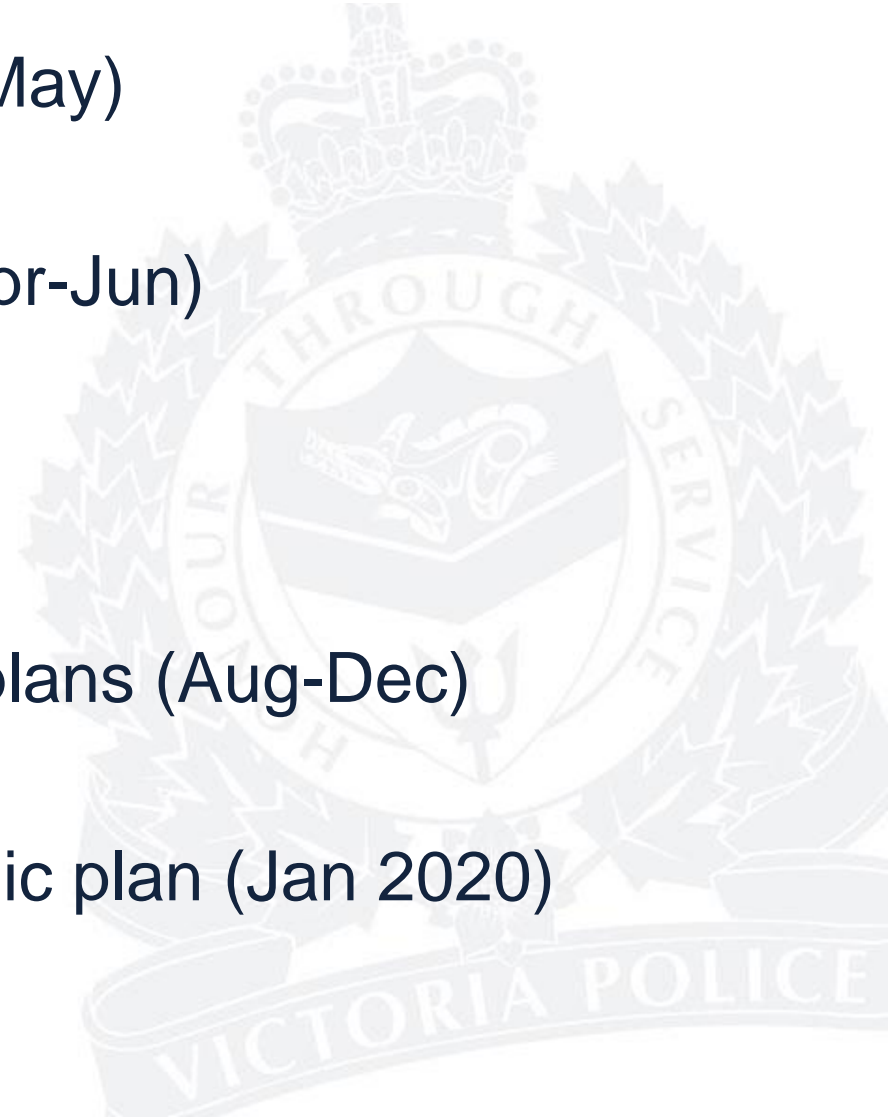
Board & Chief

Community & Internal Staff



# 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)



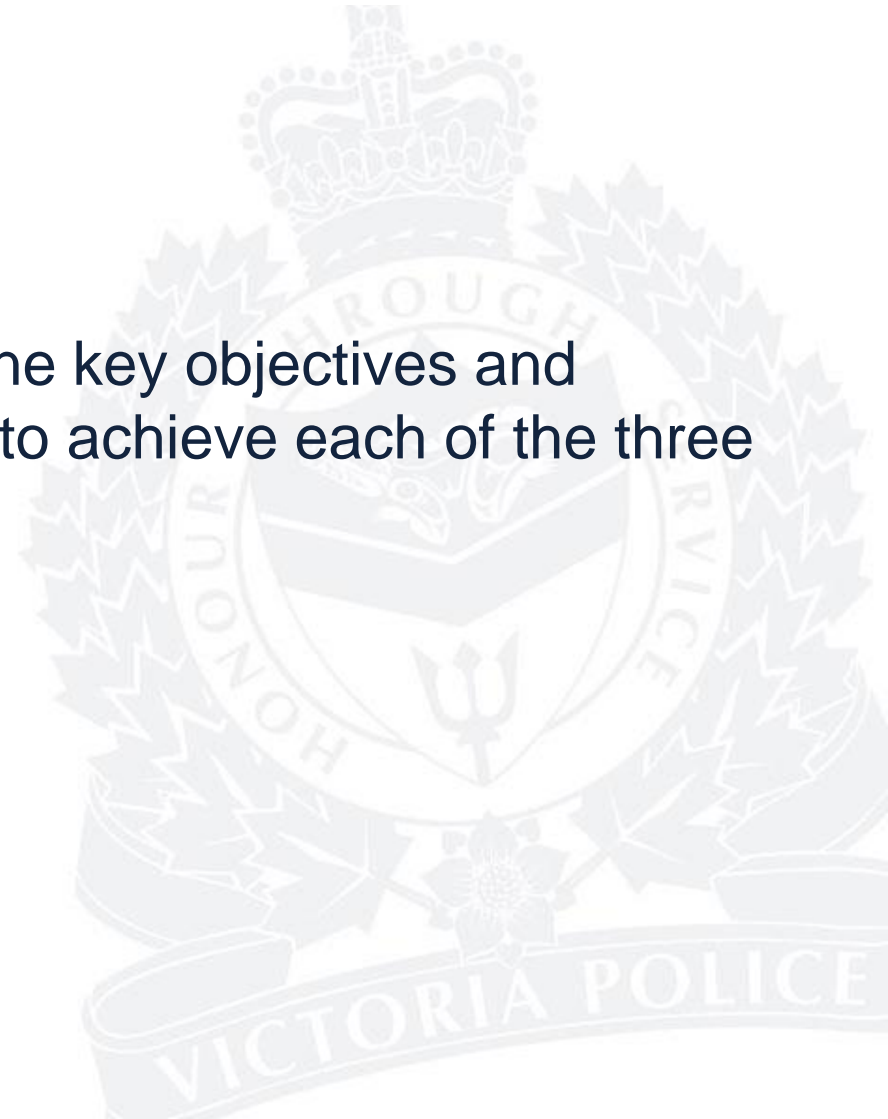
# Engagement Session

- Seeking Council's input on the 3 main goals:
  - Support Community Safety
  - Enhance Public Trust
  - Achieve Organizational Excellence



# Engagement Session

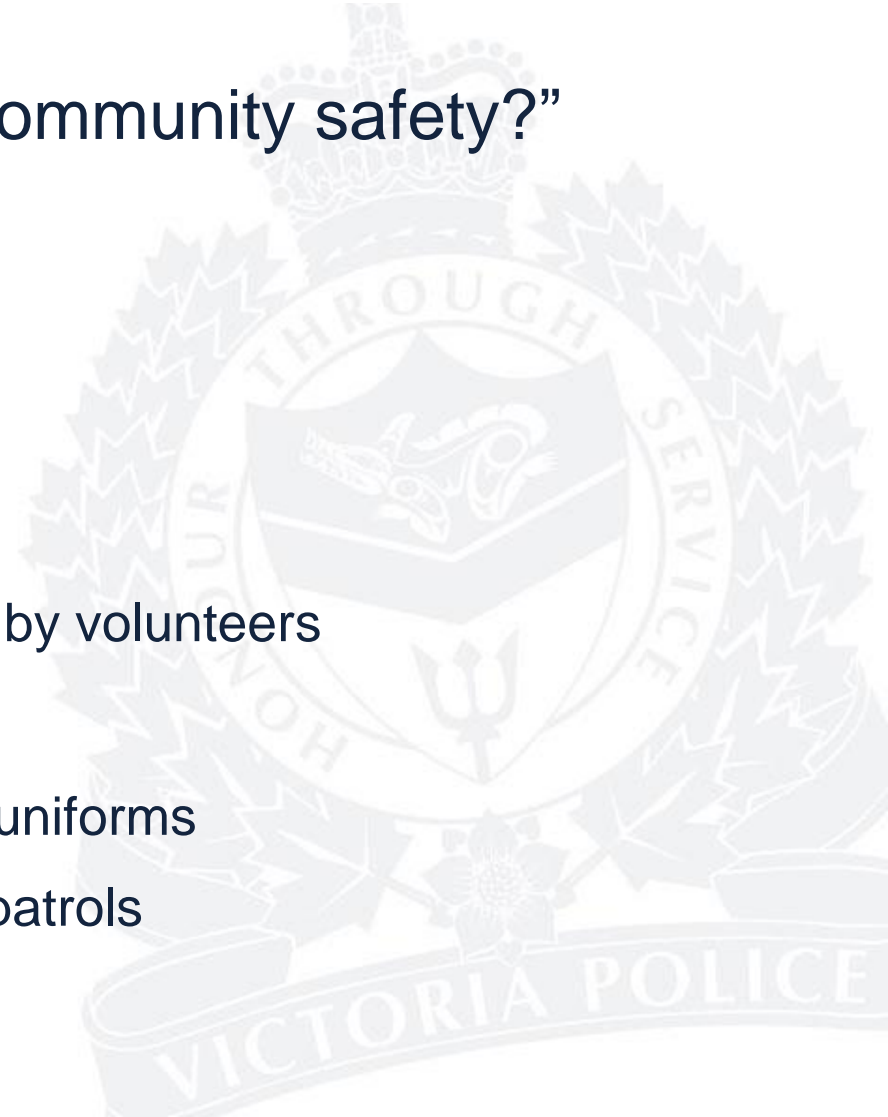
- What kind of input?
  - Input to help VicPD determine key objectives and activities that will enable us to achieve each of the three major goals.



# Goal 1:

## Support Community Safety

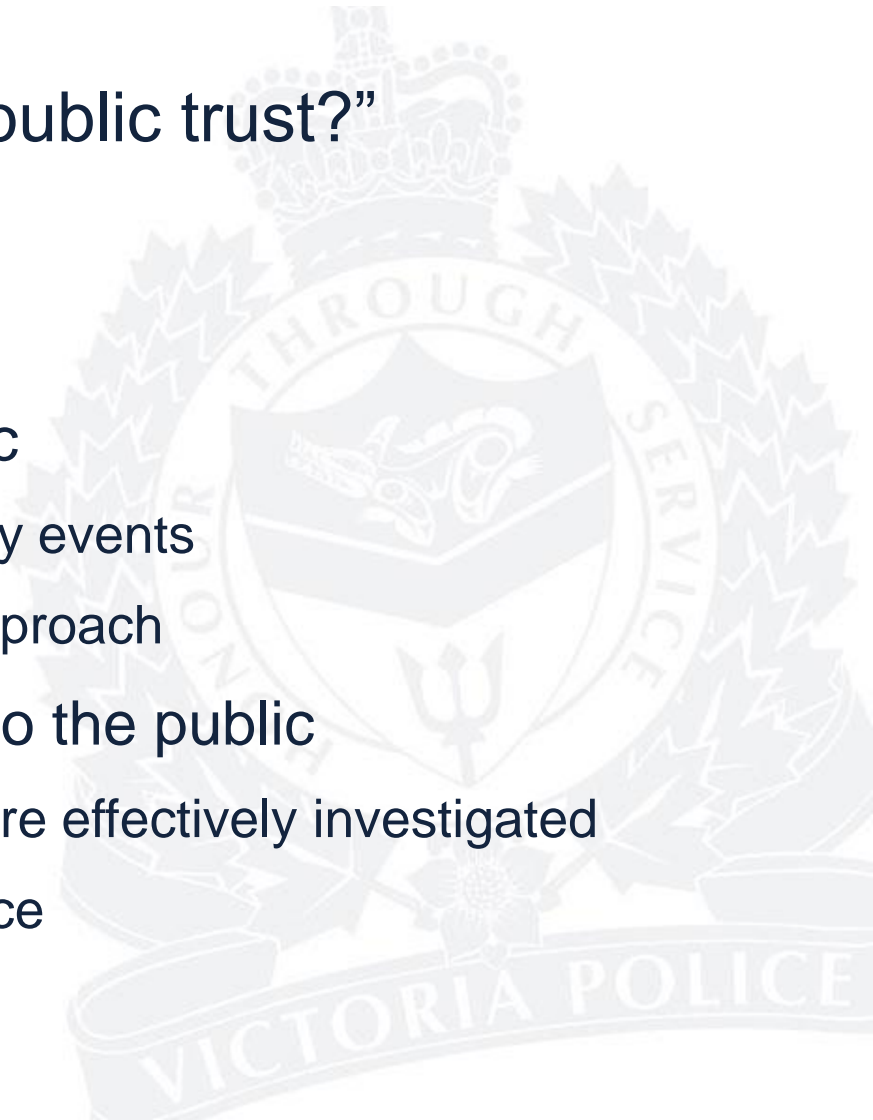
- “How can VicPD support community safety?”
  
- Examples:
  - Reduce traffic offences
    - by deploying more officers
    - by enhancing Speed Watch by volunteers
  
  - Increase police visibility
    - by adopting higher visibility uniforms
    - by deploying more walking patrols



# 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

V  
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## GOALS

Support Community Safety  
Enhance Public Trust  
Achieve Organizational Excellence

## OBJECTIVES

To be determined through community and internal engagement

## ACTIVITIES

To be determined through community and internal engagement

Board & Chief

Community & Internal Staff