



# 2024 Strategic Plan Development Update

Presentation to Durham Regional Council

June 28, 2023

# Police Services Board

*Chair Shaun Collier*

## Strategic Plan 2024

### 3 Strategic Goals (draft):

- Innovative and modernized policing
- Strong, strategic partnerships
- Enhanced trust and confidence in DRPS

# Durham Regional Police Service

*Chief Peter Moreira*

- **Strategic Plan 2024**
- **Extensive consultations**
- **Regional Council input**



# Consultations



# Community Consultations

- Community input survey
  - 3, 712 survey responses
- Stakeholder consultations
  - 7 consultations with 50+ service providers organized under:
    - Victims of abuse and vulnerable
    - Equity issues
    - Mental health and addictions
    - Housing and unsheltered
    - Youth
    - Seniors
    - First responders
- Town hall hosted in partnership with the Diversity Advisory Council – panel of DRPS leadership and Chair of the Durham Regional Police Services Board
- Business survey



# Community Consultations

- Top 3 roadway safety issues:
  - Aggressive driving
  - Impaired driving
  - Distracted driving
- Top 3 community safety and neighbourhood crime issues:
  - “Hidden” crime
  - Serious and organized crime
  - Gender-based crime
- Top 3 things DRPS does best:
  - Respond to emergencies
  - Enforce the law
  - Act professional







- 





# Member Consultations

- Member survey - 690 members completed (approx. 50%)
- 10 internal consultations at all DRPS divisions and with multiple speciality units
- High priority areas for members:
  - Staffing resources
  - Advancement and skill development
  - Training and preparedness
  - Health and wellness resources
  - Facilities, equipment, and technology
  - Work environment







# Strategic Goals & Objectives



# ***GOAL: Be a leader in innovative and modernized policing***

The Durham Regional Police Service continues to strive to be a leader in innovative and modernized policing by not only adapting and responding to changes in our communities through technological advancements and evidence-based decision-making, but also by ensuring our internal structures and activities match our communities' needs.

## **Objectives:**

1. Align core organizational structure and activities with principles of evidence-based, ethical decision-making
2. Adapt and respond to changing community needs and emerging crime trends by modernizing key processes and adopting innovative technologies
3. Continue to develop a representative, empowered, adaptable, and highly-skilled workforce



# ***GOAL: Have strong strategic partnerships that enhance community safety***

The Durham Regional Police Service recognizes that many realities that bring community members into contact with police services are connected to broader social issues. DRPS prioritizes working with community partners and organizations to ensure that community members receive the most appropriate response to their current situation, before, during, and after formal police intervention.

## **Objectives:**

- 1. Develop and implement a strategic partnership plan to identify gaps and strengths in existing partnerships**
- 2. Nurture a culture of collaboration and mutual appreciation, trust, and respect between members and community partners**
- 3. Develop and monitor a system of tracking partnership activities to recognize impact and prevalence**



# ***GOAL: Earn the trust and confidence of members and local communities***

Every day the Durham Regional Police Service must continue to earn and build the trust and confidence of its members and its communities. This trust will be built through consistent action towards advancing public safety and ensuring members have resources and opportunities for success.

## **Objectives:**

1. Actively work with communities to co-develop solutions to local concerns
2. Improve road safety by focusing enforcement on driving behaviours that cause the greatest harm
3. Provide the necessary and timely resources (financial, physical and human) for members to effectively maintain the safety of the community
4. Encourage and support personal and professional development and training opportunities for all members to promote member knowledge, skill development, and professionalism



# Strategic Plan Format and Content

- The 2024 Strategic Plan will be an **interactive, online resource** with the following content:
  - Land acknowledgment
  - Introduction
  - Video welcome messages
  - Overview of Police Services Board governance
  - Context for the strategic plan
  - Overview of the strategic plan development
  - Consultations summary
  - Strategic goals and objectives
  - Performance indicators and targets
  - Links to Durham Regional Police Service's information technology plan and police facilities plan
- Summary PDF with the strategic goals, objectives, and indicators will be made available for download





**Questions?**