



VANCOUVER POLICE DEPARTMENT | 2017-2021 STRATEGIC PLAN





OUR PEOPLE ARE AT THE CORE of this five-year plan, and their professional well-being is crucial to its success.

With healthy and supported people, we will be able to address the three community-focused strategic priorities: fighting crime, enhancing public safety, and engaging with our community.

To effectively perform their duties, members need relevant training to meet legislated requirements and emerging best practices; proper equipment and facilities; and renewal and maintenance of the vehicle fleet. The Department will keep pace with changes in technology, while also committing to maximizing efficiencies.

This plan can be adapted as crime or public safety priorities change over the course of its life, or if the needs of the community change. It is reflective of what the VPD and the community value, and will serve the VPD well over the next five years.



Support OUR PEOPLE

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The VPD is committed to a healthy work environment where employees can reach their full potential and give the best possible service to the public.

GOALS:

FOSTER A CULTURE OF EMPLOYEE ENGAGEMENT AND EFFECTIVE COMMUNICATION

Communication within the Department will be more direct, with an increase in personal contact and shared information between management and front line staff regarding organizational direction and ongoing public safety issues.

PROMOTE A HEALTHY WORK ENVIRONMENT

Comprehensive and adaptive training will be provided, along with meaningful mentorships, to ensure future staffing needs and changes in assignments are met.

A positive work environment, where all employees can thrive and contribute to the success of the Department, will ensure staff can face the physical and mental demands of their work.

An independent consultant will do a thorough operational review to ensure we have enough staff to meet our strategic priorities.





ENGAGE OUR COMMUNITY

The VPD will engage with the community we serve and with our partner agencies to improve public safety.

GOALS:

FOSTER RELATIONSHIPS, UNDERSTANDING, AND TRUST WITH OUR DIVERSE COMMUNITY

The VPD will continue to build relationships with Vancouver's diverse communities, including First Nations, LGBTQ2+, recent immigrants, various neighbourhood groups, and specific vulnerable populations, such as the elderly and youth. Role-modelling programs like the Police Athletic League, Student Challenge, and the Cadet Program, which result in positive relationships with youth throughout the city, will continue to be a priority.

The VPD has excelled in using traditional and social media to deliver information about public safety issues to the community, and new methods will be explored. Continued participation in community events helps to build trusting relationships with all communities, and allows the VPD to understand the issues that matter most to Vancouverites.

STRENGTHEN MENTAL HEALTH PROGRAMS AND PROCESSES

Mental-health-related incidents in Vancouver make up a significant portion of the VPD's workload. In particular, those who live with mental health and addiction issues are more likely to become victims of predatory criminals.

The VPD, along with our community partners, will use an integrated and collaborative approach to address gaps in the health care system affecting people with these challenges.





ENHANCE PUBLIC SAFETY

The VPD continues to face issues that have a significant impact on public safety and other quality of life concerns.

GOALS:

ADDRESS COMMUNITY CONCERNS THAT AFFECT PUBLIC SAFETY

Fentanyl has flooded the drug market and created a public health crisis, which will be addressed by helping people access community support and resources, and through extensive drug education and enforcement. In addition, we will work with the City of Vancouver and other partners to focus on issues that have an impact on public safety.

The VPD will reduce the impact of alcohol and drug use in and around Vancouver's parks and entertainment districts by working with government agencies, business owners, and event organizers.

IMPROVE ROAD SAFETY FOR EVERYONE

The VPD is dedicated to increasing road safety with targeted enforcement of unsafe driving behaviour, such as distracted driving, speeding, and impaired driving, through intelligence-led enforcement.

Along with our road safety partners, we will ensure our roadways are safe for all pedestrians, cyclists, and drivers. With ongoing educational campaigns and community presentations, the VPD will strive to further improve road safety and decrease the loss of life and property damage.





FIGHT CRIME

To keep our citizens and their property safe, the VPD will prevent and fight crime, as well as address its causes.

GOALS:

FIGHT VIOLENT CRIME AND ITS CAUSES

Violent crime has a devastating impact on victims and witnesses, as well as the entire community. New initiatives will be explored to tackle the challenge of modern technology providing new ways to commit violence, such as cyber bullying and Internet child exploitation.

The VPD will continue to disrupt and prevent criminal activity by gangs, through collaboration with other agencies, and proactive youth interventions.

COMBAT PROPERTY CRIME AND ITS DRIVERS

Recent increases in property crime will be countered by working with the community and partner agencies to engage in proactive and innovative strategies. Repeat offenders will be targeted and we will pay particular attention to crimes of opportunity, like the theft of personal electronic devices and bikes, much like we have done with the Project 529 bike registry.





MISSION STATEMENT

Partnering with our community for excellence and innovation in public safety.

OUR VISION

To be the safest major city in Canada.

OUR VALUES

In carrying out our mission, members will uphold "ICARE":

- **I** INTEGRITY
- **C** COMPASSION
- **A** ACCOUNTABILITY
- **R** RESPECT
- **E** EXCELLENCE

FOR MORE INFORMATION PLEASE GO TO VPD.CA

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