



VANCOUVER POLICE DEPARTMENT
2022 STRATEGIC BUSINESS PLAN
REPORT-BACK

April 20, 2023



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The Vancouver Police Department (VPD) acknowledges that it proudly serves the public on the unceded traditional territories of the xʷməθkʷəy̓əm (Musqueam), skwxwú7mesh (Squamish), and sel̓ilwítulh (Tsleil-Waututh) nations.

GLOSSARY OF ABBREVIATIONS/ACRONYMS

2SLGBTQ+ - Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer +

A.B.L.E. - Association of Black Law Enforcers

ACAMS - Association of Certified Anti-Money Laundering Specialists

ACCESS - Aboriginal Community Career Employment Services Society

ACT - Assertive Community Treatment Team

ADVAC - African Descent VPD Advisory Committee

AED - Automated External Defibrillator

ALPR - Automatic Licence Plate Recognition System

AMCS - Aboriginal Mother Centre Society

AMSSA - Affiliation of Multicultural Societies and Service Agencies of BC

AOT - Assertive Outreach Team

ARC - Access, Recreation, and Culture Program

BCAA – British Columbia Automotive Association

BCACP - British Columbia Association of Chiefs of Police

BCACP TSC - British Columbia Association of Chiefs of Police Traffic Safety Committee

BCEHS – British Columbia Emergency Health Services

BCIT - British Columbia Institute of Technology

BCPA - British Columbia Psychological Association

BCPMHL - British Columbia Police Mental Health Liaison Network

BCPS – BC Prosecution Service

BCSARA - BC Search & Rescue Association

BCWLE - British Columbia Women in Law Enforcement

BET - Beat Enforcement Team (VPD)

BIA - Business Improvement Association

BIPOC - Black, Indigenous, and People of Colour

BRO - Being Respectful of Others Program (VPD)

BYRC - Broadway Youth Resource Centre

CACP - Canadian Association of Chiefs of Police

CACP DAC - Canadian Association of Chiefs of Police Drug Advisory Committee

CACP LAC - Canadian Association of Chiefs of Police Law Amendments Committee

CACP TSC - Canadian Association of Chiefs of Police Traffic Safety Committee

CAE - Community of Accessible Employers

CAPSSU - Civilian & Police Support Services Unit (VPD)

CART - Child and Adolescent Response Team

CAT - Community Action Team

CBSA - Canada Border Services Agency

C-CISM - Civilian Critical Incident Stress Management Team (VPD)

CCR - Canadian Council for Refugees

CCW - Community Crime Watch (VPD) (formerly Citizens' Crime Watch)

CDU - Career Development Unit (VPD)

CEU - Counter Exploitation Unit (VPD)

CFO - Civil Forfeiture Office

CFSEU - Combined Forces Special Enforcement Unit

C-IRG - Community-Industry Response Group (RCMP)

CISM - Critical Incident Stress Management Team (VPD)

CIU - Collision Investigation Unit (VPD)

CN - Canadian National Police Service

COMET - Chronic Offender Management Enforcement Team

CORE - Community, Outreach, Recreation and Engagement Program

COU - Chronic Offender Unit (VPD)

CoV - City of Vancouver

CPA - Community Police Academy (VPD) (formerly Citizen's Police Academy)

CPC - Community Policing Centre

CPIC - Canadian Police Information Centre
 CPKN - Canadian Police Knowledge Network
 CPTED - Crime Prevention Through Environmental Design
 CREA - Council to Reduce Elder Abuse
 CREST - Community Road & Education Safety Team (VPD)
 CSC - Correctional Service of Canada
 CU - Cybercrime Unit (VPD)
 CVT - Commercial Vehicle Team (VPD)
 CYAC - Child and Youth Advocacy Centre

 DCC - Downtown Community Court
 DCIRS - Diversity, Community & Indigenous Relations Section (VPD)
 DRE - Drug Recognition Expert
 DEWC - Downtown Eastside Women's Centre
 DOAP - Drug Overdose and Alert Partnership
 DTES - Downtown Eastside
 DVACH - Domestic Violence & Criminal Harassment Unit (VPD)
 DVBA - Downtown Vancouver Business Improvement Association
 DVCT - Domestic Violence Coordination Table
 DWG-MOU - Disclosure Working Group Memorandum of Understanding

 E-Comm 9-1-1 - Emergency Communications for British Columbia
 ECCWS - European Conference on Cyber Warfare and Security
 EDI - Equity, Diversity & Inclusion
 EOPS - Emergency & Operational Planning Section (VPD)
 ETA - Engagement Through Arts Program
 ETU - Education & Training Unit (VPD)
 EUROPOL - European Law Enforcement Organization
 EWU - Employee Wellness Unit (VPD)

 FBI - Federal Bureau of Investigation
 FCU - Financial Crime Unit (VPD)
 FFRP - BC First Responder Resiliency Program
 FINTRAC - The Financial Transactions and Reports Analysis Centre of Canada
 FSGV - Family Services of Greater Vancouver
 FSOC - Federal Serious and Organized Crime (RCMP)

 GCU - Gang Crime Unit (VPD)
 GIS - General Investigation Section (VPD)
 GPEB - Gaming Policy Enforcement Branch
 GWPC - Grandview-Woodland Community Policing Centre

 HSU - Health & Safety Unit (VPD)
 HIM - Health Initiative for Men
 HR - Human Resources Section (VPD)
 HROU - High Risk Offender Unit (VPD)
 HSCPC - Hastings Sunrise Community Policing Centre

 IAC - Indigenous Advisory Committee (VPD)
 IACP – International Association of Chiefs of Police
 IAFCI - International Association of Financial Crimes Investigators
 ICBC - Insurance Corporation of British Columbia
 ICE - Internet Child Exploitation Unit (VPD)
 ICP - Indigenous Cadet Program (VPD)
 ICT - Information & Communication Technology Section (VPD)
 ICW - Inclusive Workplace Committee (VPD)
 IDET - Impaired Driving Enforcement Team (VPD)
 IHIT - Integrated Homicide Investigation Team
 IIO - Independent Investigations Office

IMPACT - Integrated Municipal Provincial Auto Crime Team
IMSP - Indigenous Member Support Program
ISSofBC - Immigrant Services Society of British Columbia
ITAF - Identity Theft & Anti-Fencing Unit (VPD)
IWC – Inclusive Workplace Committee (VPD)

JES - Justice Education Society
JIBC - Justice Institute of British Columbia
JMO - Jail Manual of Operations (VPD)
JOHSC - Joint Occupational Health & Safety Committee

KENBC - Kenyan Community In British Columbia Society

LCRB - Liquor and Cannabis Regulation Branch
LCU - Learning & Development Unit (VPD)
LIMA - Liquor enforcement shift (VPD)
LINA - Liu Institute Network for Africa
LMS - Learning Management System (VPD)
LPO - Leadership in Police Organizations (IACP)

MCFD - Ministry of Children and Family Development
MCM - Major Case Management
MCS - Major Crime Section (VPD)
MSDPV - Ministry of Social Development and Poverty Reduction
MHA - Mental Health Act
MHU - Mental Health Unit (VPD)
MMIWG – Missing and Murdered Indigenous Women and Girls
MPU - Missing Persons Unit (VPD)
MVTP - Metro Vancouver Transit Police

NCABC - Nigeria-Canada Association of British Columbia
NC3 - National Cybercrime Coordination Centre (RCMP)
NCS - National Cybersecurity Strategy
NPO - Neighbourhood Police Officer (VPD)
NPT - Neighbourhood Policing Team (VPD)

OCC - Operations Command Centre (VPD)
OCS - Organized Crime Section (VPD)
OPCC - Office of the Police Complaint Commissioner of British Columbia
OSU - Operations Support Unit (VPD)

PAC - Parent Advisory Council
PAFNW - Pacific Association of First Nations Women
PAT - Planning Assessment Team (VPD)
PCU - Property Crime Unit (VPD)
PERASU - Police Employee Relations & Advisory Services Unit (VPD)
PHC - Providence Health Care
PHSA - Provincial Health Services Authority
PNE - Pacific National Exhibition
PPMT - Provincial Protective Measures Team (VPD)
PR&A - Planning, Research & Audit Section (VPD)
PRTC - Pacific Region Training Centre
PSS - Professional Standards Section (VPD)
PSU - Public Safety Unit (VPD)
PTEP - Provincial Tactical Enforcement Priority
PwC - PricewaterhouseCoopers
PWG - Pandemic Working Group (VPD)

R2MR - Road to Mental Readiness Program

RBC - Royal Bank of Canada
RCMP - Royal Canadian Mounted Police
RPAS - Remotely Piloted Aerial System
RPM - Regulations & Procedures Manual (VPD)
RTCC - Real Time Crime Center
RTIC - Real Time Intelligence Center

SAFARY - Supporting Activities for At-Risk Youth Program
S.A.F.E. - Safety Awareness for Elders Program (VPD)
SCORPA - Special Committee on Reforming the Police Act
SCU - Sex Crimes Unit (VPD)
SFST - Standardized Field Sobriety Test
SFU - Simon Fraser University
SIS - Special Investigation Section (VPD)
SLO - School Liaison Officer (VPD)
SLT - Senior Leadership Team (VPD)
SMC - Special Municipal Constable
SRO - Single Room Occupancy
S.U.C.C.E.S.S. - United Chinese Community Enrichment Services Society
SWIS – Settlement Workers in Schools Program

TEU - Traffic Enforcement Unit (VPD)
TRC - Truth and Reconciliation Commission
TROO - Total Respect for Ourselves and Others Program (VPD)
TTC - Tactical Training Centre

UBC - University of British Columbia
UNDRIP - United Nations Declaration on the Rights of Indigenous Peoples
UNYA - Urban Native Youth Association

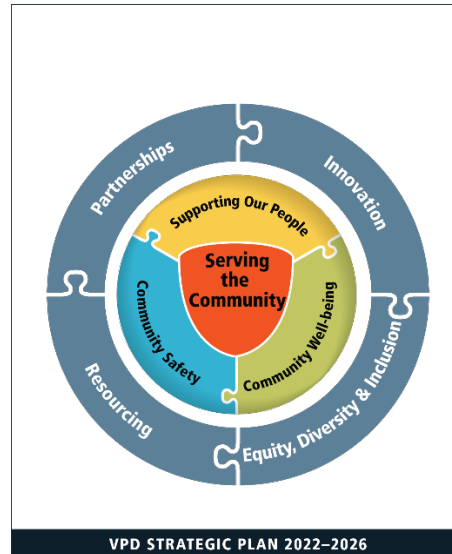
VACFSS - Vancouver Aboriginal Child and Family Services Society
VACPC - Vancouver Aboriginal Community Policing Centre (VPD)
VAFCS - Vancouver Aboriginal Friendship Centre Society
VATJSS - Vancouver Aboriginal Transformative Justice Service Society
VCH - Vancouver Coastal Health
VFRS - Vancouver Fire Rescue Services
VGBA - Vancouver Girls Basketball Association
VPB - Vancouver Police Board
VPD - Vancouver Police Department
VPF - Vancouver Police Foundation
VPSSC - Vancouver Police Soccer and Service Club (VPD)
VPU - Vancouver Police Union
VSB - Vancouver School Board
VSU - Victim Services Unit (VPD)

WAVAW - Women Against Violence Against Women/Rape Crisis Centre
WECHCPC - West End-Coal Harbour Community Policing Centre
WISH - Drop-In Centre Society
WSCMU - WorkSafe Case Management Unit (VPD)
WVPD - West Vancouver Police Department
WPST - Women's Personal Safety Team (VPD)

YSU - Youth Services Unit (VPD)
YSS - Youth Services Section (VPD)

SUMMARY OF 2022 PROGRESS

2022 marked the first year of the strategic business planning process flowing from the VPD's 2022-2026 Strategic Plan. The entire process continues to reflect the VPD's ongoing commitment to be a leader in policing, to provide excellent service to the community, and to make Vancouver the safest major city in Canada. As depicted below, the 2022-2026 Strategic Plan identifies four overarching Strategic Goals (inner core) supported by four Strategic Considerations (outer ring).



The 2022 Strategic Business Plan outlined the principal strategies that the VPD would undertake throughout 2022 to begin working towards achieving the four overarching Strategic Goals of the 2022-2016 Strategic Plan. Twenty different strategies were identified comprised of a total of 83 key activities or action plans, with a number of target outputs associated to each action plan (429 total outputs).

2022 represented a busy year for the VPD as COVID-19 restrictions were progressively removed and activity levels in the city of Vancouver steadily returned to normal. The VPD continued to face significant public safety challenges, including random and unprovoked stranger violence among other serious violent crimes, organized crime and gang conflict, repeat property offenders, cyber threats, protests/demonstrations, and encampments in the Downtown Eastside (DTES) as well as high levels of disorder in other prominent neighbourhoods such as Chinatown, Strathcona, Yaletown, and the Central Business District. Violent crime increased by 4.1% in 2022 over the previous year, and is up by 12.1% compared to the three years preceding the COVID-19 pandemic (2017-2019 average). Property crime is once again back on the rise, up 7.6% in 2022 over 2021, but down by 26.8% compared to the 2017-2019 pre-pandemic average. Under-reporting of crimes to police continues to impact property crime figures.

Despite ongoing concerning crime trends and increasing policing expectations, the VPD effectively responded to these challenges while successfully achieving many of its 2022 strategic priorities in pursuit of a number desired outcomes. Cross-functional work teams have made significant process in completing most action plans as the majority of target outputs identified for 2022 have been accomplished or addressed. For instance, the VPD has laid the foundational groundwork to further serve and build relations and trust with the diverse community by steadily integrating Equity, Diversity, and Inclusion (EDI) principles and related community feedback in its policies and procedures. The VPD is also working actively to address colonization, inter-generational trauma, systemic barriers, societal inequities, and all forms of bias. To ensure community safety, the VPD continued to leverage partnerships as well as innovative and sophisticated techniques, tactics, and analytical tools to monitor high risk violent offenders and prolific property offenders. A new Operations Command Centre (OCC) was established and a roving Metro Team was implemented in 2022 to promptly shift frontline policing resources to address the most immediate or pressing crime concerns. Highlighted by the recent expansion of mental health partnership programs, ongoing collaboration with health care and other community partners was once again essential in working

to address increasingly complex social issues, disorder and protests, and road safety concerns. Internally, the VPD continued to expand upon its robust mental and physical health and wellness programming while enhancing equitable, diverse, and inclusive work environments and personal development opportunities through a systematic review and revamp of departmental policies and processes.

Concurrent to, and aligned with its strategic objectives, the VPD has worked to support the public safety related mandates of the City of Vancouver (CoV) as well as those of the Province of British Columbia including its Safer Communities Action Plan launched in 2022. Throughout the past year, the VPD has also continued to work with its provincial and federal partners, responding to and supporting the resolutions of the Special Committee on Reforming the Police Act (SCORPA) and the calls for justice from the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG). Moreover, the VPD has continued to update investigative procedures and processes in relation to evolving judicial demands and decisions. Increases in cyber and violent crimes have had significant workload implications, as these crimes are more complex, take longer to investigate, and are more resource intensive.

The following table is a summary of the progress made for each Strategy. The table below lists the strategies attached to each Strategic Goal along with the number of activities (action plans) identified, just initiated, well underway, or practically completed in relation to each strategy. Approximately 77% of all activities (64 of the 83) have been practically completed or significant process has been made. Fifteen out of the remaining 19 activities are well underway, while the other four have already been initiated but considerable work is still required. Following the summary table is a compilation of the detailed Report-Back templates complete with performance results/updates for all the 429 outputs identified in relation the 83 total activities comprising the 20 total Strategies enacted in 2022.

Strategic Plan Goals and 2022 Strategies	Activities Identified	Activities Just Initiated	Activities Well Underway	Activities Practically Completed
SERVING THE COMMUNITY	22	1	5	16
1. Further relations with Indigenous peoples.	5	0	1	4
2. Expand relations with newcomer, diverse, and racialized communities.	4	0	1	3
3. Enhance equitable, diverse, and inclusive policing practices.	3	0	2	1
4. Enhance relations with the 2SLGBTQ+ community.	3	1	1	1
5. Engage vulnerable populations, particularly youth and older adults.	5	0	0	5
6. Inform and educate the public on public safety and crime prevention.	2	0	0	2
COMMUNITY SAFETY	21	1	3	17
1. Work to prevent and combat all acts of violence.	7	0	1	6
2. Target child-luring predators and human traffickers, and provide support to victims.	3	1	1	1
3. Collaborate with partners and the community to target gang violence.	2	0	0	2
4. Work with community and partners to prevent and combat property crime.	5	0	1	4
5. Engage vulnerable populations, particularly youth and older adults.	4	0	0	4

Strategic Plan Goals and 2022 Strategies	Activities Identified	Activities Just Initiated	Activities Well Underway	Activities Practically Completed
COMMUNITY WELL-BEING	20	0	2	18
1. Work with partners to address social and health issues that impact public safety.	4	0	0	4
2. Mitigate the impact of organized crime in relation to the ongoing opioid crisis.	2	0	0	2
3. Work with partners and the community to address social disorder issues that affect public safety and quality of life.	4	0	0	4
4. Safely manage public demonstrations.	5	0	0	5
5. Continue enforcement and education action to combat unsafe road behaviour.	5	0	2	3
SUPPORTING OUR PEOPLE	20	2	5	13
1. Enhance supports offered for employee health and wellness at various career stages.	6	0	1	5
2. Enhance equitable, diverse, and inclusive work environments.	5	1	0	4
3. Enhance the growth and development of VPD members.	5	1	4	0
4. Enhance employee communication and engagement.	4	0	0	4
TOTAL	83	4	15	64

Goal: SERVING THE COMMUNITY

Champion – Inspector Terry Yung

2022 STRATEGIC GOAL OVERALL HIGHLIGHTS

Building on the success of previous years, the VPD continues to undertake numerous programs and initiatives to further engage and build positive relationships and mutual trust with the diverse community it serves.

- According to the 2023 City of Vancouver (CoV) Civic Satisfaction Survey, 75% of residents and 70% of businesses are satisfied with police services, down from the respective 78% and 79% satisfaction levels reported in the last survey in 2021. However, the survey shows that 38% of residents feel that the CoV should invest more on police services, which is consistent with the previous three surveys, while an increasing number of businesses feel that the CoV should invest more on police services. Approximately 56% of businesses feel that there should be further investment in the VPD, compared to 46%, 39%, and 38% of businesses in the previous three surveys.

To work towards the overarching Strategic Goal of Serving the Community, the VPD identified six principal strategic priorities for 2022, each composed of several activities or action plans.

- A significant portion of the activities undertaken by the VPD in 2022 to serve the community directly align with or support the Province of British Columbia's **Special Committee on Reforming the Police Act (SCORPA)**.
- The VPD **Community Matters Report** provides further details on much of the ongoing community engagement and relationship-building programs and initiatives that are highlighted or referenced below.
- Many of the community-based programs and initiatives delivered by the VPD continue to be generously funded through grants from the Vancouver Police Foundation (VPF).

The first principal community service strategy enacted in 2022 relates to furthering relations with Indigenous peoples, with a focus on participation in cultural events, education and training, youth outreach, victim support, and jointly working to identify solutions to ongoing issues.

- The VPD is committed to building relationships with the Indigenous peoples and is on a shared journey of ongoing reconciliation based on healing and cooperative efforts with Indigenous peoples, through consultation and community engagement, cultural awareness and competency training, and the systematic decolonization of policing practices.
- The VPD recognizes that Indigenous persons have a right to access social and health services without discrimination, and to live in peace and security as distinct peoples.
- Accordingly, the VPD shares the CoV's commitment to integrate **United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)** principles and articles into its policies and operations, as well as the applicable calls for action from the Truth and Reconciliation Commission (TRC), and the calls for justice of the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG). This will be achieved by placing Indigenous rights as key pillars of VPD policies, programs, and service delivery, including embedding UNDRIP articles and principles within all aspects of police business. Embedding UNDRIP articles and principles within all police business will support these ongoing efforts.
- The VPD continues to work to improve relationships and dialogue with Indigenous peoples through participation in various community programming and at important cultural events, as well as through various training initiatives aimed at enhancing the cultural competency of police members and aimed at supporting victim support and trauma-informed practices.
- Special Investigation Section (SIS) detectives worked closely with Vancouver Aboriginal Child & Family Services Society (VACFSS) to support Indigenous families impacted by child abuse through trauma-informed practices, while working to further increase Indigenous community reporting of child abuse incidents.
- The VPD's Indigenous Advisory Committee (IAC) continues to meet quarterly to discuss and identify ways to eliminate barriers between police and Indigenous communities. In 2022, the IAC finalized the development of updated anti-racism and decolonization training, which will be delivered to all VPD members in 2023.

The second principal strategy enacted by the VPD in 2022 relates to expanding relations with newcomer, diverse, and racialized communities.

- Personal safety workshops were delivered by the VPD Hate Crimes Detective to over 250 newcomers to British Columbia.
- Forty diverse community members were engaged in a detailed view of policing through a spring and fall session of the Community Police Academy (CPA), previously known as the Citizen's Police Academy.

- In addition to holding quarterly African Descent VPD Advisory Committee (ADVAC) meetings in 2022, fifteen VPD members (including the Executive) became members of the Association of Black Law Enforcers (A.B.L.E.), some participating in online discussions around transformative change in policing practices.
- Workshops on sexual consent were delivered to newcomer, diverse, and racialized youth through the NewKids and Access, Recreation, and Culture (ARC) programs.
- Visitor cards were placed in all police vehicles for member use during interactions with persons that are deaf or hard of hearing. Discussions are underway to have iPad tablets installed at the VPD's public information counters to further improve communication between VPD staff and all community members.

The third principal strategy enacted in 2022 relates to enhancing equitable, diverse, and inclusive (EDI) policing practices, with a focus on departmental policies and procedures, diverse recruiting, anti-racism training, and further anti-racism and decolonization initiatives.

- Equity, diversity, and inclusion in policing contributes to maintaining the public's trust, police legitimacy, and confidence in the criminal justice system, and the VPD considers the advancement of EDI principles as a continuous, evolutionary process.
- The VPD has been conducting an EDI Review of its policies and procedures, processes, and training. The Review reflects on the realities and challenges faced by equity-deserving groups, including people who identify as 2SLGBTQ+, Black, Indigenous, people of colour, and persons with disabilities. It also reinforces gender equality as a strategic imperative.
- The EDI Review allows the VPD to remain ahead of, and compliant with, the new British Columbia Provincial Policing Standards on the promotion of unbiased policing that were released in August 2021 and will become effective on July 30, 2023. Moving forward, the Review will also incorporate a renewed focus on Accessibility and UNDRIP.
- The VPD will engage an external consultant in 2023 to review and comment on the work conducted thus far by the EDI Review Team.
- A \$30,000 grant has been submitted to the Civil Forfeiture Office (CFO) to identify and retain an external consultant or academic expert to advise the VPD on further anti-racism and decolonization initiatives.

The fourth principal strategy enacted in 2022 relates to enhancing relations with the 2SLGBTQ+ community.

- Members of the Diversity, Community & Indigenous Relations Section (DCIRS) attended a number of 2SLGBTQ+ pride events in 2022, including setting up a community engagement booth on Davie Street during Pride Week.
- The Out on Patrol 2SLGBTQ+ police member peer support organization had a busy year developing and delivering numerous presentations safety awareness workshops to secondary and post-secondary schools, the VPD Cadets, and members of the 2SLGBTQ+ community, in addition to collaborating with other police agencies and community groups on 2SLGBTQ+ topics of interest while also hosting a successful fundraising event attended by civic and police leaders and members of the 2SLGBTQ+ community.

The fifth principal strategy enacted in 2022 relates to engaging and supporting youth and older adults.

- The Gang Crime Unit (GCU) delivered anti-gang workshops to youth involved in the VPD Cadet and Newkids programs. It also participated in a Gang Tackle outreach football match alongside professional and university football players and at-risk youth held on May 18, 2022 at the University of British Columbia (UBC).
- A total of 43 at-risk female youth are currently participating in comprehensive anti-gang sessions four days per week as part of the Her Time Program. Since its inception, the program's message has reached over 9,000 female youth in British Columbia through presentations to over 40 schools and 11 community groups.
- The Supporting Activities for at At-Risk Youth Program (SAFARY) engaged 33 youth through individual recreational, athletic, personal development, and leadership activities including: snowboarding, piano lessons, fitness training, boxing, tutoring, driving lessons, art therapy, and emergency first aid.
- Class 9 of the VPD Cadet Program commenced in 2022 and runs into 2023, with 88 cadets from 28 different cultural backgrounds representing 25 different high schools. Cadets continue to learn a multiple of personal growth and leadership skills within a structured learning environment.
- The VPD was a leading partner in the Seniors Safety Fair held at the Creekside Community Centre in 2022, with 450 seniors attending. Among other VPD representation, the Financial Crime Unit (FCU) and the Hate Crimes Detective set up booths at the Fair to provide important information to support older adults from diverse communities.
- The Elder Abuse Detective participated in the development of a video project and pamphlets to further educate older adults regarding common scams. This video has been played at financial institutions as well as during tea sessions and online webinars held by the Community Policing Centres (CPCs).

The sixth principal strategy enacted in 2022 relates to engaging and informing the general public on public safety and crime prevention.

- VPD social media efforts continue to disseminate important messaging, including facts regarding highly publicized police-related incidents and VPD successes.
- In 2022, the VPD held 108 news conferences and 292 one-on-one interviews and issued 2,265 statements/responses and 263 media releases, most of which were shared on social media channels.
- The VPD also enhanced its social media response in 2022 to further promote or highlight newsworthy events and police successes such as: creating a webpage containing photos and videos from the Pacific National Exhibition (PNE) Riot in efforts to identify the identity of rioters; promoting the Seniors' Safety Fair; posting videos requesting information in two high profile missing person cases; and, posting videos celebrating the commendations of several VPD units and individual members.

The following presents a status report and detailed performance results pertaining to the **six principal Strategies** identified for 2022 in working towards achieving the overall Strategic Goal of Serving the Community.

2022 STRATEGY 1: Further relations with Indigenous peoples.

ACTIVITIES	Status	TARGET OUTPUTS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
1.1 - Ongoing participation in Indigenous cultural events.	☑☑☑	<ul style="list-style-type: none"> Engage in Indigenous cultural events, including National Indigenous Peoples Day, National Indigenous Veterans Day, Orange Shirt Day, and the Women's Memorial March. 	<ul style="list-style-type: none"> Various VPD members attended over 20 Indigenous cultural events throughout 2022. Over 30 VPD members attended National Indigenous Peoples Day. Twenty-five VPD members attended the National Indigenous Veterans Day. Twenty VPD members attended Orange Shirt Day following an invitation to participate, which is the first time the VPD has been included in this community event. Thirty VPD members, including all Executive members, participated in the Women's Memorial March in 2022. 	Squamish Nation Musqueam Nation VACFSS VACPC WVPD
		<ul style="list-style-type: none"> Participate in the annual Canoe Waking Ceremony. 	<ul style="list-style-type: none"> Twenty VPD members, including three Executive members and ten VPD cadets and four Indigenous cadets participated in the 2022 edition of the Canoe Waking Ceremony. The VPD Indigenous Protocol Officer once again supported the Vancouver Aboriginal Community Policing Centre (VACPC) Neighbourhood Policing Officer (NPO) in hosting the annual Canoe Waking Ceremony. 	RCMP SisterWatch Women's Memorial March Committee
		<ul style="list-style-type: none"> Participate in the Pulling Together Canoe Journey. 	<ul style="list-style-type: none"> Twelve VPD officers and three civilian members participated in the 2022 edition of the Pulling Together Canoe Journey, which entailed two full-day canoe paddling journeys exposing them first-hand to traditional canoe experiences and Indigenous culture. They were joined by members from the Royal Canadian Mounted Police (RCMP), West Vancouver Police Department (WVPD), and the Squamish Nation. Following this journey, VPD members were enlisted to participate in monthly local canoe pulls in order to gain further knowledge and awareness of Indigenous culture and traditions. In addition to the Pulling Together Journey, VPD Patrol and Marine Unit members participated in the annual three-day Musqueam Canoe Race. The Marine Unit also participated in the annual Tsleil-Waututh Canoe Race. 	SCORPA MMIWG Inquiry UNDRIP VPD Community Matters Report
		<ul style="list-style-type: none"> Continue to participate in cultural gatherings at the Vancouver Aboriginal Child and Family Services Society (VACFSS). 	<ul style="list-style-type: none"> The VACPC NPO regularly participated in VACFSS gatherings and met with clients who wished to disclose historical abuse incidents. 	
1.2 - Provide additional education and training to VPD members in	☑☑☐	<ul style="list-style-type: none"> Continue to develop a healing path awareness program within the VPD to foster dialogue on Indigenous relationships with police. 	<ul style="list-style-type: none"> The VACPC NPO continues to lead the "Healing Path" initiative, which involves the creation and distribution of healing kits and necklaces throughout the VPD. Twenty kits have been distributed throughout the Department, while more grant funding is being sought for additional kits. 	VPF JIBC

relation to Indigenous traditions, culture, and history.			<ul style="list-style-type: none">○ A total of 1,300 necklaces and accompanying information cards were distributed in 2022. The traditional practice of beading is being used as a means to increase awareness about the complex relationship between the police and the Indigenous community, and signifies a willingness to heal and develop a mutual understanding.	VACPC SCORPA MMIWG2 Inquiry UNDRIP VPD Community Matters Report
		<ul style="list-style-type: none">● Develop and provide investigators with culturally sensitive investigative tool-kits.	<ul style="list-style-type: none">○ The culturally sensitive investigative tool-kit was approved and distributed to Major Crime Section (MCS) investigators.○ Training with regards to the tool-kit has been developed, and a “Promoting Cultural Safety” infographic has been disseminated to investigators and Patrol members.	
		<ul style="list-style-type: none">● Continue to promote the Moose Hide Campaign which aims to raise awareness of violence against Indigenous women and children.	<ul style="list-style-type: none">○ This campaign continues to be promoted through the distribution of Moose-Hide pins throughout the Department. These pins have been approved to be worn on members’ uniforms during the May 11th campaign day.	
		<ul style="list-style-type: none">● Create a VPD Drum Circle & Indigenous Cultural Activities Group.	<ul style="list-style-type: none">○ This activity was not initialized, and will be re-evaluated for 2023.	
		<ul style="list-style-type: none">● Over 500 members to complete Indigenous cultural training module.	<ul style="list-style-type: none">○ All members of the VPD, including sworn officers, civilian professionals, and special municipal constables, as well as Police Board members, have been registered in the <i>Indigenous Awareness 101: Cultural Humanity, Cultural safety and Ally ship</i> course.○ A total of 1,825 members have already completed the course.	
		<ul style="list-style-type: none">● New police recruits to receive Indigenous community awareness training.	<ul style="list-style-type: none">○ All new VPD recruits are required to complete this course during their Pre-Deployment Block, in addition to the San’yas Indigenous Cultural Safety training they receive at the Academy.	
1.3 - Engage Indigenous youth through outreach and programming.	☑☑☑	<ul style="list-style-type: none">● Identify and recruit Indigenous youth to participate in the re-envisioned Indigenous Cadet Program (ICP).	<ul style="list-style-type: none">○ Four Indigenous youth participated in the ICP in 2022, with five more identified for the 2023 year.	UNYA BYRC Directions Youth Services Musqueam Nation Tsleil-Waututh Nation Integrated Indigenous Policing Units Indian Residential School Survivors Society ARC
		<ul style="list-style-type: none">● Engage over 20 youth in the Blue Eagle Community Cadets Program.	<ul style="list-style-type: none">○ Thirty-five youth participated in the Blue Eagle Community Cadets Program throughout 2022.○ Due to this program’s success in Vancouver, it has been expanded into Surrey.	
		<ul style="list-style-type: none">● Engage Indigenous youth to participate in the Access, Recreation and Culture Program (ARC).	<ul style="list-style-type: none">○ Seven Indigenous youth participated in the ARC Program in 2022, with two of them moving on to be involved in the ICP.	
		<ul style="list-style-type: none">● Attend Indigenous youth support centres to engage with Indigenous youth.	<ul style="list-style-type: none">○ Due to ongoing COVID-19 safety protocols in place for this higher risk population, there has been limited contact with the three Indigenous youth support hubs: Urban Native Youth Association (UNYA), Broadway Youth Resource Centre (BYRC), and Directions Youth Services.	
		<ul style="list-style-type: none">● Continue to engage Musqueam youth in community-based events on Saturday nights.	<ul style="list-style-type: none">○ Between five to 15 Musqueam youth participate in community activities on either Friday or Saturday nights.○ Grant funding has been secured for these activities which include social outings, games nights, and culturally enriched classes. The Musqueam Liaison Officer coached two Musqueam young adults to lead these activities.	

			<ul style="list-style-type: none"> ○ The Officer has also assisted these young adults in building their resumes, with one of them successfully securing a new Musqueam youth social worker position. 	PAFNW Saa-Ust Centre
		<ul style="list-style-type: none"> ● Hold the annual VPD Musqueam Basketball Camp to help Musqueam youth develop basketball skills and healthy lifestyles. 	<ul style="list-style-type: none"> ○ Due to ongoing COVID-19 safety concerns, a lack of volunteers, and a lack of funding, a VPD Musqueam Basketball Camp was not held in 2022. 	ACCESS AMCS
		<ul style="list-style-type: none"> ● Collaborate with other police, government agencies, and Indigenous elders on further youth programming. 	<ul style="list-style-type: none"> ○ In 2022, the Indigenous Relations Officer engaged in over 15 video conference and phone meetings with the Indian Residential School Survivors Society and the Tsleil-Waututh Nation in the creation of the Qwum Xwii Xwaa (Echoes of Our Ancestors) Program, which engaged with urban Indigenous youth who were at risk of continued negative interactions with police. ○ The program took place over six days for a total of 54 hours, with different youth and their families attending each day. Four VPD Indigenous cadets and six VPD members participated. ○ The Indigenous Relations Officer also engaged in over 12 hours of group consultation sessions via video conference and over 15 hours of follow-up with several Indigenous agencies including: ARC, Pacific Association of First Nations Women (PAFNW), Indian Residential School Survivors Society, Saa-Ust Centre, Aboriginal Community Career and Employment Counselling Services Society (ACCESS), and the Aboriginal Mother Centre Society (AMCS), as well as with the CoV's Missing and Murdered Indigenous Women and Girls Safety Team, the Sex Industry Liaison Team, and United Nations Safe Cities Team. 	CoV MVTP SCORPA UNDRIP VPD Community Matters Report
1.4 - Expand victim support and trauma-informed practices.	☑☑☑	<ul style="list-style-type: none"> ● Ongoing trauma-informed training provided to members of the Special Investigation Section (SIS). 	<ul style="list-style-type: none"> ○ SIS detectives are required to receive training in trauma-informed practices. ○ Additional trauma-informed practices training is additionally delivered through mandatory forensic interviewing courses. 	VACFSS DEWC
		<ul style="list-style-type: none"> ● Continue to consult with the Indigenous community on how to best improve reporting mechanisms and offer culturally safe trauma-informed practices. 	<ul style="list-style-type: none"> ○ SIS detectives work closely with VACFSS in supporting Indigenous families impacted by child abuse through trauma-informed practices, while working to further increase Indigenous community reporting of child abuse incidents. ○ SIS continues to liaise with DCIRS and the Indigenous Liaison Protocol Office on best practices relating to the Indigenous community. ○ SIS detectives have developed and delivered Indigenous community safety initiatives delivered through the Blue Eagle Community Cadets Program. ○ SIS maintains open dialogue with the Downtown Eastside Women's Centre (DEWC) and responds collaboratively to requests for assistance. 	MVTP SCORPA MMIWG Inquiry UNDRIP VPD Community Matters Report
		<ul style="list-style-type: none"> ● The Domestic Violence & Criminal Harassment Unit (DVACH) to continue to collaborate with VACFSS through monthly Domestic Violence Coordination Table (DVCT) meetings. 	<ul style="list-style-type: none"> ○ DVACH continues to collaborate with VACFSS and the Metro Vancouver Transit Police (MVTP) in actively addressing domestic violent issues through DVCT meetings. 	

1.5 - Ongoing discussions of key issues through the Indigenous Advisory Committee (IAC).	☑☑☑	<ul style="list-style-type: none"> Hold quarterly IAC meetings. 	<ul style="list-style-type: none"> Regular quarterly IAC meetings were held in 2022. Other special meetings were also held as required, to convey information to and receive feedback from the IAC. 	Squamish Nation
		<ul style="list-style-type: none"> IAC to continue to develop anti-racism and decolonization training to be delivered to VPD members. 	<ul style="list-style-type: none"> The IAC finalized the development of updated anti-racism and decolonization training, which will be delivered to all VPD members in 2023. 	Musqueam Nation
		<ul style="list-style-type: none"> Review and implement the recommendations put forward by the IAC. 	<ul style="list-style-type: none"> Issues such as the Thin Blue Line uniform patch were discussed with the IAC, resulting in recommendations brought forward for the VPD's Uniform Committee to not approve the wearing of these patches. The Planning, Research & Audit Section (PR&A) presented to and received recommendations from the IAC on proposed policy 1.1 <i>Jurisdiction and Authority</i>. A special meeting was held regarding the Chelsea Poorman case to share information with and receive recommendations from the IAC. A presentation on the VPD's Mental Health Unit (MHU) as well as updates from the Missing Persons Unit (MPU) were given to the IAC. Recommendations were sought from the IAC on a letter received by the VPD from the CoV's Urban Indigenous Peoples Advisory Committee. 	Tsleil-Waututh Nation VACPC UBC VATJSS VAFCS SCORPA MMIWG inquiry UNDRIP
		<ul style="list-style-type: none"> Ongoing liaison between the IAC and the Vancouver Police Board (VPB). 	<ul style="list-style-type: none"> All IAC meeting minutes are forwarded to the VPB. Members of the VPB were invited to attend the 3rd quarterly IAC meeting in 2022; the Executive Director and one Board member attended. 	VPD Community Matters Report VPD EDI Review

2022 Strategy 2: Expand relations with newcomer, diverse, and racialized communities.

ACTIVITIES	Status	TARGET OUTPUTS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
2.1 - Engage newcomers, diverse, and racialized communities in personal safety and crime prevention.	☑☑☐	<ul style="list-style-type: none"> Deliver regular safety workshops at new settler service agencies such as the Immigrant Services Society of British Columbia (ISSofBC) and other Social Service Agencies in British Columbia such as the United Chinese Community Enrichment Services Society (S.U.C.C.E.S.S.). 	<ul style="list-style-type: none"> Personal safety workshops were delivered by the VPD Hate Crimes Detective to over 250 newcomers to British Columbia. 	ISSofBC JES Rainbow Refugee Residential School Survivors
		<ul style="list-style-type: none"> Engage newcomer, diverse, and racialized community members to participate in the Community Police Academy (CPA). 	<ul style="list-style-type: none"> The name of the program was officially changed in 2022 from the Citizens' Police Academy to the Community Police Academy (CPA). Forty diverse community members were engaged in a behind-the-scenes view of policing through a spring and fall session of the CPA, with considerable positive feedback received. 	Musqueam Nation Centre for Israel & Jewish Affairs
		<ul style="list-style-type: none"> In collaboration with the Canada Border Services Agency (CBSA), deliver workshops and presentations to newcomers in relation to sex work laws. 	<ul style="list-style-type: none"> Discussions with CBSA occurred regarding these workshops; however, they were not delivered due to logistical reasons. In July 2022, the VPD received a request for assistance from the Justice Education Society (JES) of British Columbia to assist with their Latin American training efforts. The JES has been involved in training Panamanian investigators and judges in the area of human trafficking. The 	Covenant House VPF CoV 2SLGBTQ+ Advisory Committee

			Counter Exploitation Unit (CEU) participated in video interviews to discuss the challenges associated with those investigations and how vulnerable victims are effectively supported.	Dr. Sun Yat-Sen Classical Chinese Gardens Chinatown BIA SCORPA VPD Community Matters Report
		• Promote and distribute the newcomer personal safety video and tool-kit.	○ The newcomer personal safety video and tool-kit has been completed and will be launched in February of 2023.	
		• Further promote the VPD's safety information video available in multiple languages, featuring how and when to call 9-1-1.	○ This safety information video will be further promoted through the VPF and VPD websites as well as through ISSofBC social media. ○ Farsi speaking community partners have also pledged to promote the video on their media platforms.	
		• Promote the public safety content available in the VPD's website in over 100 different languages.	○ The VPD has promoted its website to various community agencies and partners.	
		• Further promote the hate crimes reporting process, available in multiple languages on the VPD's website.	○ The VPD has promoted its hate crimes reporting process to various community agencies and partners.	
		• Secure funding to translate short educational videos on domestic violence and sex assaults into multiple languages.	○ The translation of these videos has not occurred due to lack of funding. Efforts to secure the funding will continue into 2023.	
		• Disseminate educational videos to provide information on human trafficking detection, prevention, exiting strategies, and support systems available.	○ This activity has been delayed due to other operational priorities. The videos will be developed and launched in 2023.	
		• Develop additional personal safety materials in multiple languages.	○ These materials have been developed in partnership with the VPF and various community partners, and will be launched in February of 2023.	
2.2 - Further dialogue and expand relationships with the Black Community.	☑☑☑	• Hold regular meetings of the African Descent VPD Advisory Committee (ADVAC).	○ Quarterly ADVAC meetings were held in 2022.	A.B.L.E. NCABC SFU KENBC LINA Vancouver Family Court Youth Justice Committee CCR AMSSA DVBIA WECHCPC SCORPA VPD Community Matters Report
		• Liaise with the Association of Black Law Enforcers (A.B.L.E).	○ Fifteen VPD members, including the Executive Team, became members of A.B.L.E, some participating in online discussions around transformative change in policing practices.	
		• Regular dialogue with over 20 different Black and African Heritage associations.	○ The VPD maintains regular dialogue with over 20 different associations.	
		• Attend Black and African Heritage cultural events.	○ Black and African Heritage cultural events have been attended by the Diversity Liaison Officer. ○ On February 4, 2022, members of the VPD joined the Barbados community for a ceremony to celebrate the life and impact of Joe Fortes on the 100th year anniversary of his passing.	

2.3 - Engage youth from newcomer, diverse, and racialized communities.	☑☑☑	<ul style="list-style-type: none"> Engage newcomer youth through the NewKids program. 	<ul style="list-style-type: none"> Fifteen youth participated in the spring 2022 session of the NewKids program. Since its inception, over 200 youth have completed this program, many of which continue to engage with the VPD through the Student Challenge, the Cadet Program, and Police Judo. 	VSB ACCESS VAFCS VPF ADVAC ISSofBC SCORPA <i>VPD Community Matters Report</i>
		<ul style="list-style-type: none"> Engage newcomer, diverse, and racialized youth to participate in the Access, Recreation and Culture Program (ARC). 	<ul style="list-style-type: none"> The ARC Program was leveraged along with NewKids to deliver sexual consent workshops to newcomer, diverse, and racialized youth. 	
		<ul style="list-style-type: none"> Deliver workshops on sexual consent to newcomer, diverse, and racialized youth through the NewKids and ARC programs. 	<ul style="list-style-type: none"> As mentioned above, workshops on sexual consent, sexual safety, and healthy relationships were delivered to newcomer, diverse, and racialized youth through the NewKids and ARC programs. 	
		<ul style="list-style-type: none"> Continue to deliver workshops to bring together and engage youth from Black, Indigenous, and People of Colour (BIPOC) communities. 	<ul style="list-style-type: none"> BIPOC youth are engaged through the Cadet Program, the Total Respect for Ourselves and Others Program (TROO), and the Student Challenge. The VPD has applied to the VPF for funding to develop additional programming to engage BIPOC youth. 	
		<ul style="list-style-type: none"> Continue to engage BIPOC youth through online and community events. 	<ul style="list-style-type: none"> VPD members engage with BIPOC youth at the various diverse community events attended by the VPD. 	
2.4 - Continue to reach out to other specific diverse and racialized groups to further trust and relationships.	☑☑☑	<ul style="list-style-type: none"> Continue to support and deliver safety workshops to diverse and racialized groups such as the Korean, Filipino, South Asian, Asian, and Muslim communities, and those with diverse abilities. 	<ul style="list-style-type: none"> Safety presentations were delivered to diverse and racialized groups at the Korean Community Centre, Columbia College, and IssofBC. 	ISSofBC Jewish Federation of BC Chinese CPC Green Cedar Farsi Community Support Program Care BC Wavefront Centre CoV <i>Special Committee on Reforming the Police Act</i> <i>VPD Community Matters Report</i>
		<ul style="list-style-type: none"> Liaise with the Jewish Federation's Safety and Security Committee to enhance the safety of the Jewish Community. 	<ul style="list-style-type: none"> The Diversity, Community & Indigenous Relations Section (DCIRS) Inspector attends monthly Jewish Federation's Safety and Security Committee meetings to discuss various community safety issues, including the safety and security of Jewish persons and community institutions. 	
		<ul style="list-style-type: none"> Conduct safety drills for Jewish institutions. 	<ul style="list-style-type: none"> Prior to the COVID-19 pandemic, fire safety drills were conducted for Jewish institutions. Renewed safety drills are being planned for 2023. 	
		<ul style="list-style-type: none"> Further communicate and collaborate with accessibility support organizations to improve communication between police officers and people with diverse abilities. 	<ul style="list-style-type: none"> DCIRS and Neighbourhood Police Officers (NPOs) continue to deliver accessible safety presentations to Adult Day Programs at various Vancouver locations. The VPD continues to consult with Diverse Ability consultants along with the CoV's Disability Advisory Committee. 	
		<ul style="list-style-type: none"> Work with the Wavefront Centre for Communication Accessibility to expand communication strategies at VPD public information counters. 	<ul style="list-style-type: none"> Visor cards were placed in all police vehicles for member use during interactions with persons that are deaf or hard of hearing. Discussions are underway with Wavefront Centre to have iPad tablets installed at the VPD's public information counters to improve communication between VPD staff and all community members. 	

			<ul style="list-style-type: none"> Additional police accessibility information cards are being developed, to be distributed to various community agencies and will available at the VPD's public information counters. 	
2022 Strategy 3: Enhance equitable, diverse, and inclusive policing practices.				
ACTIVITIES	Status	TARGET OUTPUTS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
3.1 - Continue to review Departmental policies, procedures, and practices from an equity, diversity, and inclusion (EDI) lens.	☑☑☐	<ul style="list-style-type: none"> Complete Phase 1 of the EDI Review of the Regulations & Procedures Manual (RPM), the Jail Manual of Operations (JMO), and VPD Forms. 	<ul style="list-style-type: none"> The VPD continues to review Departmental policies, procedures, and practices from an equity, diversity and inclusion (EDI) lens. Phase 1 of this EDI Review is approximately 60% complete, which has involved examining the Department's Regulations & Procedures Manual (RPM) and Form processes as well as the Jail Manual of Operations (JMO). The EDI Review Team has completed EDI-related changes to 23 policies and recommended language/formatting/procedural changes to 105 additional policies, including the deletion of 60 outdated or redundant policies. The Review Team also made EDI-related changes to one section of the JMO and one other document. The EDI Review Team has attended several EDI-related developmental and training courses and opportunities such the Canadian Association of Chiefs of Police (CACP) EDI Conference held in Ottawa in October 2022. The VPD EDI Review Team has been assisting the Metro Vancouver Transit Police (MVTP) and the CBSA with the development of their own EDI reviews. 	Indigenous, Black, South Asian, Muslim, and Jewish community leaders CoV CACP SCORPA UNDRIP VPD EDI Review
		<ul style="list-style-type: none"> Begin Phase 2 of the EDI Review which focuses on reviewing Human Resources (HR) practices from an EDI perspective. 	<ul style="list-style-type: none"> Phase 2 has begun focusing on reviewing HR practices from an EDI perspective. 	
		<ul style="list-style-type: none"> Identify, engage, and retain an EDI consultant or academic expert to provide feedback on the VPD's EDI Review. 	<ul style="list-style-type: none"> PR&A is in the process of identifying an external consultant to assess and provide feedback on the VPD's EDI Review. The purpose of this external review is to ensure that the VPD's EDI Review reflects the latest state-of-the-art EDI standards and approaches. 	
		<ul style="list-style-type: none"> Continue to engage community members when developing and implementing major policy initiatives. 	<ul style="list-style-type: none"> Representatives from diverse groups such as the Indigenous, Black, South Asian, Muslim and Jewish communities have been engaged during the EDI Review of specific departmental policies. 	
		<ul style="list-style-type: none"> Major policy initiatives to continue to be approved by the VPB. 	<ul style="list-style-type: none"> All major policy initiatives such as the EDI Review continue to be reviewed and approved by the VPB. 	
3.2 - Work to recruit officers and civilian members who reflect the community.	☑☑☑	<ul style="list-style-type: none"> Prioritize an EDI review of the VPD's Recruiting Manual. 	<ul style="list-style-type: none"> The EDI Review Team will review the Recruiting Manual in 2023 once Phase 1 of the EDI Review is fully complete. The VPB has been advised that this review of the Recruiting Manual will be a priority in 2023. 	Out on Patrol JIBC
		<ul style="list-style-type: none"> Engage with diverse communities (including 2SLGBTQ+, Indigenous, racialized, and faith-based 	<ul style="list-style-type: none"> The Recruiting Unit attended several diverse community events in 2022, including setting up booths at the All Native Basketball Tournament on 	Musqueam Nation VAFCS

		communities) through programming and events to inform them about careers in policing.	<p>April 4th, the Vaisakhi Parade on April 16th, and as the West Coast Women's Fair at Abbotsford Tradex from July 10-12.</p> <ul style="list-style-type: none"> ○ The Out on Patrol organization hosted a VPD Recruiting Session in July 2022 where Recruiting officers engaged with over 30 potential 2SLGBTQ+ applicants. ○ Engaged with over 50 potential Indigenous police applicants during a National Indigenous Day event at Musqueam, a JIBC Youth Camp, and a career fair at the Vancouver Aboriginal Friendship Centre (VAFCS). ○ In early 2023, Recruiting officers spoke with over 1,000 Canadians of Asian descent regarding a career in policing during the Chinese New Year Parade. 	<p>SCORPA</p> <p>VPD EDI Review</p> <p>VPD Community Matters Report</p>
		<ul style="list-style-type: none"> ● Model the recruitment of diverse civilians by leveraging techniques used to recruit diverse officers. 	<ul style="list-style-type: none"> ○ When speaking to potential police applicants at the various diverse community events, Recruiting officers also refer them to potential civilian opportunities and careers within the VPD. 	
		<ul style="list-style-type: none"> ● Leverage social media to further diversify recruiting efforts. 	<ul style="list-style-type: none"> ○ Social media is used to promote all the diverse community events that Recruiting officers attend. 	
3.3 - Work to further anti-racism and decolonization initiatives.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	<ul style="list-style-type: none"> ● Identify and retain an external consultant or academic expert to advise the VPD on further anti-racism and decolonization initiatives. 	<ul style="list-style-type: none"> ○ A grant for \$30,000 has been submitted in order to contract an external consultant or academic expert to advise the VPD on further anti-racism and decolonization initiatives. 	<p>ADVAC</p> <p>IAC</p> <p>Ethos Business Communications Group</p> <p>CACP</p> <p>SCORPA</p> <p>UNDRIP</p> <p>VPD EDI Review</p> <p>VPD Community Matters Report</p>
		<ul style="list-style-type: none"> ● Define and determine the full scope of reconciliation work and decolonization processes. 	<ul style="list-style-type: none"> ○ The external consultant will be tasked with defining and determining the full scope of reconciliation work and decolonization processes. ○ The VPD is working to prepare an implementation plan in response to the CoV's UNDRIP Strategy. 	
		<ul style="list-style-type: none"> ● Consult with the IAC to further define decolonization. 	<ul style="list-style-type: none"> ○ The IAC continues to work to fully define decolonization, and how it applies to policing approaches and practices. 	
		<ul style="list-style-type: none"> ● Acquire VPB approval for the nature or full scope of work involved in further decolonization efforts. 	<ul style="list-style-type: none"> ○ The VPB has adopted a strategic planning document that has five focus areas. One of these is "to ensure there is an anti-racism and decolonization lens applied to all policies and practices". ○ The VPB guides and supports the reconciliation work and decolonization efforts taking place within the VPD. 	
		<ul style="list-style-type: none"> ● Deliver additional anti-racism training to VPD members. 	<ul style="list-style-type: none"> ○ All Executive Team and senior managers received an EDI/anti-racism workshop in 2022 delivered by the Ethos Business Communications Group, with additional workshops scheduled for 2023. ○ All VPD members will receive additional updated anti-racism and decolonization training in 2023. 	
		<ul style="list-style-type: none"> ● Continue to disseminate a bi-monthly diversity newsletter to all VPD staff that highlights the VPD's inclusive and diverse activities and interactions with the public 	<ul style="list-style-type: none"> ○ DCIRS continues to disseminate a bi-monthly diversity newsletter to all VPD staff. ○ DCIRS also contributes to a CACP quarterly newsletter that highlights the diversity efforts all Metro Vancouver police departments. 	

2022 Strategy 4: Enhance relations with the 2SLGBTQ+ community.

ACTIVITIES	Status	TARGET OUTPUTS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
4.1 - Engage the 2SLGBTQ+ community in personal safety and crime prevention.	☑☐☐	• Continue to engage groups and other communities adverse to interactions with police.	○ VPD hate crime investigators have engaged various 2SLGBTQ+ groups including Qmunity, Rainbow Refugee, Health Initiative for Men (HIM), and Vancouver Pride Society.	Out on Patrol
		• Deliver Project Elder Pride sessions.	○ Online Elder Pride sessions were delivered in 2021, but no such programming was delivered in 2022. In-person sessions are being planned for 2023.	Qmunity
		• Engage community members in the “Love Who You Want, Play What You Want” sports campaign.	○ This campaign was terminated in 2022.	Rainbow Refugee
		• Engage members of the 2SLGBTQ+ community to participate in the CPA.	○ The CPA was conducted in October 2022, and included 2SLGBTQ+ participants.	HIM
		• Develop online programming to engage and educate 2SLGBTQ+ youth in personal safety	○ The Out on Patrol organization partnered with the Women’s Personal Safety Team (WPST) to develop safety workshops for the 2SLGBTQ+ community, to be delivered in 2023.	Vancouver Pride Society
		• The Out on Patrol program to award two \$2,000 scholarships for 2SLGBTQ+ youth considering a career in policing.	○ \$2,000 scholarships were awarded to two 2SLGBTQ+ youth in 2022.	White Caps FC
		• Attend 2SLGBTQ+ community events	○ DCIRS attended several 2SLGBTQ+ pride events, including Vancouver Pride Week, White Rock Pride, Pride Night with the White Caps FC, and Stack the Rack in support of Qmunity. ○ DCIRS set up a community engagement booth on Davie Street during Pride Week.	White Rock Pride Society
				<i>Special Committee on Reforming the Police Act</i>
				<i>VPD Community Matters Report</i>
4.2 - Enhance the cultural safety of the 2SLGBTQ+ community.	☑☑☐	• Ongoing VPD participation on the CoV 2SLGBTQ+ Advisory Committee.	○ The VPD’s 2SLGBTQ+ Liaison Officer participated in CoV 2SLGBTQ+ Committee meetings.	Out on Patrol
		• Continue to work to implement the CoV’s Trans, Gender Variant, and Two-Spirited Inclusion recommendations.	○ DCIRS has implemented a VPD specific 2SLGBTQ+ Advisory Committee in order to advance the CoV’s Trans, Gender Variant, and Two-Spirited Inclusion recommendations among other initiatives to further support the 2SLGBTQ+ community.	Qmunity
		• Liaise with and provide ongoing training to 2SLGBTQ+ community support organizations.	○ Relationships have been established with several 2SLGBTQ+ community support organizations in 2022. The VPD will work to strengthen these relationships in 2023 by providing safety training to the staff of these organizations.	Rainbow Refugee
		• Continue to attract additional businesses to participate in the SafePlace Program.	○ A current total of 557 organizations/businesses/agencies participate in the SafePlace Program, which offers shelter to 2SLGBTQ+ persons who feel threatened. ○ The VPD provides SafePlace decals to program participants, as requested.	HIM
				Vancouver Pride Society
				<i>SCORPA</i>
				<i>VPD Community Matters Report</i>

		<ul style="list-style-type: none"> • Deliver 2SLGBTQ+ awareness and anti-bullying workshops to elementary schools. 	<ul style="list-style-type: none"> ○ These presentations were not delivered to elementary schools, but were delivered to secondary and post-secondary school students. 	
		<ul style="list-style-type: none"> • Deliver 2SLGBTQ+ awareness and anti-bullying presentations to the VPD Cadet Program. 	<ul style="list-style-type: none"> ○ Out on Patrol delivered two 2SLGBTQ+ awareness and anti-bullying presentations to the VPD Cadet Program. 	
		<ul style="list-style-type: none"> • The Out on Patrol Peer Support Program to deliver presentations to secondary and post-secondary students on topics such as bullying, 2SLGBTQ+ inclusion, and positive role models in policing. 	<ul style="list-style-type: none"> ○ Out on Patrol delivered 12 presentations to secondary and post-secondary schools. 	
		<ul style="list-style-type: none"> • Translate the "Walk with Me" transgender awareness video into multiple languages. 	<ul style="list-style-type: none"> ○ This video was not translated into multiple languages due to financial considerations. 	
4.3 - Enhance police awareness of 2SLGBTQ+ community concerns.	☑☑☑	<ul style="list-style-type: none"> • Develop and promote online 2SLGBTQ+ resources available to all VPD members. 	<ul style="list-style-type: none"> ○ VPD sworn and civilian members who identify as 2SLGBTQ+ or allies have been encouraged through online messaging to join the Out on Patrol organization as peer support. 	Out on Patrol Vancouver Pride Society Rainbow Refugee QMUNITY JIBC CoV BCACP CACP SCORPA <i>VPD Community Matters Report</i>
		<ul style="list-style-type: none"> • Deliver 2SLGBTQ+ competency training to all new police recruits and Community Safety Personnel (CSPs). 	<ul style="list-style-type: none"> ○ Police recruits participate in 2SLGBTQ+ competency training at the Justice Institute of British Columbia (JIBC). ○ DCIRS delivers 2SLGBTQ+ competency workshops to the CSPs. 	
		<ul style="list-style-type: none"> • The Out on Patrol Society to host a "Coming Out Party" to fundraise for VPD peer support and community outreach initiatives. 	<ul style="list-style-type: none"> ○ The Coming Out Party was held in Vancouver in June of 2022, and was well attended by Out on Patrol members, civic leaders, police leaders, and members of the 2SLGBTQ+ community. 	
		<ul style="list-style-type: none"> • Continue to recognize Pride Week through initiatives such as raising the Progress Pride Flag at the VPD's Cambie Street headquarters. 	<ul style="list-style-type: none"> ○ The Progress Pride Flag was raised in a ceremony that included civic leaders and members of the Indigenous community and 2SLGBTQ+ communities. ○ As aforementioned, DCIRS set up a community engagement booth on Davie Street during Pride Week. 	
		<ul style="list-style-type: none"> • Collaborate with other policing agencies and community organizations regarding 2SLGBTQ+ concerns, experiences, and engagement strategies. 	<ul style="list-style-type: none"> ○ Out on Patrol regularly brings together police officers and civilian members from across British Columbia, Canada, and New Zealand to discuss current 2SLGBTQ+ topics of interest. 	
		<ul style="list-style-type: none"> • Continue to deliver LGBTQ2S+ presentations to other law enforcement organizations. 	<ul style="list-style-type: none"> ○ Presentations were delivered to the BC Sheriff Academy, CBSA, the British Columbia Association of Chiefs of Police (BCACP), and the CACP. 	

2022 Strategy 5: Engage vulnerable populations, particularly youth and older adults.

ACTIVITIES	Status	TARGET OUTPUTS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
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5.1 - Deter youth from gang involvement and criminal activity.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> • Gang Crime Unit (GCU) to deliver anti-gang workshops through the NewKids Program. 	<ul style="list-style-type: none"> ○ The GCU delivered two workshops to a total of 30 youth involved with the NewKids Program in 2022. ○ The GCU has also provided ongoing support to NewKids Program youth as required. 	CFSEU UBC Football BC Lions Musqueam Nation VPF SWIS Vancouver Parks and Recreation <i>VSB Safe and Caring Schools Team</i> <i>VPD Community Matters Report</i>
		<ul style="list-style-type: none"> • GCU to spend a day with at-risk youth as part of the Turning Point Program. 	<ul style="list-style-type: none"> ○ This program remained paused during 2022 due to COVID-19 concerns, but will resume in 2023. ○ GCU has been working to develop a year-round program to connect at-risk youth with GCU officers. 	
		<ul style="list-style-type: none"> • Deliver End Gang Life presentations to various secondary schools. 	<ul style="list-style-type: none"> ○ The GCU delivered presentations to the VPD Cadets, encouraging them to act as ambassadors in helping their peers avoid gangs. ○ When the SLO program is re-launched in the fall of 2023, GCU will work with the Youth Services Unit (YSU) and the SLOs to ensure that End Gang Life presentations to secondary schools also resume. 	
		<ul style="list-style-type: none"> • Hold the annual Gang Tackle flag football game involving at-risk youth, police members, and current professional football players. 	<ul style="list-style-type: none"> ○ The 2022 Gang Tackle football match sponsored by the VPD was held on May 18, 2022 at UBC, with opening remarks from the VPD's Chief Constable. ○ A total of 50 youth, including several at-risk youth, participated in this match alongside current professional and university football players as well as members of the VPD's GCU and other local police agencies. ○ This popular anti-gang and role-modelling event will again take place in 2023. 	
		<ul style="list-style-type: none"> • Engage girls and adolescent females in the 12-week Her Time program. 	<ul style="list-style-type: none"> ○ The Her Time program is currently running four-day per week sessions supporting a total of 43 female youth at-risk of being involved in the gang lifestyle. ○ Post-pandemic, in-person Her Time presentations have resumed to provide anti-gang education and support. ○ Since its inception, the program's anti-gang message has reached over 9,000 female youth in British Columbia through presentations to over 40 schools and 11 community groups. 	
		<ul style="list-style-type: none"> • Continue to support the Her Time program's Help-line initiative. 	<ul style="list-style-type: none"> ○ On-call professional counsellors actively monitor the Help-Line. ○ There are plans to expand the reach of the Help-Line in 2023. 	
		<ul style="list-style-type: none"> • Engage 4-6 Musqueam youth in a 'lunch box' gang prevention program. 	<ul style="list-style-type: none"> ○ The Musqueam Liaison Officer delivered the Lunch Box Program, created primarily to deter Indigenous youth from gang involvement or criminal activity as well as to garner their interest in pursuing a career in policing or other areas of law enforcement. ○ This Liaison Officer also assisted Indigenous youth or young adults in obtaining drivers licences. ○ This Liaison Officer also assisted Indigenous youth and young adults with their resumes and in applying for trades training or educational classes at various post-secondary institutions. ○ Lunch Box sessions typically involved a total of four to five youth and young adults. 	

		<ul style="list-style-type: none"> The VPD's Youth Justice Program Coordinator to offer full-time outreach support to upwards of 200 at-risk youth. 	<ul style="list-style-type: none"> The Youth Justice Program Coordinator continues to offer support and outreach to at-risk youth across the city. Engagement with some youth can present challenges; as a result, schools, youth workers, social workers, and mental health workers are requiring increasing support and consults in relation to these at-risk youth. 	
		<ul style="list-style-type: none"> Engage youth through Supporting Activities for at Risk Youth (SAFARY), which provides financial support for resilience-based activities. 	<ul style="list-style-type: none"> 33 youth were supported through SAFARY with individual recreational, athletic, personal development, and leadership activities which included: snowboarding, piano lessons, fitness training, boxing, tutoring, driving lessons, art therapy, and emergency first aid. 	
		<ul style="list-style-type: none"> Engage youth through Kitchen Collaboration, teaching culinary life skills through Britannia Community Centre. 	<ul style="list-style-type: none"> YSU engaged youth in culinary meal preparation at Britannia and other East Vancouver area community centres. Twenty meal preparation sessions took place with approximately 15 youth attending each event. 	
5.2 - Engage youth to participate in sporting, leadership, and scholastic programming.	☑☑☑	<ul style="list-style-type: none"> Deliver the 28-week VPD Cadet Program to youth representing different cultural backgrounds. 	<ul style="list-style-type: none"> Class 9 of the renowned VPD Cadet Program commenced in 2022 and runs into 2023, comprising 88 cadets from 28 different cultural backgrounds and representing 25 different high schools. Half of the cadets identify as male while the other half identify as female. 	VPF MoreSports Vancouver Whitecaps FC Langara College <i>VSB Safe and Caring Schools Team</i> <i>VPD Community Matters Report</i>
		<ul style="list-style-type: none"> Deliver a post-cadet survey to determine if learning objectives were met. 	<ul style="list-style-type: none"> Class 8 ended in 2022 and a post-cadet survey was completed, with the overwhelming majority of cadets stating that they feel safest and most accepted amongst their fellow Cadet Program peers as compared to at school or within the general community. 95% of graduating cadets from Class 8 moved on to post-Secondary studies. 	
		<ul style="list-style-type: none"> Engage youth to participate in the VPD Judo Club, which now also includes women-only sessions. 	<ul style="list-style-type: none"> VPD cadets have participated in six judo sessions in 2022 led by VPD Judo Club instructors. Each cadet was also given a Judo Club membership, allowing them to attend Monday and Wednesday evening classes on their own. 	
		<ul style="list-style-type: none"> Participate in weekly outdoor runs with the StreetFront Running Club. 	<ul style="list-style-type: none"> The StreetFront Running Club was cancelled in 2022 following the termination of the SLO Program. 	
		<ul style="list-style-type: none"> A VPD officer to continue to participate in the Windermere Running Club every Sunday. 	<ul style="list-style-type: none"> The Windermere Running Club was also formally cancelled in 2022 following the termination of the SLO Program. However, through a VPF grant, a VPD officer has periodically engaged former Club members in informal runs. 	
		<ul style="list-style-type: none"> Hold the VPD's annual four-day Soccer Camp in July for upwards of 300 youth between the ages of six to 17 year. 	<ul style="list-style-type: none"> The VPD's 32nd Annual Pee Wee Soccer Camp involving 50 youth was held from July 5-8 at Strathcona Park. Vancouver Whitecaps players and members of the Vancouver Police Soccer and Service Club (VPSSC) were in attendance to engage with youth and offer coaching tips. The VPD's Canine and Mounted Units were also in attendance at this event. 	
		<ul style="list-style-type: none"> Hold the Annual Paul Sanghera Soccer Tournament which includes the 	<ul style="list-style-type: none"> The Annual Paul Sanghera Soccer Tournament took place on June 23, 2022 at South Memorial Park in Vancouver, with the Sanghera family in attendance. 	

		awarding of post-secondary scholarships.	<ul style="list-style-type: none"> Due to ongoing COVID-19 concerns, only one match was played rather than the traditional tournament format consisting of multiple matches. VPSSC members teamed up with YSS members to play the VPD Cadets, followed by a BBQ and a speech honouring Paul's memory. As the tournament was not expected to take place due to COVID-19 concerns, scholarship funding was not secured in 2022. The VPD will look to secure this scholarship funding for 2023. 	
		<ul style="list-style-type: none"> The VPSSC to continue to partner with MoreSports to deliver 60 pairs of soccer boots, shin pads, and socks to impoverished youth. 	<ul style="list-style-type: none"> Due to ongoing COVID-19 concerns, this initiative did not take place in 2022. However, it will resume in 2023. 	
		<ul style="list-style-type: none"> Engage youth during drop-in nights of the Community, Outreach, Recreation and Engagement Program (CORE). 	<ul style="list-style-type: none"> Six VPD members engaged and interacted with 150 youth at three CORE events held at Trout Lake, Strathcona, and the Sunset Community Centre. 	
		<ul style="list-style-type: none"> Engage youth through the Engagement through Arts Program (ETA), centred on social issues. 	<ul style="list-style-type: none"> Three ETA series took place in 2022: a pottery making series at the Trout Lake Community Centre focusing on homelessness concerns; a cedar bark weaving series at Mount Pleasant Community Centre focusing on Indigenous peoples; and a dance and video recording series at Hillcrest Community Centre focusing on new immigrants. A total of 18 program sessions were completed across the three program series, involving 25 youth participants, 13 VPD members, and a total of 14 artist instructors, youth workers, and support staff. 	
		<ul style="list-style-type: none"> Increase youth contacts through the Vancouver Girls Basketball Association (VGBA) annual Langara Challenge Basketball Tournament. 	<ul style="list-style-type: none"> This Basketball Tournament did not take place in 2022, but did take place in early 2023 from January 26-28. The 2023 edition featured junior and senior teams from 16 Vancouver schools. Up to 200 female youth participated, with over 150 parents and Langara College students and staff in attendance. Scholarships were awarded to six graduating college seniors during the closing ceremony. 	
5.3 - Support youth mental wellness.	☑☑☑	<ul style="list-style-type: none"> Deliver sexual exploitation awareness through the Total Respect for Ourselves and Others (TROO) and the Being Respectful of Others (BRO) programs. 	<ul style="list-style-type: none"> TROO and BRO program presentations are delivered by YSS members to schools as requested. Over a dozen presentations to over 500 youth were delivered in 2022. 	VPF ISSofBC VCH PHC PHSA BCEHS VSB Safe and Caring Schools Team
		<ul style="list-style-type: none"> Deliver the Youth Connect Program to adolescent females through four workshops to encourage dialogue on topics such as mental health, online safety, healthy relationships, and relationship violence. 	<ul style="list-style-type: none"> The Youth Connect Program has been on hold since the beginning of the pandemic and is dependent on School Liaison Officer (SLO) participation. With the re-introduction of the re-imagined SLO Program, this program will be re-visited in 2023. In place of the Youth Connect Program in 2022, the Sex Crimes Unit (SCU) engaged with youth through the VPF and CFO funded 'You Matter' presentations to local youth sports groups, NewKids, ISSofBC, VPD Cadets, and the Blue Eagle Community Cadets. "You Matter" presentations primarily focused on the pivotal importance of consent in intimate relationships. 	

		<ul style="list-style-type: none"> Engage youth through the distribution of Share-A-Meal food cards. 	<ul style="list-style-type: none"> In 2022, YSS was involved in 15 shared meal youth engagements. In 2023, food cards in small denominations will be obtained and distributed to those youth who were unable to attend the shared meal engagements. 	VPD Community Matters Report
		<ul style="list-style-type: none"> Provide additional youth mental health support in partnership with Vancouver Coastal Health (VCH). 	<ul style="list-style-type: none"> Car 86 continues to closely collaborate with the VCH's Child & Adolescent Response Team (CART). 	
5.4 - Work to ensure the personal safety of older adult populations.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Hold a Senior Health & Safety Fair with information provided on crime prevention and personal safety, exercise and healthy living, gardening, and more. 	<ul style="list-style-type: none"> This event was held at the Creekside Community Centre, featuring 38 information booths and with 450 seniors in attendance. The VPD's Financial Crime Unit (FCU) and Hate Crimes Detective set up booths alongside various community partners such as VCH, the Insurance Corporation of British Columbia (ICBC), BC Search & Rescue Association (BCSARA), Vancouver Fire Rescue Services (VFRS), and BC Emergency Health Services (BCEHS). Each booth provided important information to support older adults from diverse communities. Approximately nine interpreters were on-site to assist with diverse language needs. 	CREA VCH ICBC BCSARA MedicAlert VFRS BCEHS WaveFront Mosaic CPCs VPD Community Matters Report
		<ul style="list-style-type: none"> Participate in World Elder Abuse Day. 	<ul style="list-style-type: none"> The Seniors Health & Safety Fair was held on June 8, 2022 in acknowledgement of the June 15th World Elder Abuse Awareness Day. Messaging was also sent out to over 150 recipients promoting World Elder Abuse Day webinar events. 	
		<ul style="list-style-type: none"> The Women's Personal Safety Team (WPST) to deliver personal safety workshops to older adult populations. 	<ul style="list-style-type: none"> The VPD delivered specific older adult workshops at the Kensington Community Centre throughout 2022. WPST also developed and developed online personal safety workshops for older adults of diverse cultural backgrounds. 	
		<ul style="list-style-type: none"> Community Policing Centres (CPCs) to continue to deliver specific initiatives and activities to support older adults. 	<ul style="list-style-type: none"> The Hastings Sunrise CPC (HSCPC) conducted 16 outreach information sessions or workshops around older adult safety with over 450 participants. The Strathcona CPC participated in a door-to-door delivery of information to seniors' centres and homes on the "Grandchild Scam". The Strathcona CPC delivered hot meals every week to local and isolated seniors, while also providing them with personal safety information pamphlets. Regular open invite safety meetings occurred at various community centres throughout Vancouver offering general safety tips for older adults with specific focus on Chinese seniors (interpreters included). At the beginning of 2022, the Grandview-Woodland CPC (GWPC) became the host agency for the Grandview Woodland Community Response Network (https://bccrns.ca/). 	
		<ul style="list-style-type: none"> Distribute Safety and Awareness for Elders (S.A.F.E.) program informational magnets and brochures through the VPD's public information counters and the CPCs. 	<ul style="list-style-type: none"> S.A.F.E. information pamphlets continue to be available at VPD public information counters and at the CPCs. 5,000 S.A.F.E. cards were created in five additional different languages and were distributed to the CPCs and places of worship throughout Vancouver in 2022. 	

		<ul style="list-style-type: none"> • Deliver older adult safety presentations at Elder Law conferences. 	<ul style="list-style-type: none"> ○ There was no conference in 2022; however, online webinars and training sessions were held by the VPD and other organizations on the topic of seniors' financial abuse. 	
5.5 - Protect older adults from financial frauds	☑☑☑	<ul style="list-style-type: none"> • Continue to educate older adults on common financial scams and provide anti-fraud awareness through the VPD Financial Crime Unit (FCU) website, the Cybercrime Unit's social media posts, and various other forms of media. 	<ul style="list-style-type: none"> ○ The Elder Abuse Detective participated in a video project aimed at preventing older adults from being victims of scams. ○ The video has been played at financial institutions as well as during safety tea sessions and online webinars held by the CPCs. ○ The VPD has also provided fraud prevention pamphlets to financial institutions for distribution to older adults. ○ FCU was involved in 91 personal consultations in 2022 in relation to fraud cases involving older adults. 	CPCs BC Securities Commission Financial Institutions Public Guardian and Trustee of BC IAFCI Bank of Canada
		<ul style="list-style-type: none"> • Develop flyers to inform older adults of the Grandchild Scam. 	<ul style="list-style-type: none"> ○ The Grandchild Scam media blitz took place in the fall of 2022 through information on the VPD's website, Instagram posts, and with posters being placed in bus shelters throughout the city. 	
		<ul style="list-style-type: none"> • Distribute Grandchild scam flyers at safety fairs, workshops, and presentations and through the CPCs and all banks and financial institutions. 	<ul style="list-style-type: none"> ○ In addition to the above-mentioned information media blitz, the VPD attended community centres and seniors' homes to further educate older adults on the Grandchild Scam. ○ A total of 150 CPC volunteers distributed a total of 4,500 Grandchild scam pamphlets in 350 locations across the city. Another 11,800 electronic copies of the pamphlets were sent to external agencies/networks. ○ The Chinese CPC translated the pamphlet into Chinese and posted it on their website. ○ Eight CPCs posted social media messaging regarding the Grandchild Scam. 	
		<ul style="list-style-type: none"> • FCU participation on the Provincial Council to Reduce Elder Abuse. 	<ul style="list-style-type: none"> ○ The Elder Abuse Detective attended monthly meetings of the Provincial Council to Reduce Elder Abuse. ○ The Detective also received training on global fraud investigations. 	
		<ul style="list-style-type: none"> • Hold a conference on financial elder abuse in collaboration with external agencies. 	<ul style="list-style-type: none"> ○ A conference on financial elder abuse was held via online platforms with partners such as the Public Guardian & Trustee, VanCity, and BC Securities Commission. 	

2022 Strategy 6: Inform and educate the public on public safety and crime prevention.

ACTIVITIES	Status	TARGET OUTPUTS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
6.1 - Provide residents with public safety information.	☑☑☑	<ul style="list-style-type: none"> • Continue using all of the VPD's social media programs to disseminate important messaging. 	<ul style="list-style-type: none"> ○ VPD social media platforms disseminate important messaging and facts regarding particular use-of-force cases or other highly publicized police-related incidents. ○ In 2022, the VPD held 108 news conferences and 292 one-on-one interviews and issued 2,265 statements/responses and 263 media releases, most of which were shared on social media channels. ○ Multiple violent crimes were solved as a result of the VPD's leveraging of social media, including the apprehension of a serial attacker after being identified by a citizen who recognized his image in a VPD media release. Suspects were similarly identified in relation to a stranger attack in front of 	CPCs MVTP ICBC VSB PNE

			<p>the Fairmont Hotel Vancouver and a tourist being stabbed at a Tim Horton's restaurant.</p> <ul style="list-style-type: none"> Twenty-three out of 25 rioters involved in the 2022 riot at the PNE concert grounds were identified through the use of social media. 	<p>CoV</p> <p>VFRS</p> <p>BCEHS</p> <p>Vancouver Coastal Health</p> <p><i>VSB Safe and Caring Schools Team</i></p> <p><i>VPD Community Matters Report</i></p>
		<ul style="list-style-type: none"> Deliver crime prevention and public safety tips through story telling on social media. 	<ul style="list-style-type: none"> Social media story telling was used in relation to several crime prevention and public safety initiatives, including road safety for drivers, cyclists, pedestrians, the Grandchild Scam, marine safety, impaired driving awareness, parcel theft, Halloween safety, Project Griffin, Safe Exchange, Back to School road safety campaign, free bike lights give-away, Bike Smart Camp, and the Celebration of Light. 	
		<ul style="list-style-type: none"> Deliver safety campaigns with social media advertising targeted to specific audiences. 	<ul style="list-style-type: none"> The online Child Luring Campaign was the only paid advertising crime prevention campaign that the VPD was engaged with in 2022. 	
		<ul style="list-style-type: none"> Hold combined press conferences with community stakeholder before large events (e.g. Celebration of Light, Canada Day, etc.). 	<ul style="list-style-type: none"> The VPD held four major combined press conferences with community partners in 2022: with Metro Vancouver Transit Police (MVTP) regarding buses shot with pellet guns; with the Vancouver School Board (VSB) and ICBC regarding the Back to School Safety road safety campaign; with the PNE regarding the riot; and with the CoV, VFRS, BCEHS, and MVTP regarding the Celebration of Light. 	
		<ul style="list-style-type: none"> Distribute crime prevention materials at public safety fairs and workshops. 	<ul style="list-style-type: none"> Crime prevention materials were disseminated through community safety fairs, hate crimes panels and conferences, youth and older adults programs, and so forth. Various crime prevention materials are also readily available at the CPCs and the VPD public information counters. 	
6.2 - Enhance VPD reputation through enhanced public engagement.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Create more content highlighting the different sections within the VPD, including subject matter expert interviews. 	<ul style="list-style-type: none"> More content was added to the VPD's website in 2022 in relation to Car 87, the Canoe Wakening Ceremony, VPD recruiting initiatives, the Marine Unit, Sex Crimes, the Treehouse Child and Youth Advocacy Centre, WPST, the Here4Peers Program, the Gang Tackle event, the VPD Cadet Program, the Mounted Unit, the Elder Abuse Unit, the Grandchild Scam and other financial crimes, and the distribution of homelessness ZacPacs. 	<p><i>VPD Community Matters Report</i></p>
		<ul style="list-style-type: none"> Enhance the VPD's social media response to newsworthy events. 	<ul style="list-style-type: none"> The VPD enhanced its social media response in 2022 to further promote or highlight newsworthy events and police successes such as: creating a webpage containing videos of the PNE Riot in efforts to identify the identity of rioters; promoting the Seniors' Safety Fair; posting videos requesting information in two high profile missing person cases; and, posting videos celebrating the commendations of several VPD units and individual members. 	
		<ul style="list-style-type: none"> Make officers available for meets and greets with the public (e.g. "coffee with a cop"). 	<ul style="list-style-type: none"> A formal "coffee with a cop" program was not launched in 2022, but VPD members are always made available to meet with the public, as appropriately requested. VPD members regularly engage with the public through dozens of community events attended and though dozens of community-based programs and initiatives undertaken. DCIRS members and NPOs meet with members of the public on daily basis. 	

Goal: COMMUNITY SAFETY

Champions – Superintendent Lisa Byrne and Superintendent Andrew Chan

2022 STRATEGIC GOAL OVERALL HIGHLIGHTS

To work towards the overarching Strategic Goal of Community Safety, the VPD identified five principal strategic priorities for 2022, each composed of several activities or action plans.

- Many of the community safety related activities undertaken by the VPD in 2022 directly align with or support the provincial government's **Safer Communities Action Plan's** resolutions to more effectively 'manage repeat violent offenders,' provide 'services for victims and survivors of crime' and 'go after luxury goods of organized criminals'.
- The VPD **Community Matters Report** provides further details regarding much of the ongoing crime prevention programs/initiatives that are highlighted or referenced below.

The first two principal community safety strategies enacted in 2022 relate to combatting violent crime, with a focus on high risk domestic violence cases, sexual offenders, the safety of vulnerable groups, stranger attacks, homicide and missing person investigations, hate-based violence, child exploitation, and human trafficking.

- Though the VPD continues to undertake numerous initiatives to prevent and combat violence in the city of Vancouver, total incidents of violent crime have increased by 4.1%, from 5,896 incidents in 2021 to 6,137 in 2022. This overall increase was largely driven by a 3% increase in total assaults, as assaults are the most prevalent form of violent crime. There were 4,792 total assaults in 2022 compared to 4,654 in 2021.
- Robberies are the second most prevalent form of violent crime, seeing a 17.4% increase in 2022 (668 in 2022 vs 569 in 2021). This increase was driven by robberies involving shoplifting as a primary motivation. In 2021, 111 (19.5%) of the 569 robberies had shoplifting as a primary motivation. This went up in 2022, with 199 (29.8%) of the 668 robberies involving violent shoplifting.
- Though there five fewer homicides in 2022 (13) than in 2021 (18), attempted murders doubled (20 in 2022 vs 10 in 2021).
- The number of sexual offences that occurred in 2022 increased slightly by 1.8% (519 in 2022 vs 510 in 2021).
- There was a six-fold increase in anti-Asian incidents in 2022 (56) relative to the pre-pandemic 2017-2019 average (9.3). Anti-Asian hate crimes represented 27.7% of all reported hate crimes to the VPD in 2022. There was also a notable increase in anti-South Asian incidents, from six incidents in 2021 to 21 in 2022.
- Like anti-Asian hate crimes, child sexual abuse material incidents have exploded since the pre-pandemic period. These incidents increased by 152.9% in 2022 compared to the 2017-2019 pre-pandemic average.
- To ensure public safety, the VPD continues to actively monitor high risk sexual and domestic violence offenders to ensure that they are abiding by their conditions.
- Since its inception in 2013 and through ongoing funding by the VPF, the Women's Personal Safety Team (WPST) has empowered over 6,400 women including high school students, sex industry workers, and the visually impaired with personal safety demonstrations. WPST safety videos on YouTube have had over 13,000 views.
- Multiple violent crimes were solved in 2022 as a result of the VPD's leveraging of social media, including the apprehension of a serial attacker after being identified by a citizen who recognized his image in a VPD media release. Suspects were similarly identified in relation to a stranger attack in front of Hotel Vancouver and a tourist being stabbed at a Tim Hortons restaurant.
- A dedicated team of Major Crime Section (MCS) investigators were assembled in 2022 to focus on reviewing and investigating stranger attacks through Project Reclaim.
- Through Project Aristotle, Patrol District 1 officers worked closely with downtown business loss prevention officers to identify and arrest violent shoplifters.
- The VPD released 17 appeals to the public in 2022 requesting assistance in locating missing persons, as these appeals have been particularly successful in helping to locate elderly persons who wander away from familiar surroundings.

The third principal strategy enacted by the VPD in 2022 relates to combatting gang violence, with a focus on targeting violent organized crime groups and high-risk violent gang members.

- The VPD continues to collaborate with regional partners such as the Combined Forces Special Enforcement Unit (CFSEU) to prioritize and de-conflict enforcement efforts targeting the highest priority organized criminals involved in gang violence.

- The VPD Organized Crime Section (OCS) initiated several proactive investigations targeting groups and individuals involved in organized crime and the ongoing British Columbia Gang Conflict.
- In 2022, VPD OCS recommend charges for a variety of serious offences including conspiracy to commit murder, firearm manufacturing, firearm possession, trafficking in a controlled substance and possession for the purpose of trafficking.
- VPD OCS identified and dismantled an illegal 3D printer based firearms manufacturing site where more than 30 “ghost guns” were at various stages of production.
- Proactive enforcement conducted by VPD OCS on multiple organized crime figures led to the seizure of more than 200 kilograms of illicit hard drugs and 20 firearms.
- To combat the underlying financial gain that motivates organized crime groups, VPD OCS referred more than 140 cases, involving 57 vehicles and totalling over \$4M in assets, to the BC Civil Forfeiture Office.

The fourth principal strategy enacted by the VPD in 2022 relates to combatting property crime, with a focus on prolific property offenders and shoplifters, break and enters, property crime prevention education, improved public reporting, and hate-based property offences.

- Total property crime increased by 7.6% in 2022, after reaching a historical low in 2021 (attributed to under-reporting and the ongoing effects of the COVID-19 pandemic),
- Overall property crime increases were primarily driven by 21.6% increase in theft incidents (11,062 in 2022 vs 9,097 in 2020) and a 13% increase in fraud incidents (3,076 in 2022 vs 2,721 in 2021).
- Total break and enter incidents decreased by 9.7% in 2022, with commercial break and enters decreasing by 6.3%, residential break and enters decreasing by 3%, and other break and enters decreasing by 27.9%.
- Graffiti mischief continued to rise within some communities in Vancouver. Citywide, there was a 114% increase in 2022 (945 incidents) compared to the pre-pandemic 2017-2019 average (441 incidents). Chinatown was particularly impacted, experiencing a 310% increase (from an average of 38 incidents between 2017 and 2019 to 157 incidents in 2022).
- The Chronic Offender Unit (COU) continues to actively monitor the most prolific property offenders including referring those that are chronically arrested to the Downtown Community Courts (DCC's) Chronic Offender Management Team Program (COMET).
- Neighbourhood Police Officers (NPOs), Community Policing Centre (CPC) volunteers, Bike Patrol officers, and Metro Teams have been deployed to patrol areas such as Chinatown that have been identified as being heavily targeted with hate-based property offences. Metro Teams are a roving city-wide patrol resource, tasked based on daily priorities, or in real-time as required, generated through Operations Division crime analytics. These teams are currently deployed from 1400-0100 hours daily.

The fifth principal strategy enacted by the VPD in 2022 relates to preventing cybercrime and financial crime, with a focus on public awareness and enhancing investigative capabilities.

- There have been 2,292 cybercrime incidents reported to the VPD in 2022, which is 17.4% fewer than in 2021 (2,775) but 75.1% more than the pre-pandemic 2017-2019 average. Vancouver victims of cybercrime reported total losses of \$17.62 million in 2022.
- Fraud has increased by 13.0% compared to 2021, and is up by 2.1% compared to the 2017-2019 pre-pandemic average.
- There were two concerning series of frauds in 2022 committed by two distinct groups which were targeting seniors and utilizing high pressure tactics to obtain “bail money” for a loved one (also known as the Grandchild or Grandparent Scam). There were 56 of these incidents reported in 2022 with a cumulative loss exceeding \$700,000. In partnership with other Metro Vancouver police agencies and the media, the VPD immediately took action in response to these frauds to prevent further victimization and financial loss.
- A comprehensive media campaign was launched to educate the public on the Grandparent Scam, including several news stories and VPD social media posts using videos to illustrate how the scam is propagated and how to prevent victimization. A video was also provided for local banks to raise awareness of the scam.

*The following presents a status report and detailed performance results pertaining to the **five principal Strategies** identified for 2022 in working towards achieving the overall Strategic Goal of Community Safety.*

2022 STRATEGY 1: Work to prevent and combat all acts of violence.

ACTIVITIES	Status	TARGET OUTPUTS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
1.1 - Provide investigative and victim support in	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	<ul style="list-style-type: none"> • Leverage information compiled through police databases to maintain an elevated risk flagging system that alerts Domestic Violence & Criminal 	<ul style="list-style-type: none"> ○ High risk domestic violence offenders are actively monitored and supported through the elevated risk flagging system. 	MCFD

relation to all high risk domestic violence cases.		Harassment Unit (DVACH) investigators of offenders and victims who require special investigative and support resources.	<ul style="list-style-type: none"> Victims are assigned a Family Services of Greater Vancouver (FSGV) support worker for community resources. 	FSGV BC Probation
		<ul style="list-style-type: none"> Update the elevated risk flagging weekly. 	<ul style="list-style-type: none"> Though the elevated risk flagging system is updated weekly by DVACH investigators, follow-up on domestic violence files is conducted in a timely manner. 	JIBC DVCT
		<ul style="list-style-type: none"> Leverage resources available through the multi-agency and multi-disciplinary provincial Domestic Violence Coordination Table (DVCT) to service and support the highest risk domestic violence files. 	<ul style="list-style-type: none"> DVACH investigators regularly participate in DVCT meetings to share intelligence and resources in relation to high risk domestic violence cases with community stakeholders. 	PPMT <i>Safer Communities Action Plan</i>
		<ul style="list-style-type: none"> Further develop the Trainer position in the Special Investigation Section (SIS) to better support high-risk domestic files. 	<ul style="list-style-type: none"> This training did not occur as the RCMP Understudy Program was not available in 2022. This training will occur once the Program is again available. 	<i>VPD Community Matters Report</i>
		<ul style="list-style-type: none"> Conduct foundational and advanced threat assessments to support victim relocations or extraordinary safety planning. 	<ul style="list-style-type: none"> DVACH-trained Threat Assessors are engaged when required to support victim relocations. The Provincial Protective Measures Team (PPMT) is engaged for extraordinary safety planning cases. 	
1.2 - Target offenders who commit sexually motivated crimes.	☑☑☑	<ul style="list-style-type: none"> Prioritize monthly enforcement action against high risk offenders in collaboration with Correctional Service of Canada (CSC) and Parole. 	<ul style="list-style-type: none"> SIS members assist patrol with all high risk offenders that escape lawful custody ('unlawfully at large'). SIS liaises regularly with Parole to discuss offenders who pose the highest risk to public safety. 	CSC Parole
		<ul style="list-style-type: none"> Conduct surveillance of high risk sex offenders living in the community. 	<ul style="list-style-type: none"> To ensure public safety, the High Risk Offender Unit (HROU) proactively monitors offenders on its caseload to ensure compliance with conditions. 	DEWC WAVAW
		<ul style="list-style-type: none"> Regularly engage and coordinate with community partners to identify those offending against sex workers. 	<ul style="list-style-type: none"> Ongoing connections with community partners facilitates timely information sharing. SIS analysts and detectives analyse and investigate all information received from community partners. 	Susan Davis SisterWatch
		<ul style="list-style-type: none"> Ongoing community engagement with sex worker groups to facilitate increased reporting of crimes against sex workers. 	<ul style="list-style-type: none"> SIS management regularly connects with victim support groups in working to lower barriers to reporting and to facilitate victim participation and follow-up. 	<i>Safer Communities Action Plan</i>
		<ul style="list-style-type: none"> Investigate all high risk offenders who prey upon sex workers. 	<ul style="list-style-type: none"> HROU has been monitoring 26-30 offenders at high risk of offending sex workers. 	<i>VPD Community Matters Report</i>
		<ul style="list-style-type: none"> Continue to monitor and distribute Red Light Alerts to ensure offenders are investigated and prosecuted (in cases where victim participation can be obtained). 	<ul style="list-style-type: none"> A Red Light Alerts report is compiled weekly and distributed to Sex Crimes Unit (SCU) analysts to identify and assess any trends and report-back to SIS management. 	
1.3 - Engage the public in personal safety and	☑☑☑	<ul style="list-style-type: none"> The Women's Personal Safety Team (WPST) and SIS to deliver hands-on personal safety workshops to various audiences. 	<ul style="list-style-type: none"> WPST demonstrated personal safety tactics to 25 female participants at the Hastings Sunrise Community Policing Centre (HSCPC) on International Women's Day 2022. 	CPCs VPF

violence prevention, particularly vulnerable and marginalized groups.			<ul style="list-style-type: none"> Personal safety workshops for equity-deserving persons also continue to be executed through Zoom. WPST also developed and developed online personal safety workshops for older adults of diverse cultural backgrounds. Ten WPST events have already been scheduled for 2023 throughout Vancouver, posted on the VPD website for registration and participation. The Out on Patrol organization partnered with the WPST to develop safety workshops for the 2SLGBTQ+ community, to be delivered in 2023. 	VSB Out on Patrol <i>Safer Communities Action Plan</i> <i>VSB Safe and Caring Schools Team</i> <i>VPD Community Matters Report</i>
		<ul style="list-style-type: none"> Hold a Personal Safety and Awareness Fair, which includes a number of personal safety activities for women and older adults. 	<ul style="list-style-type: none"> A Personal Safety and Awareness Fair was held at the Roundhouse Community Centre on April 2, 2022, which included a number of personal safety and road safety sessions. The WPST demonstrated personal safety tactics to those in attendance, which included several women and older adults. 	
		<ul style="list-style-type: none"> Develop social media campaign and workshops focused on consent and online safety. 	<ul style="list-style-type: none"> Social media campaigns on consent and online safety have been launched to increase public awareness. 	
		<ul style="list-style-type: none"> Revamp the 'Hands Off!' campaign to target groping offenders and provide support to victims of groping. 	<ul style="list-style-type: none"> The 'Hands Off!' Campaign was not revamped in 2022. However, messaging around unwanted touching was included as part of the aforementioned 2022 social media campaign focused on consent. 	
		<ul style="list-style-type: none"> Re-invigorate the Youth Connect Program to engage youth in sexual assault prevention and awareness. 	<ul style="list-style-type: none"> The Youth Connect Program has been on hold since the beginning of the pandemic and is dependent on School Liaison Officer (SLO) participation. With the re-introduction of the SLO Program, this program will be re-visited in 2023. In place of Youth Connect in 2022, SCU engaged with youth through the VPF and CFO funded 'You Matter' presentations to local youth sports groups, NewKids, ISSofBC, VPD Cadets, and the Blue Eagle Community Cadets. "You Matter" presentations primarily focused on consent in intimate relationships. 	
1.4 - Target those responsible for stranger attacks.	☑☑☑	<ul style="list-style-type: none"> Leverage information contained in police databases to identify repeat offenders and trends. 	<ul style="list-style-type: none"> Statistics are tracked on stranger attacks and associated incidents (e.g. modus operandi, weapons, mental health factors, identified suspects, descriptions, location, etc.) to both recognize trends and identify cases where a person has been involved in multiple offences. 	RTCC Various mental health support agencies <i>Safer Communities Action Plan</i> <i>Special Committee on Reforming the Police Act</i>
		<ul style="list-style-type: none"> Assign dedicated personnel to review and investigate all random unprovoked stranger assaults. 	<ul style="list-style-type: none"> A dedicated team of Major Crime Section (MCS) investigators were assigned to focus on reviewing and investigating stranger attacks through Project Reclaim. This team has also supported initial Patrol member investigations of stranger attack incidents. 	
		<ul style="list-style-type: none"> Continue to share intelligence with other police agencies and partners. 	<ul style="list-style-type: none"> VPD investigators maintain contacts with other agencies and share information on a routine basis and when applicable, particularly when a suspect has committed multiple offences in different jurisdictions. 	

			<ul style="list-style-type: none"> One significant issue identified was that suspects were not being held in custody. In response, Project Reclaim provided remand guidelines to the VPD's Operations Division. 	
		<ul style="list-style-type: none"> Deliver public safety workshops to educate various audiences on personal safety awareness to help prevent stranger attacks. 	<ul style="list-style-type: none"> Several media releases have raised public awareness of random stranger attacks. Personal safety awareness to help prevent stranger attack was presented by the WPST at the Personal Safety and Awareness Fair and during other smaller workshops. 	
		<ul style="list-style-type: none"> Liaise with media to educate the public on stranger attacks, including ensuring public warnings of known offenders are provided where necessary. 	<ul style="list-style-type: none"> The VPD's Public Affairs Section has work closely with the media to educate the public through public warnings that have provided information on stranger assault locations, suspects and their modus operandi. Proactive personal safety tips are also shared with the public. Many of these public warnings receive considerable media attention and assist in the identification of suspects. 	
		<ul style="list-style-type: none"> Investigators and the Mental Health Unit (MHU) to work with mental health agencies to support offenders who struggle with mental health issues. 	<ul style="list-style-type: none"> A review of all stranger assaults indicated that mental health was a contributing factor in 70% of cases. Investigators and the MHU have worked to refer these offenders to appropriate mental health support agencies. 	
1.5 - Work to advance homicide investigations.	☑☑☑	<ul style="list-style-type: none"> Continue to engage with other police agencies to establish links and the potential to conduct joint projects for organized crime related homicides. 	<ul style="list-style-type: none"> Regular communication occurs between the VPD, the Combined Forces Special Enforcement Unit (CFSEU), and other partners in relation to homicides with links to organized crime. Metro Vancouver Gang Conflict meetings are also conducted bi-weekly between the VPD and other police agencies. 	RCMP CFSEU IHIT OCS
		<ul style="list-style-type: none"> Leverage the latest technology and legal authorities to further murder investigations. 	<ul style="list-style-type: none"> Investigators are routinely trained in relation to the latest advancements in DNA and Genealogy. The VPD is working on a secure file transfer system in relation to affidavits. The latest murder investigation case law, decisions, and trends are regularly distributed to investigators. 	Coroners Service Redgrave Labs PRTC BCIT BCPS
		<ul style="list-style-type: none"> Provide training to homicide investigators in sophisticated investigative techniques. 	<ul style="list-style-type: none"> Homicide Investigators are routinely trained in sophisticated investigative techniques through a number of different training course. 	<i>Safer Communities Action Plan</i>
1.6 - Work to advance investigations into missing persons.	☑☑☑	<ul style="list-style-type: none"> Continue to liaise with the media to maximize the timely location of missing persons 	<ul style="list-style-type: none"> In 2022, the VPD released 17 appeals to the public requesting assistance in locating missing persons. These public appeals are particularly successful in relation to elderly persons who wander away from familiar surroundings. In other cases, investigators weigh a number of factors prior to making a media plea. 	MSDPV Insite MCFD
		<ul style="list-style-type: none"> Continue to liaise with both private and public agencies to access information to assist in locating missing persons. 	<ul style="list-style-type: none"> The VPD liaises with other agencies on a daily basis through various modes of communication for assistance in locating missing persons. Investigators maintain reliable contacts 	VACFSS CBSA

			throughout the community which includes various hospitals, financial institutions, and support services agencies.	JIBC
		<ul style="list-style-type: none"> • Provide education to new police recruits on effective missing persons investigations. 	<ul style="list-style-type: none"> ○ Investigators attend the JIBC an average of three times a year to participate in and provide instruction and feedback to new recruits in relation to vulnerable person scenarios during Block 3 training. ○ Patrol Teams are regularly provided with education regarding missing person investigations during scheduled parade briefings. 	BC Probation MVTP BC Coroners Service
		<ul style="list-style-type: none"> • Continue to re-assess high risk cases and use Major Case Management (MCM) investigative standards when appropriate. 	<ul style="list-style-type: none"> ○ Missing person cases are constantly assessed for risk factors at both the front end and as the case develops. When appropriate, cases will be investigated by the Homicide Unit. 	SCORPA
		<ul style="list-style-type: none"> • Continue to develop and maintain relationships with families and communities affected by missing person cases. 	<ul style="list-style-type: none"> ○ Investigators and Victims Services Unit (VSU) members are in daily contact with the families of missing persons, assisting them with referrals and access to support agencies. Mutually cooperative relationships are forged through joint attendance at community meetings. ○ The Deputy Chief Constable of the Investigation Division and the Superintendent of Investigative Services sit on a subcommittee of SisterWatch, specifically dedicated to missing persons. ○ Reviews of missing person cases have led to changes in practices for relations with families, including the offering of smudging, blanketing, or other appropriate cultural practices. ○ These reviews have also led to changes in operational practices with the BC Coroners Service for unidentified remains with current missing persons cases, in an effort to expedite the identification of remains and notification to families. 	VPD Community Matters Report
1.7 - Proactively target hate-based violence and other crimes.	☑☑☑	<ul style="list-style-type: none"> • Continue engaging and building trust with various communities to increase victim reporting of hate-based crime. 	<ul style="list-style-type: none"> ○ Personal safety workshops were delivered by the VPD Hate Crimes Detective to over 250 newcomers to British Columbia. ○ Safety presentations were delivered to diverse and racialized groups at the Korean Community Centre, Columbia College, and IssofBC. 	ISSofBC Columbia College Crown Counsel
		<ul style="list-style-type: none"> • Ongoing media strategy to ensure victims of hate-based crime continue to report them. 	<ul style="list-style-type: none"> ○ The VPD has put out media messaging acknowledging that hate-based crimes can be under-reported due to shame and/or hesitation due to English as a second language. ○ The VPD's website and online crime reporting forms are available in multiple languages. ○ The VPD reaches out to suspected hate crime victims and encourages them to report, leveraging mechanisms to make them feel more at ease. 	Safer Communities Action Plan
		<ul style="list-style-type: none"> • The Investigation Division and the Diversity, Community & Indigenous Relations Section (DCIRS) to continue to work in partnership with MCS to identify crimes that have a hate component. 	<ul style="list-style-type: none"> ○ When a hate component is suspected in a crime, its classification is automatically flagged for MCS review. MCS works closely with DCIRS on all these files. 	SCORPA VPD Community Matters Report

			<ul style="list-style-type: none"> ○ MCS also often works closely with MHU, as many suspected hate crime cases involve a mental health component. 	
		<ul style="list-style-type: none"> • Ensure that Crown Counsel is provided with detailed background information on all crimes with a hate component to maximize success in bail situations and at trial. 	<ul style="list-style-type: none"> ○ When applicable, Crown Counsel is provided with a comprehensive background of the accused which includes prior convictions for any offences, and prior aggravating hate-related factors. 	
		<ul style="list-style-type: none"> • To advocate for and request increased sentences for convictions related to hate-based crimes pursuant to section 178.2(a)(i) of the <i>Criminal Code</i>. 	<ul style="list-style-type: none"> ○ Regular communication occurs between BC Prosecution Service and VPD investigators with regard to sentencing. 	
2022 Strategy 2: Target child-luring predators and human traffickers, and provide support to victims.				
ACTIVITIES	Status	TARGET OUTPUTS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
2.1 - Enhance support for victims of human trafficking and child exploitation.	☑☑☑	<ul style="list-style-type: none"> • Hold bi-weekly meetings with Crown Counsel and Family Services of Greater Vancouver (FSGV) to improve human trafficking victim support coordination efforts. 	<ul style="list-style-type: none"> ○ The Counter Exploitation Unit (CEU) has conducted presentations with the provincial government and Crown Counsel on the VPD's unique model for investigations and prosecutions. ○ Investigators liaise with Crown with regard to all human trafficking investigations. 	Crown Counsel JIBC FSGV Salvation Army Covenant House <i>Safer Communities Action Plan</i> <i>VPD Community Matters Report</i>
		<ul style="list-style-type: none"> • Work with Administrative Crown to identify designated Crown Counsel for human trafficking related offences. 	<ul style="list-style-type: none"> ○ Administrative Crown Counsel has designated three Crown counsellors who will specialize in human trafficking prosecutions. 	
		<ul style="list-style-type: none"> • Provide direct, immediate support to all child abuse victims through the Child and Youth Advocacy Centre (CYAC). 	<ul style="list-style-type: none"> ○ All suspected child abuse files are reviewed by the CYAC, and all confirmed child abuse victims are supported by the CYAC. 	
		<ul style="list-style-type: none"> • Provide trauma-informed training to SIS victim support staff via the Canadian Police Knowledge Network (CPKN), in-house training, and the Justice Institute of British Columbia (JIBC). 	<ul style="list-style-type: none"> ○ The long-term embedded support worker within SIS has extensive knowledge and presents regularly on trauma-informed practices to other SIS staff. ○ CEU is working on developing report-back mechanisms with regard to the human trafficking and exploitation training that is delivered to new police recruits. 	
		<ul style="list-style-type: none"> • Coordinate victim outreach programs with community victim support groups. 	<ul style="list-style-type: none"> ○ CEU regularly engages with Salvation Army, Covenant House, and other community groups through FSGV outreach programs. ○ Victim outreach is regularly conducted as part of CEU and FSGV investigations. 	
2.2 - Enhance human trafficking target selection and intelligence-sharing.	☑☑☐	<ul style="list-style-type: none"> • Collaborate with CFSEU to identify Provincial Tactical Enforcement Priority (PTEP) targets committing human trafficking offences. 	<ul style="list-style-type: none"> ○ A Human Trafficking Working Group has been formed with CFSEU for regular information sharing related to targets. 	CFSEU
		<ul style="list-style-type: none"> • Initiate project level investigations into PTEP human trafficking targets. 	<ul style="list-style-type: none"> ○ CEU is involved in project targeting PTEP offenders. 	<i>Safer Communities Action Plan</i>

2.3 - Enhance proactive child-luring investigations through technology and other processes.	☑☐☐	<ul style="list-style-type: none">Review child-luring incident files to ensure accurate documentation and coding.	<ul style="list-style-type: none">The VPD has liaised with Statistics Canada with regards to the correct coding for child-luring offences.	Statistics Canada <i>Safer Communities Action Plan</i>
		<ul style="list-style-type: none">Further use of peer-to-peer monitoring software to target prolific distributors of child sexual abuse material.	<ul style="list-style-type: none">An additional Internet Child Exploitation Unit (ICE) Detective will receive peer-to-peer monitoring software training in 2023 to assist in further targeting prolific distributors of child sexual abuse material.	
		<ul style="list-style-type: none">Further use of covert software to target those producing child sexual abuse material in Vancouver.	<ul style="list-style-type: none">More advanced training in this area is required. No ICE detectives will be eligible for this training in 2023, based on course pre-requisites.	
		<ul style="list-style-type: none">Continue to use the internet to promote education through social media, pop-up ads, and awareness campaigns to protect children and youth from sexual exploitation.	<ul style="list-style-type: none">A social media campaign to protect children and youth from sexual exploitation is in the process of being developed in collaboration with Public Affairs.	
2022 Strategy 3: Collaborate with partners and the community to target gang violence.				
ACTIVITIES	Status	TARGET OUTPUTS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
3.1 - Collaborate with other police and law enforcement agencies to target organized crime groups and persons involved in committing gang violence.	☑☑☑	<ul style="list-style-type: none">Work collaboratively with partner agencies to target organized crime through the PTEP process.	<ul style="list-style-type: none">The VPD continues to actively participate in the PTEP, which enables officers to take targeted action on those organized crime groups and persons doing the most harm.By collaborating with regional partners such as CFSEU to prioritize and de-conflict enforcement efforts, the VPD maximizes its use of resources in combatting gang violence.	CFSEU Metro Vancouver law enforcement agencies
		<ul style="list-style-type: none">Conduct targeted enforcement on organized crime groups and persons in engaged in gang violence.	<ul style="list-style-type: none">Throughout 2022, the VPD conducted numerous organized crime investigations that resulted in significant criminal charges and drug seizures.At the beginning of any medium or long-term investigation, VPD investigators assess targeted groups or persons to ensure that police resources are strategically focused on those that pose the greatest risk of perpetuating gang violence.	<i>Safer Communities Action Plan</i>
		<ul style="list-style-type: none">Participate in regular meetings with law enforcement agencies across the region to coordinate collective efforts aimed at combatting gang violence.	<ul style="list-style-type: none">Regular meetings are held at various levels to coordinate with regional law enforcement agencies. These meetings occur at the managerial, supervisor, analyst, and practitioner level.These meetings ensure that there is continual and ongoing coordination for both reactive and proactive investigations targeting gang violence.	
3.2 - Continue to target high-risk violent offenders through inadmissible patron programs	☑☑☑	<ul style="list-style-type: none">Leverage community partners to deter gang violence in our community, including use of inadmissible patron agreements with local bars, restaurants, and large scale public venues.	<ul style="list-style-type: none">The VPD continues to leverage its BarWatch and Restaurant Watch programs to maximize public safety in Vancouver by denying inadmissible patrons access to local bars, restaurants, and large scale public venues.The GCU continually seeks to expand theses programs, and works collaboratively with the 34 bars and 145 restaurants in Vancouver that are currently participating.	BarWatch Restaurant Watch CFO

and asset forfeiture.		<ul style="list-style-type: none"> Continue to make referrals to the Civil Forfeiture Office (CFO) on all assets seized during an investigation. 	<ul style="list-style-type: none"> The VPD continues to work collaboratively with the CFO to refer applicable cases for consideration of potential civil forfeiture action. The VPD has consistently sought to target the instruments and proceeds of criminality, when sufficient evidence exists for referral to the CFO. Over the last two years, the VPD has referred over 400 such cases to the CFO with assets totalling more than \$20 million. 	Safer Communities Action Plan
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2022 Strategy 4: Work with community and partners to prevent and combat property crime.

ACTIVITIES	Status	TARGET OUTPUTS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
4.1 - Target prolific offenders and shoplifters.	☑☑☑	<ul style="list-style-type: none"> Maintain chronic offender and chronic shoplifter tracking lists. 	<ul style="list-style-type: none"> The Chronic Offender Unit (COU) regularly conducts Canadian Police Information Centre (CPIC) checks to maintain chronic offender and chronic shoplifter tracking lists. These lists are also informed from ongoing information provided by probation officers and other VPD members. 	BC Probation
		<ul style="list-style-type: none"> Create and provide in-depth background bail reports on chronic offenders to VPD Patrol officers and outside agencies. 	<ul style="list-style-type: none"> In-depth background information on chronic offenders is provided to Patrol officers and outside agencies as requested. Chronic offender tracking lists are updated to reflect any changes in offender's background information. 	Government of BC
		<ul style="list-style-type: none"> Conduct regular compliance checks, ensuring offenders are abiding by their conditions and residing at their residences. 	<ul style="list-style-type: none"> COU members conduct compliance checks through ongoing communication with probation officers via phone, e-mails, and face-to-face meetings. The majority of chronic offenders have no fixed address. 	DCC
		<ul style="list-style-type: none"> Liaise with provincial probation officers to ensure chronic offenders are monitored and breach of conditions are being enforced. 	<ul style="list-style-type: none"> Through regular contact with probation officers, COU members ensure that chronic offenders are abiding by their conditions. 	Safer Communities Action Plan
		<ul style="list-style-type: none"> Conduct enforcement action against chronic offenders with outstanding warrants. 	<ul style="list-style-type: none"> The Fugitive Unit is alerted of any chronic offender with outstanding warrants, and a bulletin is disseminated to Patrol members for their awareness. 	
		<ul style="list-style-type: none"> Coordinate surveillance on chronic offenders. 	<ul style="list-style-type: none"> Unless deployed to other priority assignments, property crime surveillance resources are regularly focused on chronic offenders. 	
		<ul style="list-style-type: none"> General Investigation Section (GIS) members to attend Patrol briefings to support Patrol-based property crime projects. 	<ul style="list-style-type: none"> COU members attend weekly Patrol District Crime Control meetings. 	
		<ul style="list-style-type: none"> Provide general investigation mentorships to Patrol members. 	<ul style="list-style-type: none"> Frontline priorities have limited mentorship opportunities. 	
		<ul style="list-style-type: none"> Ongoing enforcement action focusing on chronic catalytic converter offenders. 	<ul style="list-style-type: none"> The Property Crime Unit (PCU) continues to focus efforts on catalytic converter thieves. 	
		<ul style="list-style-type: none"> Regular updates with Crown Counsel regarding the most active offenders for charge approval and sentencing. 	<ul style="list-style-type: none"> COU updates Crown Counsel on the most active offenders through background reports attached to in-custody files arguing for their detention. 	

		<ul style="list-style-type: none"> Communicate with businesses to inform their staff to not engage violent shoplifters, but rather to call police. 	<ul style="list-style-type: none"> A COU detective has been assigned a shoplifter portfolio, which includes liaising and communicating with businesses. Through Project Aristotle, Patrol District 1 officers worked closely with downtown business loss prevention officers to identify and arrest violent shoplifters. 	
		<ul style="list-style-type: none"> Propose recommendations to the Province to amend the Metal Dealers and Recyclers Act/Regulations. 	<ul style="list-style-type: none"> PCU continues to promote legislative changes to provide police with additional tools to prevent the sale of stolen metals. 	
		<ul style="list-style-type: none"> Hold monthly meetings with the Downtown Community Court (DCC). 	<ul style="list-style-type: none"> COU members participate in DCC Steering Committee meetings. 	
		<ul style="list-style-type: none"> Identify additional offenders who would benefit from services at the DCC, and work to enrol them within the respective programs that would best apply to them. 	<ul style="list-style-type: none"> COU continues to refer chronically arrested property crime offenders to the DCC, resulting in the acceptance of these offenders into the DCC's Chronic Offender Management Team Program (COMET). 	
4.2 - Leverage technology and intelligence to combat break-ins, and theft.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Hold weekly Patrol District Crime Control meetings to discuss crime trends and targets. 	<ul style="list-style-type: none"> Weekly Patrol District Crime Control meetings continued to be held in 2022. PCU remains in constant communication with Patrol District analysts, including attending scheduled meetings. 	IMPACT RTIC Metro Vancouver police agencies Government of BC
		<ul style="list-style-type: none"> Analysts to gather intelligence to inform the target selection matrix. 	<ul style="list-style-type: none"> The target selection matrix is regularly informed through the gathering and analysis of intelligence. Analysts gather and analyse intelligence to particularly assist PCU to identify suspects who are masked and to locate offenders with no fixed address. 	
		<ul style="list-style-type: none"> Share active intelligence through the Real Time Intelligence Centre (RTIC). 	<ul style="list-style-type: none"> PCU regularly shares intelligence on active property offenders through RTIC, and also participates in quarterly multi-jurisdictional meetings with other Metro Vancouver police agencies regarding these offenders. 	
		<ul style="list-style-type: none"> The VPD's new Operations Command Centre (OCC) to utilize technology to address real-time property crime concerns by promptly shifting or re-allocating police resources. 	<ul style="list-style-type: none"> The OCC has been used to promptly shift police resources between Patrol Districts in order to address the most immediate or pressing crime concerns. PCU is currently working with the OCC to further streamline efficiencies with regards to property offences. 	
		<ul style="list-style-type: none"> Enhance the GeoDASH, CompstatDASH, and CrimeControlDASH applications to increase real-time intelligence regarding the time and location of crime and related offenders. 	<ul style="list-style-type: none"> PCU utilizes GeoDash for pre-video canvassing and to analyse break and enter trends in specific areas. CompstatDash and Crime Control Dash are now used by the PCU for real-time support. 	
		<ul style="list-style-type: none"> Conduct targeted enforcement action utilizing various investigative techniques that involve advanced technology. 	<ul style="list-style-type: none"> As a result of the new Disclosure Working Group Memorandum of Understanding (DWG-MOU), additional advanced technical training is required for investigators. 	
		<ul style="list-style-type: none"> Property Crime Unit (PCU) to regularly monitor general occurrence reports and provide feedback to Patrol. 	<ul style="list-style-type: none"> PCU conducts daily monitoring of workflow, and engage Patrol members to conduct basic investigative activities in relation to property crime incidents (e.g., obtaining video). 	

			<ul style="list-style-type: none"> Feedback is regularly provided to Patrol members with regards to their collection of property crime evidence. 	
		<ul style="list-style-type: none"> Monitor trends involving fraud and theft in the luxury auto industry and respond accordingly with projects. 	<ul style="list-style-type: none"> The Identity Theft & Anti-Fencing Unit (ITAF) liaises with the Integrated Municipal Provincial Auto Crime Team (IMPACT) to stay up-to-date on luxury auto industry trends such as fob cloning. 	
		<ul style="list-style-type: none"> Liaise with partner agencies to educate businesses and share intelligence to combat catalytic converter thefts. 	<ul style="list-style-type: none"> Legislation changes were proposed to the provincial government to help combat catalytic converter theft, but have yet to be implemented. 	
4.3 - Provide public education on property crime prevention.	☑☑☑	<ul style="list-style-type: none"> Refresh public education campaigns to help owners better secure their homes. 	<ul style="list-style-type: none"> PCU continued to work with Public Affairs and the Patrol Districts on public education campaigns to help owners better secure their homes. 	Various media outlets
		<ul style="list-style-type: none"> Deliver additional initiatives to educate the public to protect their mail and package deliveries. 	<ul style="list-style-type: none"> PCU updates the media on parcel theft trends and arrests, and provides tips on how to prevent this crime. Public Affairs increased awareness leading up to Christmas with videos and social media posts, highlighting the tactics of parcel thieves along with steps to reduce this type of theft. 	ICBC BCAA Crime Stoppers
		<ul style="list-style-type: none"> Disseminate auto crime education to inform the public how to best secure their vehicles, including mitigating theft of catalytic converters. 	<ul style="list-style-type: none"> ITAF leverages Public Affairs to share auto crime prevention information with mainstream media and through social media. ITAF also participates in Insurance Corporation of BC (ICBC) and BC Automotive Association (BCAA) auto crime education and reporting campaigns. 	VPD Community Matters Report
		<ul style="list-style-type: none"> Provide security tips to communities and businesses in areas hard hit with property crime. 	<ul style="list-style-type: none"> Neighbourhood Police Officers (NPOs) regularly examine crime trends and reach out with security tips to communities and businesses that are hard hit with crime. Project Griffin continues to provide basic training sessions to interested businesses and community groups on how to effectively identify criminal activity and suspicious behaviours. 	
4.4 - Improve public reporting of crimes to police, as well as police response and customer service.	☑☑☐	<ul style="list-style-type: none"> Further streamline and enhance online crime reporting processes. 	<ul style="list-style-type: none"> Menu features within the VPD's online crime reporting portal continue to be refined based on community feedback. Property value amount limits have been increased to allow for increased crime reporting through the online platform. 	CPCs Crime Stoppers
		<ul style="list-style-type: none"> Work with E-Comm to implement new processes and improve the timeliness of information dissemination. 	<ul style="list-style-type: none"> Discussions with E-Comm are ongoing. VPD OCC managers have met with E-Comm operations managers to collaborate on possible efficiency and communication gains. 	E-Comm
		<ul style="list-style-type: none"> To enhance the OCC's frontline response to crime by assisting Patrol Teams with call management/triage and resourcing. 	<ul style="list-style-type: none"> OCC processes are continually being refined to better support frontline response to crime. The Operations Support Unit (OSU) has cleared a backlog of past incident files that were not attended to. OSU is also taking a more proactive approach to handling standard patrol investigations in order to allow uniformed 	VPD Community Matters Report

			officers to focus on timely call response and enhanced proactive police work.	
		<ul style="list-style-type: none"> • Advertise in multiple languages the importance of reporting crime, including within various ethnic news publications. 	<ul style="list-style-type: none"> ○ This initiative was not completed in 2022. The importance of reporting crime was last advertised in multiple languages in 2021 through the Distraction Theft Campaign and through public education efforts relating to hate crime reporting forms. 	
		<ul style="list-style-type: none"> • Engage communities and businesses to encourage them to report crimes immediately. 	<ul style="list-style-type: none"> ○ The VPD's Business Liaison Officer and Diversity constables and the Community Policing Centres (CPCs) work closely with community groups to inform the public about the VPD's online reporting system and to convey the importance of timely crime reporting. ○ Project Griffin also continues to provide basic training sessions to interested businesses and community groups on crime reporting protocols. 	
4.5 - Proactively tackle hate-based property offences and other mischiefs.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> • Patrol Teams to focus patrol efforts in areas heavily targeted with hate-based property offences. 	<ul style="list-style-type: none"> ○ Patrol District Commanders are regularly informed by their analysts on crime trends including problem areas, and available frontline resources are continually deployed to these areas. ○ Metro Teams have been deployed to patrol areas such as Chinatown that have been identified as being heavily targeted with hate-based property offences. 	CPCs Chinatown BIA SUCCESS Chinatown Foundation Canadian Israeli Jewish Association QMUNITY ISSofBC <i>VPD Community Matters Report</i>
		<ul style="list-style-type: none"> • Utilize Neighbourhood Police Teams (NPTs), Bike Patrol officers, CPC volunteers, and Community Crime Watch (CCW) volunteers to conduct regular patrols in areas heavily targeted with hate-based property offences and other mischiefs. 	<ul style="list-style-type: none"> ○ NPTs have been deployed to patrol areas throughout the city heavily targeted with hate-based property offences. ○ CPC volunteers have also been deployed to these areas. ○ Bike Patrol officers have primarily patrolled areas in Vancouver's West End that have been targeted by hate-based property offences. 	
		<ul style="list-style-type: none"> • Utilize various investigative techniques to assist with deterring and capturing offenders. 	<ul style="list-style-type: none"> ○ PCU utilizes investigative, surveillance, and technological resources to assist with deterring and capturing these offenders. ○ Hate Crimes investigators also use various techniques to deter and successfully arrest offenders. ○ DCIRS received funding grants in 2022 to target harden areas highly affected by hate crime. 	
		<ul style="list-style-type: none"> • Conduct targeted enforcement on active and known targets. 	<ul style="list-style-type: none"> ○ DCIRS actively works with crime analysts to monitor known hate-based property offenders and take enforcement action when possible. ○ PCU also utilizes analyst data to identify and target habitual offenders. 	
		<ul style="list-style-type: none"> • Develop public awareness campaigns related to hate-based property offences and other mischiefs. 	<ul style="list-style-type: none"> ○ DCIRS has conducted public outreach and ongoing messaging to key community partners regarding hate-based property offences. ○ Several suspected hate crime incidents have been featured on media releases including social media posts. These media releases requested public assistance in locating witnesses to help solve these crimes. 	

		<ul style="list-style-type: none"> Engage the community and businesses to educate them on mitigating incidents of mischief. 	<ul style="list-style-type: none"> DCIRS works with S.U.C.C.E.S.S, the Chinatown BIA, and the Chinatown Foundation to complete a Crime Prevention Through Environmental Design (CPTED) Report and to improve online reporting rates by residents of Chinatown. Hate Crime investigators set up information booths on Vancouver's West End during the summer to engage with the public and to educate them on hate-based offences and mischiefs among other crimes. 	
2022 Strategy 5: Work to prevent and combat cybercrime and financial crime.				
ACTIVITIES	Status	TARGET OUTPUTS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
5.1 - Enhance public awareness of cybercrime or cyber threats.	☑☑☑	<ul style="list-style-type: none"> Regularly post cyber threat prevention educational material on social media. 	<ul style="list-style-type: none"> The Cybercrime Unit (CU) Twitter feed is managed by Public Affairs in order to effectively disseminate important educational cybercrime prevention messaging to the public. The CU received grant funding for an online youth luring awareness program, which was created by an external design company with internal oversight from Public Affairs. The CU Twitter account was used extensively to promote this program and its messaging. 	RCMP Metro Vancouver police agencies FBI US Homeland Security US Secret Service NC3 CBSA <i>VPD Community Matters Report</i>
		<ul style="list-style-type: none"> Engage businesses to provide them with cybercrime prevention tips. 	<ul style="list-style-type: none"> The CU frequently speaks with the private and public sector business to assist with cybercrime prevention techniques and to educate them on additional available prevention, mitigation, and incident response resources. CU detectives attend and deliver presentations at various conferences to further inform businesses and organizations on cyber security. 	
		<ul style="list-style-type: none"> Continue to participate in Cybercrime Prevention Month. 	<ul style="list-style-type: none"> The CU leveraged social media to again participate in Cybercrime Prevention Month - an internationally recognized campaign held each October to inform people of the importance of cyber security. 	
5.2 - Further the VPD's ability to conduct cybercrime investigations.	☑☑☑	<ul style="list-style-type: none"> Implement special investigative software that allows investigators to more effectively track profiles, capture data, and identify suspects over the internet. 	<ul style="list-style-type: none"> The CU has licenses for block chain tracing software, social media capturing software, and other tools required to assist in identifying people and service providers. These tools allow CU investigators to obtain information used in production orders in attempts to identify suspects. 	Crown Counsel RCMP Metro Vancouver police agencies CBSA NC3 FBI US Secret Service
		<ul style="list-style-type: none"> Provide advanced cybercrime training to cybercrime investigators. 	<ul style="list-style-type: none"> The CU collaborates with other police agencies to share information and advance training. The CU actively identifies training courses which are relevant and useful to its investigations. CU investigators attends conferences/lectures where they can network and build relationships with other stakeholders. 	
		<ul style="list-style-type: none"> Cybercrime investigators to assist other investigators and Patrol members with various investigations that have a cybercrime component. 	<ul style="list-style-type: none"> CU investigators have recently attended Patrol briefings to present and demonstrate the CU's capabilities and services. 	

			<ul style="list-style-type: none"> ○ The CU will also begin hosting briefings with various VPD investigative units in 2023 to further enhance department-wide awareness of the investigative support services they provide. 	Homeland Security
		<ul style="list-style-type: none"> • The Cybercrime Unit to conduct independent self-initiated projects. 	<ul style="list-style-type: none"> ○ In addition to providing cybercrime support to Patrol and various investigative units, CU has continued to conduct independent self-initiated projects. 	EUROPOL
		<ul style="list-style-type: none"> • Continue to catalogue all discreet and covert online profiles for use across the Department. 	<ul style="list-style-type: none"> ○ This initiative was not completed as the CU investigator responsible for the covert online profile was promoted in 2022. The successor will be tasked with ensuring that all discreet and covert online accounts are catalogued. 	
		<ul style="list-style-type: none"> • Continue to develop partnerships with the service provider for cryptocurrency tracing software. 	<ul style="list-style-type: none"> ○ After exploring and using various block chain tracing software, the CU has determined that Chainalysis offers the best product. ○ The CU maintains a great working relationship with Chainalysis, and will continue to provide ongoing feedback on their software, including making feature suggestions and requests. 	
		<ul style="list-style-type: none"> • Continue to build relationships with policing partners, including the RCMP's National Cybercrime Coordination Centre (NC3). 	<ul style="list-style-type: none"> ○ The CU maintains strong relationships with NC3 and other policing partners, and regularly shares information when it is legal to do so. 	
		<ul style="list-style-type: none"> • Participate in provincial and national cybercrime committees and working groups. 	<ul style="list-style-type: none"> ○ The CU sits on numerous committees and working groups, including the National Cybersecurity Strategy (NCS), Chainalysis Working Group, and the European Conference on Cyber Warfare and Security (ECCWS). 	
5.3 - Enhance public awareness of financial crime or frauds.	☑☑☑	<ul style="list-style-type: none"> • Leverage social media to raise awareness of anti-fraud education programs. 	<ul style="list-style-type: none"> ○ The Financial Crime Unit (FCU) has put forward numerous public notifications and media releases regarding financial frauds and scams. ○ Social media is regularly used to educate the public and raise awareness of common frauds, such as romance scams or bail money scams. 	CREA Canadian Bankers Association PwC
		<ul style="list-style-type: none"> • Promote fraud awareness to vulnerable and marginalized groups. 	<ul style="list-style-type: none"> ○ The FCU was part of the planning committee for the 2022 Seniors Health and Safety Fair held at the Creekside Community Centre. FCU members set booth at the fair to engage with seniors and to distribute fraud information pamphlets available in multiple languages. An FCU member also delivered a presentations on physical safety, technology/Internet safety, and fraud prevention. ○ An FCU detective participated in a video prepared by the Elder Abuse Unit that was provided to local banks to promote awareness of the Grandparent Scam. ○ An FCU detective gave a presentation at the Shannon Oaks Seniors Independent Living Society on physical safety, fraud, and internet safety. ○ An FCU detective is the co-chair of the Financial Abuse Investigators Action Group that promotes webinars and training sessions on the financial abuse of seniors. ○ The FCU promoted awareness of the Grandparent Scam several times throughout the year on social media. Multiple 	IAFCI CoV VPD Community Matters Report

			videos were posted to illustrate how the scam is propagated and how to prevent victimization.	
		<ul style="list-style-type: none"> Engage businesses to provide them with fraud prevention tips. 	<ul style="list-style-type: none"> The FCU contributed to webinar put on the by the Financial Abuse Investigator's Action Group to engage businesses on fraud prevention. The FCU also delivered a fraud prevention presentation to PricewaterhouseCoopers (PwC). 	
		<ul style="list-style-type: none"> Participate in Fraud Prevention Month. 	<ul style="list-style-type: none"> The FCU leveraged social media to again participate in Fraud Prevention Month – a national campaign held every March aimed at educating the public on fraud prevention. 	
5.4 - Investigate crypto currency scams and money laundering.	☑☑☑	<ul style="list-style-type: none"> FCU and CU to collaboratively work on crypto currency investigations. 	<ul style="list-style-type: none"> The FCU regularly seeks assistance from the CU on cryptocurrency tracing, determining IP address information, advanced Google Image searches, and deep internet searches of phone numbers and emails in cyber-related fraud files. 	US Secret Service RCMP-FSOC Canadian Anti-Fraud Centre ACAMS Crime Stoppers FINTRAC GPEB Parq Casino
		<ul style="list-style-type: none"> FCU and CU to provide guidance to Patrol Teams in relation to cryptocurrency scams and money laundering. 	<ul style="list-style-type: none"> FCU and CU regularly provide assistance and direction to Patrol members on a wide variety of files involving frauds and scams. 	
		<ul style="list-style-type: none"> Engage other policing and partner agencies to collaborate and share intelligence on current trends. 	<ul style="list-style-type: none"> FCU detectives joined a Grandparent Scam Working Group comprised of members from police agencies across Canada. FCU detectives regularly attend inter-agency financial crime meetings hosted by the RCMP, where information and intelligence on current trends is shared. FCU detectives regularly communicate with the Canadian Anti-Fraud Centre regarding fraud files and trends. 	
		<ul style="list-style-type: none"> FCU to continue to dedicating a position to investigating money laundering. 	<ul style="list-style-type: none"> The FCU has one investigator dedicated to money laundering who participates in ongoing related training and is accredited with the Association of Certified Anti-Money Laundering Specialists (ACAMS). This Investigator reviews Crime Stoppers tips and Financial Transactions and Reports Analysis Centre of Canada (FINTRAC) reports related to money laundering. 	
		<ul style="list-style-type: none"> Work with the provincial Gaming Policy Enforcement Branch (GPEB) in response to money laundering in casinos. 	<ul style="list-style-type: none"> FCU detectives regularly attend meetings of the Casino Response Collaborative, coordinated by GPEB. FCU Detectives met with staff at the Parq Casino and discussed anti-money laundering protocols and other practices to prevent illegitimate transactions from occurring. 	

Goal: COMMUNITY WELL-BEING

Champions – Superintendent Howard Tran and Acting Superintendent Matthew Harty

2022 STRATEGIC GOAL OVERALL HIGHLIGHTS

To work towards the overarching Strategic Goal of Community Wellness, the VPD identified six principal strategic priorities for 2022, each composed of several activities or action plans.

- The VPD **Community Matters Report** provides further details on several of the ongoing community engagement and relationship-building programs and initiatives that are highlighted or referenced below.

The first principal community wellness strategy enacted in 2022 relates to addressing social and health issues that impact public safety, with a focus on mental health and substance use disorder issues, hospital processes, homelessness and supporting equity-deserving persons.

- A significant portion of activities undertaken by the VPD in 2022 to work to address social and health issues directly align with or support the resolutions of the provincial government's **Safer Communities Action Plan** and the **Special Committee on Reforming the Police Act**.
- Mental Health Act (MHA) Section 28 apprehensions decreased by 9%, from 2,791 in 2021 to 2,540 in 2022. Approximately 70% of the clients apprehended in 2022 had not been apprehended in the previous four years.
- Police apprehension of Form 21 warrants increased by 11%, from 1,746 in 2021 to 1,939 in 2022. A Form 21 allows a director (or designate) under the MHA to recall a patient back to a hospital. The increase in Form 21s and decrease in Section 28 apprehensions is indicative of the effectiveness of the VPD's Mental Health Unit (MHU) Outreach Cars.
- The percentage of VPD calls for service involving a mental health factor decreased slightly to 16.82% in 2022 compared to 17.12% in 2021. The actual number of mental health occurrences decreased by 8%, from 10,771 in 2021 to 9,912 in 2022.
- The percentage of mental health occurrences involving violence decreased, from approximately 13.55% of all occurrences in 2021 to 12.59% of all occurrences in 2022. The actual number of violent mental health occurrences decreased from 812 in 2021 to 777 in 2022. There has been a decreasing trend in violent mental health occurrences over the past five years.
- Vancouver City Council approved funding for the hiring of 10 new nursing positions to support the existing Car 87/88 partnership program which pairs mental health nurses with a VPD officer in an unmarked vehicle to attend mental health crisis calls where this is a risk of harm.
- Throughout 2022, three police agencies (Victoria Police, Abbotsford Police and the Western Australia Police Force) sought insight from the VPD's Mental Health Unit (MHU) into the creation of their own version of the Car 87 Program. Representatives from these departments were connected to VPD MHU members as well as to health partners, including directly participating in ride-alongs with Car 87, providing these representatives with a comprehensive development framework.
- The VPD continued to collaborate with health partners to address long hospital wait-time goals for Section 28 apprehensions as well as Form 21 and Form 4 warrants. As of January 1st, 2023, a maximum wait-time of 30 minutes will be implemented for Form 4 and 21 warrants.
- SisterWatch launched its website (sisterwatch.ca) in 2022 to provide safety information and resources to equity-serving persons, and to provide support for the families of missing persons.
- The Women's Personal Safety Team (WPST) demonstrated personal safety tactics to 25 equity-deserving women on International Women's Day.

The second principal community wellness strategy enacted in 2022 relates to the ongoing opioid crisis, with a focus on targeting drug dealers and harm reduction.

- Several initiatives continue to be undertaken to target organized crime groups involved in the increasingly toxic local drug supply, including Projects Tint and Torque which resulted in the seizure of large amounts of toxic drugs in 2022.
- The VPD has been a key partner in achieving the decriminalization of drugs for personal possession in British Columbia.

The third principal strategy enacted in 2022 relates to addressing street disorder issues, with a focus on enhanced officer visibility, community policing efforts, liquor enforcement, and street vending.

- The VPD has increased foot patrols throughout the city to help disperse street disorder 'hotspots', resulting in improved feelings of community safety and public satisfaction.

- Total incidents of street disorder have decreased by 15% city-wide, with 28,824 reported incidents in 2022 compared to 34,035 in 2021. Street disorder incidents include the following Police Records Information Management Environment (PRIME) categories: breaches of the peace, disturbances, drug calls, fights, public intoxication, aggressive panhandling, and unwanted person related calls.
- The majority of street disorder calls received by the VPD pertain to disturbances and unwanted persons. A total of 14,086 distance calls were received in 2022 compared to 16,667 in 2021 (15% decrease), and a total of 11,976 unwanted person calls were received in 2022 compared to 14,202 in 2021 (16% decrease).
- Drug related calls decreased considerably, with 992 reported to the VPD in 2022 compared to 1,501 in 2021 (34% decrease). However, public intoxication calls increased by 56% with 292 reported in 2022 compared to 187 in 2021.

The fourth principal strategy enacted in 2022 relates to safely managing public demonstrations.

- As the region's hub for business, entertainment, tourism and culture, the city of Vancouver continues to attract large numbers of protests/demonstrations, with a total of 810 taking place in 2022. VPD members were being deployed to maintain public safety at 188 of the events. Some of these protests/demonstrations contained attendances of over 25,000 people.

The fifth principal strategy enacted in 2022 relates to promoting road safety through ongoing enforcement and education efforts and partnerships.

- The VPD continues to work to improve overall road safety in the city of Vancouver through considerable targeted enforcement and education efforts in close partnership with governmental and community partners.
- There were 18 traffic fatalities in 2022, representing the second highest number of traffic fatalities in the past decade.

*The following presents a status report and detailed performance results pertaining to the **five principal Strategies** identified for 2022 in working towards achieving the overall Strategic Goal of Community Well-Being.*

2022 STRATEGY 1: Work with partners to address social and health issues that impact public safety.

ACTIVITIES	Status	TARGET OUTPUTS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
1.1 - Collaborate with health partners to improve outcomes for those living with mental health and substance use disorder issues.	☑☑☑	<ul style="list-style-type: none"> • Facilitate monthly meetings with health partners to coordinate care for those experiencing mental health and substance use disorder issues. 	<ul style="list-style-type: none"> ○ Representatives from the VPD MHU, Vancouver Coastal Health (VCH), Providence Health Care (PHC) and the Provincial Health Services Authority (PHSA) continue to discuss possible solutions to hospital wait-times at Project Link monthly meetings. 	VCH
		<ul style="list-style-type: none"> • Report back annually on mental health outcomes to the Vancouver Police Board (VPB) and to the Boards of VCH and PHC. 	<ul style="list-style-type: none"> ○ The VPD presented its annual report on mental health outcomes to VCH, PHC, VPB, and City of Vancouver (CoV) representatives on December 5th, 2022. 	PHC
		<ul style="list-style-type: none"> • Identify and implement processes to improve hand-off procedures between police, BC Emergency Health Services (BCEHS), and hospital staff of VCH, PHC and Provincial Health Services Authority (PHSA). 	<ul style="list-style-type: none"> ○ Heavy overall patient volumes at hospital Emergency Departments continue to delay VPD officer transfer of mental health patients. ○ Consistent and accurate documentation of BCEHS response to ambulance service requests by police remains a challenge. ○ BCEHS, VCH, and all stakeholders experienced challenges with hiring personnel, which further contributed to delays in hand-off procedures. 	PHSA
		<ul style="list-style-type: none"> • Update VPD regulations and procedures in relation to police apprehensions under the BC Mental Health Act (MHA). 	<ul style="list-style-type: none"> ○ The MHU has updated the section of the VPD's Regulation & Procedures Manual (RPM) that defines police actions at a hospital in relation to MHA apprehensions, with special attention to Equity, Diversity and Inclusion (EDI) principles. 	BCEHS
		<ul style="list-style-type: none"> • Facilitate support for supportive housing sites. 	<ul style="list-style-type: none"> ○ MHU continues to work with VCH to define and provide metrics for mental health-related incidents at supportive housing sites. 	Safer Communities Action Plan Special Committee on Reforming the Police Act VPD Community Matters Report

		<ul style="list-style-type: none"> • Mental Health Unit (MHU) to provide updates and training to officers about mental health initiatives. 	<ul style="list-style-type: none"> ○ The MHU updated the section of the VPD RPM pertaining to apprehensions under the MHA, and distributed a related training bulletin to the entire Operations Division. 	
		<ul style="list-style-type: none"> • MHU to provide ongoing support to Patrol officers. 	<ul style="list-style-type: none"> ○ The MHU continues to provide regular feedback to Patrol supervisors. ○ Mental health investigative work-ups were created in 2022. ○ The Assertive Community Treatment Team (ACT), Assertive Outreach Team (AOT), and CAR 87 continue to support Patrol through attendance at calls, by assisting with mental health transports, and by providing live-time information via health partners. ○ MHU also distributed bulletins to the Operations Division comprising of tips to assist Patrol members with hospital hand-offs of mental health patients. 	
1.2 - Collaborate with health partners to increase efficiencies related to hospital admissions and transfers, and hospital wait-times.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> • Hold quarterly collaborative meetings with all partners to work to improve organizational efficiencies. 	<ul style="list-style-type: none"> ○ The MHU formed the Risk Management Working Group, with quarterly meetings held between all health and emergency response partners. ○ Regular meetings are held with health partners to discuss hospital emergency room efficiencies. ○ The MHU also participates in monthly meetings with the BC Police Mental Health Liaison Network (BCPMHL). 	VPD Fleet Operations Services VPF VCH
		<ul style="list-style-type: none"> • Report back annually on health care efficiency improvements to the Vancouver Police Board (VPB) and to the Boards of Vancouver Coastal Health (VCH) and Providence Health Care (PHC). 	<ul style="list-style-type: none"> ○ In December 2022, VPD Senior Management hosted the Project Link Board-to-Board meeting with health partners, where health care efficiency improvement outcomes were discussed. 	PHC PHSA E-Comm
		<ul style="list-style-type: none"> • Develop tracking tools for mental health factors as well as for BCEHS and hospital wait-times. 	<ul style="list-style-type: none"> ○ In response to unprecedented occurrences of stranger attacks in the city of Vancouver, the MHU re-worked the Early Warning System mental health parameters to better capture violence precursors and indicators. ○ The Youth Services Section (YSS) Systems Coordinator created a BCEHS wait-time tracking tool. ○ The MHU created spreadsheets to more efficiently track violent incidents and stranger attacks with a mental health factor. 	Other police agencies <i>Safer Communities Action Plan</i>
		<ul style="list-style-type: none"> • Acquire specialized vehicles to assist in transport to hospital. 	<ul style="list-style-type: none"> ○ The MHU acquired a sports utility vehicle to better transport mental health clients. ○ The MHU also applied for a Vancouver Police Foundation (VPF) grant to purchase a CAR 87 transport van to further help address mobility concerns with mental health clients. 	<i>Special Committee on Reforming the Police Act</i>
		<ul style="list-style-type: none"> • Liaise with outside police agencies in relation to mental health initiatives. 	<ul style="list-style-type: none"> ○ The MHU provided comprehensive support to the Victoria Police, Abbotsford Police, and the Western Australia Police Force regarding the development of respective programs modelled after VPD's Car 87. 	<i>VPD Community Matters Report</i>

1.3 - Work with the City of Vancouver (CoV) to assist people without housing and shelter.	☑☑☑	<ul style="list-style-type: none"> Regular communication with people who lack housing and support. 	<ul style="list-style-type: none"> VPD Patrol Teams, Neighbourhood Police Teams (NPTs), the Beat Enforcement Team (BET) and mental health teams continue to regularly communicate with people who lack housing and support. The VPD also liaises with Carnegie Outreach, Park Rangers, and the Ministry of Income Assistance regarding homeless individuals. 	CoV Carnegie Outreach
		<ul style="list-style-type: none"> Refer people without housing to support resources. 	<ul style="list-style-type: none"> The VPD Homeless Outreach Officer has referred numerous people without housing to support resources. Every Wednesday, the Outreach Officer performs homeless outreach work alongside members from the Ministry of Income Assistance. 	Park Rangers Ministry of Income Assistance
		<ul style="list-style-type: none"> Provide additional attention and support to people without housing during extreme weather. 	<ul style="list-style-type: none"> In extreme weather occasions, the Homeless Outreach Officer directs people without housing to shelters, including directly facilitating transportation to shelters when requested. 	VPD Community Matters Report
		<ul style="list-style-type: none"> Immediate and collaborative responses to encampments. 	<ul style="list-style-type: none"> The VPD has regularly providing housing referrals to those living along the Hastings Street encampment. The Homeless Outreach Officer attends smaller encampments throughout the city of Vancouver to provide housing referrals. Patrol District 1 NPTs routinely liaised with people who set up encampments within the Downtown core, connecting them to resources and housing supports. 	
1.4 - Engage and support equity-deserving individuals and agencies.	☑☑☑	<ul style="list-style-type: none"> Provide weekly support to equity-deserving individuals in accessing essential services. 	<ul style="list-style-type: none"> Ongoing daily interactions occur between VPD members and equity-deserving community members. Assistance is provided to equity-deserving persons with reference letters and accessing support services as well as with tenant support. Over the past five years, over 1,400 pieces of identification have been obtained by equity-deserving persons. 	SisterWatch VACPC Sheway ISSofBC
		<ul style="list-style-type: none"> Hold quarterly Lunch with the Chief events in the Downtown Eastside (DTES). 	<ul style="list-style-type: none"> Due to ongoing COVID-19 safety concerns, brown bag lunches continued to be handed out throughout Vancouver in 2022 by VPD and Community Agencies. A total of 400 lunches were delivered at the Directions Youth Centre, Carnegie Community Centre, Vancouver Aboriginal Community Policing Centre (VACPC), Sheway pregnancy outreach society, Immigrant Services Society of British Columbia (ISSofBC), Little Mountain Neighbourhood House, and the Aboriginal Mothers Centre Society (AMCS). 	Little Mountain Neighbourhood House AMCS Atira WISH
		<ul style="list-style-type: none"> Regular communication with equity-deserving individuals and support agencies. 	<ul style="list-style-type: none"> Regular communications occurs with equity-deserving persons and with staff of support agencies (e.g., Atira and WISH), Single Room Occupancy Buildings (SROs) and housing shelters. 	IAC ADVAC
		<ul style="list-style-type: none"> Ongoing participation in SisterWatch, the Indigenous Advisory Committee (IAC) and the African Descent VPD Advisory Committee (ADVAC). 	<ul style="list-style-type: none"> Alongside the VPD Executive and other VPD members, 13 community members participated in the SisterWatch Committee, nine participated in the IAC, and seven participated in the ADVAC. Quarterly meetings were held for each committee. A special events meetings was held with community members in relation to the Joe Fortes Commemoration event. 	PAFNW Indian Residential School

			<ul style="list-style-type: none"> ○ SisterWatch continued to consult with the three Metro Vancouver Indigenous Nations around the carving and presentation of a House Pole. ○ SisterWatch also launched its website (sisterwatch.ca) in 2022 to provide safety information and resources to equity-serving persons, and to provide support for the families of missing persons. ○ A SisterWatch Working Group sought to increase women's safety in shelters and to address sex trafficking by providing special Patrol attention at select woman-oriented spaces and by creating an Indigenous women's drop-in centre, among other discussions and problem-solving efforts. 	Survivors Society
		<ul style="list-style-type: none"> • The Women's Personal Safety Team (WPST) to hold specific personal safety training sessions for equity-deserving individuals. 	<ul style="list-style-type: none"> ○ The WPST demonstrated personal safety tactics to 25 equity-deserving women at the Hastings Sunrise Community Policing Centre (HSCPC) on International Women's Day. ○ Personal safety workshops for equity-deserving persons also continue to be executed through Zoom. 	Saa-Ust Centre
		<ul style="list-style-type: none"> • Engage VPD employees to donate personal care items to equity-deserving individuals through the Shoebox Project. 	<ul style="list-style-type: none"> ○ VPD employees continue to donate personal care items through the Shoebox Project. ○ 50 shoeboxes were handed out in 2022 to the Atira Women's Resource Society. ○ Over the past three years, the VPF has donated \$8,145 to this project. 	ACCESS ARC VPF MMIWG Inquiry SCORPA VPD Community Matters Report

2022 Strategy 2: Mitigate the impact of organized crime in relation to the ongoing opioid crisis.

ACTIVITIES	Status	TARGET OUTPUTS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
2.1 - Target organized crime groups and the increasingly toxic local drug supply.	☑☑☑	<ul style="list-style-type: none"> • Conduct enforcement of organized crime groups that are manufacturing and trafficking toxic drugs. 	<ul style="list-style-type: none"> ○ The Organized Crime Section (OCS) prioritizes the targeting of crime groups involved in the manufacturing and trafficking of large amounts of drugs. ○ In 2022, OCS had numerous large scale successes, including Project Tint which resulted in the seizure of over 65 kilograms of fentanyl, cocaine, and methamphetamine. Project Torque resulted in the seizure of over 80 kilograms of fentanyl, cocaine, and counterfeit Percocet prescription pills. 	CFSEU-BC CBSA Health Canada Safer Communities Action Plan
		<ul style="list-style-type: none"> • Disrupt the importation and utilization of toxic substances in the local drug supply. 	<ul style="list-style-type: none"> ○ Through several projects such as Tint and Torque, the VPD targets organized crime groups involved in exacerbating the toxicity of the illicit drug supply. ○ In 2022, the VPD interdicted a crime group that was involved in manufacturing toxic street drugs, including liquid benzodiazepine which is of significant concern because benzodiazepine is much less responsive to naloxone, making accidental overdose more common and harder to counteract. 	
		<ul style="list-style-type: none"> • Support the Operations Division on patrol based projects that target organized crime groups and/or persons trafficking toxic drugs. 	<ul style="list-style-type: none"> ○ OCS supported several patrol-based projects through a variety of methods, including working collaboratively on files and through mentorships, parade briefings, training courses, and team training sessions. 	

2.2 - Continue to advocate for an approach to substance use that utilizes all Four Pillars - harm reduction, prevention, enforcement, and treatment.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Ongoing participation on the Provincial Joint Task Force on Overdose Prevention and Response. 	<ul style="list-style-type: none"> The VPD has been a consistent participant in the Provincial Joint Task Force on Overdose Prevention and Response since its inception. The VPD is represented on the Task Force by VPD Executive members and the OCS Inspector. 	BC Ministry of Health BC Ministry of Mental Health and Addictions
		<ul style="list-style-type: none"> Provide expertise and guidance to community and government partners on actions to respond to the overdose crisis. 	<ul style="list-style-type: none"> The VPD actively participates on several working groups, task forces, and committees that bring together government, health care, community, and policing partners. These groups include the Vancouver Community Action Team (CAT), BC Drug Overdose and Alert Partnership (DOAP), the Canadian Association of Chiefs of Police Drug Advisory Committee (CACP DAC), Provincial Joint Task Force on Overdose Prevention and Response, and the provincial steering committee on decriminalization. 	Provincial Police Services CAT DOAP CACP DAC
		<ul style="list-style-type: none"> Continue to collect and submit drugs for the BC Coroners Service to assist in determining the cause of death in fatal overdoses. 	<ul style="list-style-type: none"> The VPD works collaboratively with the BC Coroners Service, including at the direction of the presiding Coroner, to seize drug exhibits for analysis. To publicly disseminate information on potential suspected spikes in drug toxicity, the VPD shares information weekly with health, government, and community partners on suspected overdose deaths. 	BC Coroners Service <i>Safer Communities Action Plan</i>
		<ul style="list-style-type: none"> Continue to work with partners on implementing decriminalization of drugs for personal use. 	<ul style="list-style-type: none"> The VPD has been a key partner in achieving the decriminalization of drugs for personal possession in British Columbia. The VPD took on a leadership role in the city of Vancouver application for a Health Canada exemption, which pre-dated the provincial application. Much of the VPD's work on the Vancouver application formed the basis of the provincial application. The Deputy Chief Constable of the VPD's Investigation Division participated in the provincial steering committee for drug decriminalization, and spoke at the press conference that celebrated the launch of decriminalization on January 31st, 2023. 	
		<ul style="list-style-type: none"> Work with community and government partners to further safe supply. 	<ul style="list-style-type: none"> The VPD continues to be a strong advocate for safe supply, and continues to work with health, government, and community partners to improve access to safe supply and to understand how safe supply can best meet the needs of people who use drugs. 	

2022 Strategy 3: Work with partners and the community to address social disorder issues that affect public safety and quality of life.

ACTIVITIES	Status	TARGET OUTPUTS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
3.1 - Increase officer visibility in street disorder hotspots.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Deploy Neighbourhood Policing Teams (NPTs) as needed to address street disorder in neighbourhood 'hotspots'. 	<ul style="list-style-type: none"> NPTs work with volunteers throughout the city to patrol high crime areas identified by District Analysts and through Patrol member observations. NPT officers were deployed to assist the Homeless Outreach Officer in addressing pop-up encampments in Olympic Village, the 	CPCs

			<ul style="list-style-type: none"> railway tracks by Granville Island, and in various parks throughout Patrol District 4. NPTs and Metro Teams have been deployed on a daily basis to address street disorder in Gastown, Chinatown, Downtown Eastside (DTES), Grandview Woodland, and Strathcona. Metro Teams were deployed to the Cambie Street corridor for proactive patrols related to violent shoplifters victimizing businesses and transit passengers. The Marine Squad provided assistance to NPTs in dealing with complaints from Olympic Village residents related to suspicious activity stemming from illegally moored boats in False Creek. 	
		<ul style="list-style-type: none"> Neighbourhood Police Officers (NPOs) to inform District Commanders of community concerns in relation to street disorder. 	<ul style="list-style-type: none"> Patrol District NPOs meet with District Commanders on a daily basis to informally discuss community concerns. Formal discussions are held between NPOs District Commanders at weekly Crime Control Meetings where street disorder issues and response strategies are identified. 	
		<ul style="list-style-type: none"> Regularly deploy foot patrols in identified 'hotspots'. 	<ul style="list-style-type: none"> NPTs and Metro Teams were deployed on foot to known 'hot spots' in efforts to deter and address street disorder and violent shoplifters. Patrol District 2 officers have been deployed on foot in known crime and disorder 'hotspots'. Considerable positive public feedback has been received from community members. NPTs, CPC volunteers, and Metro Teams have been deployed on foot in Patrol Districts 3 and 4 to identify 'hot spots' and disperse street disorder. 	
3.2 - Conduct liquor enforcement to prevent disorder issues.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Deploy weekend specific liquor enforcement shifts (LIMA) in the Granville and Gastown Entertainment areas. 	<ul style="list-style-type: none"> LIMA Teams continued to be deployed in Gastown and the Granville Entertainment District every weekend. LIMA Teams have also been deployed for special events throughout the year. A review of the deployment model will be undertaken in 2023 to ensure effective resourcing and deployment strategies. 	BarWatch A.B.L.E. CoV
		<ul style="list-style-type: none"> Deploy Beach Patrol Teams in the summer months to minimize liquor-related issues on beaches. 	<ul style="list-style-type: none"> Beach Patrol Teams were regularly deployed starting on Victoria Day through to Labour Day to ensure public safety and enjoyment of the spaces in and around Vancouver's beaches. During the summer months, nightly sweeps of the beaches occurred to ensure compliance with CoV bylaws. Liquor consumption was prevalent and highly visible on all the beaches and adjoining parks in 2022. The large numbers of people consuming liquor made enforcement action difficult. As a result, officers focused on education through a meet and greet approach in order to prevent problems before they started. 	Park Rangers BC Liquor Inspectors
		<ul style="list-style-type: none"> VPD Liquor Coordinator to work with the Liquor and Cannabis Regulation Branch (LCRB) and 	<ul style="list-style-type: none"> The VPD maintains ongoing collaboration and communication with LCRB, while joint education and inspection efforts are undertaken 	

		the CoV's Business Licenses Coordinator to monitor liquor licensing compliance.	<p>to monitor liquor license compliance. Enforcement action is taken when appropriate and necessary.</p> <ul style="list-style-type: none"> Patrol District 1 works closely with the VPD Liquor Coordinator in relation to licensed establishments in the Downtown core. 	
3.3 - Ongoing community policing efforts to address disorder issues.	<div> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> </div>	<ul style="list-style-type: none"> Community Policing Centre (CPC) volunteers to engage in community clean-ups and other activities to beautify neighbourhoods and prevent street disorder. 	<ul style="list-style-type: none"> CPC volunteers contain to engage in community group clean-up efforts throughout the city, including graffiti removal. CPC volunteers regularly remove graffiti throughout Downtown Vancouver. Patrol District 2 NPOs participated in graffiti removal in Chinatown. CPC volunteers conducted regular foot patrols in high property crime areas, particularly focussing on high theft from auto areas. 	CPCs BIAs Kingsgate Mall Security Loblaws
		<ul style="list-style-type: none"> Ongoing community volunteer-based patrols to identify and report street disorder. 	<ul style="list-style-type: none"> Based on District Analyst data and Crime Control Meeting strategies, CPC volunteers are deployed throughout the city to high property crime areas dressed in highly visible jackets and vests. In Patrol District 1, CPC volunteers issued crime prevention notices to businesses that were highly targeted by street disorder. Patrol District 2 NPOs conducted foot patrol with CPC volunteers in the Chinatown, Grandview Woodland, Commercial Drive, and Hastings Sunrise areas on a bi-weekly basis. In Patrol District 4, CPC volunteers conduct both regular foot and bicycle patrols in high property crime areas. 	Coast Mental Health Rain City Housing ICBC
		<ul style="list-style-type: none"> Ongoing Community Crime Watch (CCW) volunteer patrols on Friday and Saturday nights in various Vancouver neighbourhoods to report suspicious activities. 	<ul style="list-style-type: none"> CCW volunteers are also deployed to high property crime areas based on District Analyst data and Crime Control Meeting strategies. In partnership with the Insurance Corporation of British Columbia (ICBC), CCW volunteers use mobile computers to conduct mobile patrols in search of vehicles reported as stolen. The name of the program was officially changed from Citizens' Crime Watch to Community Crime Watch (CCW). 	VPD Community Matters Report
		<ul style="list-style-type: none"> Work closely with community groups to address neighbourhood safety issues. 	<ul style="list-style-type: none"> The CPCs conducted monthly virtual city-wide seminars to identify relevant community safety related topics. NPOs regularly liaise with Business Improvement Associations (BIAs), CPC volunteers, and resident groups throughout the city to identify and work to address neighbourhood safety issues. The Patrol District 3 NPO partnered with various supportive housing contractors, Kingsgate Mall Security, and Loblaw staff on project to increase safety and reduce theft incidents in and around Kingsgate Mall. Patrol District 1 NPOs liaised with various downtown businesses to install CCTV as well as better lighting fixtures. Patrol District 2 Commanders met with all CPCs and BIAs in the District 2 area to discuss concerns relevant to each neighbourhood. There was resounding feedback requesting greater officer visibility through foot patrols. As a result, foot patrols have been regularly deployed throughout the District. 	

			<ul style="list-style-type: none"> Patrol District 2 NPOs participated in a city-wide Safety Fair in 2022. They also conducted pop-up safety tents in Chinatown through the year to distribute personal safety alarms. Pop-up tents have also been conducted on 41st and Fraser streets to engage the community in crime prevention. 	
3.4 - Work to manage the negative impact of street vending.	☑☑☑	<ul style="list-style-type: none"> Bi-weekly meetings with CoV representative and the managers of the sanctioned Downtown Eastside (DTES) Street Vending Market. 	<ul style="list-style-type: none"> Due to the large-scale encampment along Hastings Street in the DTES, the VPD has had daily contact with CoV representatives regarding peace and order issues in area, including in relation to the Street Vending Market. Patrol District 2 Commanders have specifically met with the manager of the Street Vending Market twice a month to address various issues, including the proliferation of stolen items and illegal drugs in the market. 	CoV DTES Street Vending Market Operators
		<ul style="list-style-type: none"> Conduct inspections of the DTES Market to deter the sale of stolen items. 	<ul style="list-style-type: none"> BET officers visited street vending areas in the DTES on a daily basis. Many stolen items and illegal drugs found within the market were seized. 	
		<ul style="list-style-type: none"> Daily patrols conducted in the DTES by Beat Enforcement Team (BET) officers to manage street vending activities. 	<ul style="list-style-type: none"> Daily foot patrol officers are conducted throughout the DTES to deter street vending outside of the sanctioned market. 	

2022 Strategy 4: Safely manage public demonstrations.

ACTIVITIES	Status	TARGET OUTPUTS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
4.1 - Facilitate on-going communication with demonstration organizers and community members.	☑☑☑	<ul style="list-style-type: none"> The Planning Assessment Team (PAT) to engage in communication with demonstrators and community members before, during and after demonstrations. 	<ul style="list-style-type: none"> PAT has liaised with protest groups and organizers in relation to every major protest or demonstration. Communication and working relationships are continually assessed during and after each protest/demonstration. 	No New Normal
		<ul style="list-style-type: none"> Actively promote the VPD's role in facilitating safe and peaceful demonstrations. 	<ul style="list-style-type: none"> In communicating with protest groups and organizers, the PAT always outlines the legal parameters involved in a protest/demonstration. These parameters are also outlined in the Special Event notices distributed to VPD commanders and members. 	Freedom Convoy
		<ul style="list-style-type: none"> Increase discussions between the VPD, protest groups, and demonstration organizers in order to develop a greater mutual understanding and increase cooperation during demonstrations. 	<ul style="list-style-type: none"> PAT remains diligent in respecting the privacy of various organizers/contacts and their protest goals while balancing the need for public safety. There have been challenges in developing a mutual understanding with some organizers who were not permitted to stage their event at a specific desired location, due to public safety reasons. 	Media is the Virus
		<ul style="list-style-type: none"> PAT to collaborate with the Diversity, Community & Indigenous Relations Section (DCIRS) to assist with outreach and engagement with Indigenous community. 	<ul style="list-style-type: none"> A total of five Indigenous Community related protests were held in 2022, and PAT liaised with DCIRS in relation to each event. A DCIRS member was deployed to one of these events. 	Stand United Save Old Growth Stand with Ukraine Iran Women Rally

		<ul style="list-style-type: none"> Regular use of social media tools to research demonstration activities and enhance communication with organizers. 	<ul style="list-style-type: none"> PAT remains active on various social media platforms to remain abreast of current protest trends. PAT has diligently operated in a covert capacity, working within the boundaries of open source media while avoiding any possible privacy issues. 	
4.2 - Collaborate with community partners and partner agencies.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Regularly communicate with and provide support to businesses and organizations affected by demonstrations. 	<ul style="list-style-type: none"> PAT has regularly communicated with and supported businesses and organizations targeted by protest groups. For example, a safety plan was developed in collaboration with the various media outlets that were targeted by the 'Media is the Virus' protests. PAT has been in regular communication with the Royal Bank of Canada (RBC), as they are a common target for pipeline and environmental protests. 	Various media outlets RBC RCMP E-Division RCMP C-IRG
		<ul style="list-style-type: none"> Regularly share information on Vancouver protest activity with partner agencies. 	<ul style="list-style-type: none"> Emergency & Operational Planning Section (EOPS) members and Gold Commanders meet regularly with other partner agencies, including with the RCMP E-Division Community-Industry Response Group (C-IRG). EOPS connects with RCMP Protective Services for identified events/protests involving politicians. 	RCMP Protective Services RCMP Burnaby RCMP North Vancouver
		<ul style="list-style-type: none"> Participate in weekly meetings with partner agencies in Metro Vancouver to share intelligence and collaboratively plan and prepare for public demonstrations. 	<ul style="list-style-type: none"> Weekly meetings occurred with RCMP C-IRG in 2022 during the peak of the 'Save Old Growth' protest events that targeted highways and other infrastructures. During the peak of 'Freedom Convoy' protests, VPD Operational Plans were shared for awareness with partner agencies, as the protests transited through various municipalities in Metro Vancouver. 	RCMP Richmond/YVR RCMP UBC WVPD CoV City Hall Protective Services and Security
		<ul style="list-style-type: none"> Work closely with other first responders such as British Columbia Emergency Health Services (BCEHS) and Vancouver Fire Rescue Services (VFRS) in managing demonstrations. 	<ul style="list-style-type: none"> Joint VPD Public Safety Unit (PSU) and VFRS training sessions and deployments occurred throughout 2022. Joint training or deployments did not occur with BCEHS due to the ongoing BCEHS staffing challenges. 	VFRS BCEHS
4.3 - Enhance Patrol member training and awareness in managing public demonstrations.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Ensure Patrol members have baseline protest response training in accordance with best practices and VPD Public Demonstration Guidelines. 	<ul style="list-style-type: none"> Protest response training for Patrol members was last delivered during 2021 cycle training. Additional response training for Patrol will be scheduled for 2023 or 2024. 	VFRS
		<ul style="list-style-type: none"> Facilitate ongoing training for the Public Safety Unit (PSU). 	<ul style="list-style-type: none"> PSU training occurred in April through May 2022. 	
		<ul style="list-style-type: none"> Increase information-sharing to Patrol members with regard to public demonstration planning efforts. 	<ul style="list-style-type: none"> Officer safety bulletins, Special Event notices and Operational Plans are disseminated to Patrol members by EOPS. 	
		<ul style="list-style-type: none"> EOPS to work with the Education & Training Unit (ETU) to educate members on relevant legal considerations during demonstrations. 	<ul style="list-style-type: none"> The lawful right to protest, and the objective to provide a safe environment for this purpose, have been outlined in the Special Event notices and Operational Plans distributed to all VPD Commanders and operational members. 	

		<ul style="list-style-type: none"> • EOPS and DCIRS to collaborate on educating Patrol members on demonstration protocols relating to the Indigenous community. 	<ul style="list-style-type: none"> ○ PAT liaised with DCIRS in relation to every Indigenous related protest/demonstration held in 2022. All identified protocols were shared with the officers deployed to these events. 	
		<ul style="list-style-type: none"> • EOPS to provide support to frontline members and Duty Officers during planned and unplanned demonstrations. 	<ul style="list-style-type: none"> ○ EOPS continues to provide support to frontline officers in relation to all protests/demonstrations. ○ A total of 810 protests/demonstrations took place in Vancouver in 2022, and VPD members were deployed to maintain public safety at 188 of the events. ○ Some of these protests/demonstrations contained attendance of over 25,000 people. 	
		<ul style="list-style-type: none"> • Develop immediate and collaborative responses to blockades of critical infrastructure. 	<ul style="list-style-type: none"> ○ For planned events involving blockades to critical infrastructure, Advance Probe and Device Extraction Teams were deployed. ○ For unplanned events impacting critical infrastructure, Metro Teams and other Patrol members were deployed as first responders, with specific objectives to safeguard critical infrastructure. 	
4.4 - Enhance data collection in relation to demonstrations.	☑☑☑	<ul style="list-style-type: none"> • Collate data on different protest types and locations. 	<ul style="list-style-type: none"> ○ PAT maintains detailed spreadsheets on all identified protests/demonstrations in Vancouver. 	BCPS
		<ul style="list-style-type: none"> • Increase capacity to plan for demonstrations in advance. 	<ul style="list-style-type: none"> ○ PSU hosts annual training sessions, encouraging new members to enrol. 	VFRS
		<ul style="list-style-type: none"> • Monitor arrests and prosecutions. 	<ul style="list-style-type: none"> ○ The VPD worked with BC Prosecution Service (BCPS) to have a dedicated Crown Prosecutor assigned to protest/demonstration files, in order to ensure consistency and continuity. ○ The Crown Prosecutor provided regular updates in 2022 to court files relating to protests/demonstrations. These updates have been tracked by VPD investigative assistants. 	
4.5 - Continue to work with various levels of government to enhance public safety in relation to demonstrations.	☑☑☑	<ul style="list-style-type: none"> • Ongoing participation on the Provincial Committee on demonstrations. 	<ul style="list-style-type: none"> ○ Two VPD superintendents participate in weekly discussions with other members on the Provincial Committee on demonstrations. 	RCMP C-IRG
		<ul style="list-style-type: none"> • Continue to work with CoV to support VPD efforts during demonstrations. 	<ul style="list-style-type: none"> ○ EOPS regularly connects with CoV engineering regarding any required equipment, including barricades. ○ EOPS liaises with CoV security regarding protests that occur at City Hall. 	CoV Engineering City Hall Protective Services
		<ul style="list-style-type: none"> • Provide expertise and guidance to government partners to implement better tools for police while dealing with demonstrations. 	<ul style="list-style-type: none"> ○ Legislation changes to enhance police preparation and response to demonstrations were submitted through the CACP Law Amendments Committee (CACP LAC). 	CACP LAC
		<ul style="list-style-type: none"> • Work with BCPS to enhance conditions and sentencing during arrests. 	<ul style="list-style-type: none"> ○ EOPS receives regular updates from Crown Counsel with best practices for those arrested in relation to protests/demonstrations. These best practices are relayed to investigative teams and to frontline members during event briefings. 	BCPS

		<ul style="list-style-type: none"> Identify and implement processes to improve criminal charge investigations in relation to unlawful demonstration activity. 	<ul style="list-style-type: none"> In 2022, EOPS identified gaps with arrest and booking processes during mass arrests. EOPS has subsequently received guidance from Crown Counsel and has worked to implement necessary changes to these processes. 	
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2022 Strategy 5: Ongoing enforcement and education action to combat unsafe road behaviour.

ACTIVITIES	Status	TARGET OUTPUTS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
5.1 - Coordinated participation in provincial road safety enforcement campaigns	☑☑☑	<ul style="list-style-type: none"> Participate in a High-Risk Driving campaign (spring). 	<ul style="list-style-type: none"> The High Risk Driving campaign resulted in 1,629 violation tickets issued, 1,352 of which were issued for speeding offences and 183 for distracted driving offences. 	BCACP TSC
		<ul style="list-style-type: none"> Participate in a Railway Safety campaign (fall). 	<ul style="list-style-type: none"> The Traffic Section participated in Railway Safety Week in September 2022, conducting enforcement in partnership with the Canadian National (CN) Police Service in the areas surrounding CP Rail lines. 	CACP TSC
		<ul style="list-style-type: none"> Participate in an ICBC sponsored Cycling Safety campaign (Spring and Summer) 	<ul style="list-style-type: none"> On August 20, 2022, the Traffic Section participated in the Strathcona Bike Smart Program. 	ICBC
		<ul style="list-style-type: none"> Participate in an ICBC sponsored Pedestrian Safety Campaign (fall). 	<ul style="list-style-type: none"> ICBC did not sponsor a Cycling Safety Campaign in 2022. 	Road Safety BC
		<ul style="list-style-type: none"> Participate in a Distracted Driving campaign (spring and fall). 	<ul style="list-style-type: none"> The Traffic Section participated in provincial Distracted Driving campaigns in March and September 2022. A total of 1,282 violation tickets were issued for distracted driving. 	CN Police Service
		<ul style="list-style-type: none"> Participate in an Occupant Restraint campaign (spring and fall). 	<ul style="list-style-type: none"> Occupant Restraint campaigns were conducted in March and September 2022, resulting in a total of 55 violation tickets issued. 	CP Rail
		<ul style="list-style-type: none"> Undertake a Speed Relative-to-Conditions campaign (fall). 	<ul style="list-style-type: none"> The Drive-Relative-to-Conditions campaign resulted in 821 violation tickets issued. 	Various media outlets
		<ul style="list-style-type: none"> Conduct over 20 CounterAttack roadblock deployments (summer and winter). 	<ul style="list-style-type: none"> A total of 31 summer and winter CounterAttack deployments were conducted in 2022. 	
		<ul style="list-style-type: none"> Participate in national road safety campaigns with the Canadian Association of Chiefs of Police Traffic Safety Committee (CACP TSC). 	<ul style="list-style-type: none"> The VPD participated in the national Impaired Driving Prevention campaign in March and April. 	
5.2 - VPD Traffic Enforcement and Patrol Teams to conduct intelligence-led enforcement action at high collision and other strategic locations.	☑☑☑	<ul style="list-style-type: none"> Hold monthly meetings with the Traffic Enforcement Unit (TEU) to review relevant data within each Traffic enforcement team. 	<ul style="list-style-type: none"> The Traffic Section Inspector holds meetings with the Traffic Analyst to review month-end activity reports. Meetings are held with TEU sergeants as required to review productivity. 	CPCs
		<ul style="list-style-type: none"> Hold quarterly meetings to review patrol-based road safety enforcement progress and approach. 	<ul style="list-style-type: none"> The Traffic Inspector attends quarterly meetings chaired by the Superintendent of Operations Support Command to review all road safety enforcement progress and approach. 	CoV
		<ul style="list-style-type: none"> Patrol members to conduct 40 road safety enforcement projects. 	<ul style="list-style-type: none"> Patrol members conducted a total of 46 targeted road safety enforcement projects in 2022. 	

		<ul style="list-style-type: none"> • Traffic Section to provide support to patrol-based road safety projects. • Focus on targeting the big four road safety violations (Speed, Distracted Driving, Impaired Driving, and Seatbelt use) during the May and Thanksgiving long weekends. • Fully staff the eight positions of the newly formed Impaired Driving Enforcement Team (IDET). • Undertake education and enforcement action in relation to E-scooters and electric powered personal transportation devices. • Total of 500 Level 1 & 2 commercial vehicle inspections conducted by the Commercial Vehicle Team (CVT). 	<ul style="list-style-type: none"> ○ Patrol members' road safety projects have been actively supported by TEU members. ○ Focused enforcement efforts targeting speeding, distracted driving, impaired driving, and seatbelt use during the May and Thanksgiving Day long weekends yielded a total of 595 violation tickets. ○ IDET has not been fully resourced due to other operational priorities. ○ The Traffic Section continues to liaise with the CoV regarding messaging for this pilot program. ○ The value of developing a comprehensive educational campaign is being re-assessed, as the pilot project is scheduled to end in 2024. ○ The CVT conducted 756 commercial vehicle inspections in 2022. 	
5.3 - Provide traffic enforcement training to operational members.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	<ul style="list-style-type: none"> • Additional 20 Patrol members to receive Automatic Licence Plate Recognition (ALPR) training. • Additional 20 Patrol members trained in laser and radar detection. • A minimum of 175 members certified in Standardized Field Sobriety Testing (SFST). • A minimum of 20 members certified as Drug Recognition Experts (DREs). 	<ul style="list-style-type: none"> ○ ALPR training was not delivered to Patrol members in 2022. ○ One member of Strike Force received ALPR training in 2022. ○ Five Patrol members and one Investigator were trained in laser radar and detection in 2022. ○ 38 additional members were certified in SFST in 2022. ○ 14 members became DRE certified in 2022. 	
5.4 - Enhance road safety education and public awareness.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	<ul style="list-style-type: none"> • Participate in regular meetings with the CoV, ICBC, and other stakeholders to address road safety matters of mutual concern. • Over 50 total road safety presentations delivered to youth, Parent Advisory Councils (PACs), and seniors by the Community Road & Education Safety Team (CREST). • Four occupant restraint clinics delivered throughout the city. • Undertake cyclist education initiatives during Bike-to-Work week (1st week of June). • Undertake pedestrian safety education and enforcement initiatives. • Regular use of social media tools to raise public awareness of road safety practices and issues. 	<ul style="list-style-type: none"> ○ The Traffic Section Inspector and Staff Sergeant participate in regularly scheduled meetings with all road safety partners. ○ CREST delivered a total of 191 road safety presentations in 2022. ○ No occupant restraint clinics were delivered in 2022 due to scheduling conflicts. ○ The VPD participated in two Bike-to-Work weeks in 2022 (May 30 to June 5 and October 3-9). ○ VPD bicycle patrol units handed out bicycle safety lights in the Downtown core, obtained through a VPF grant. ○ The Traffic Section has extensively increased its social media profile extensively, and it is has been recognized by the British Columbia Association of Chiefs of Police (BCACP) and ICBC for 	CoV Traffic-related community associations Various media outlets ICBC VPF

			the 'most liked' tweet during the <i>Light up the Highway</i> impaired driving event in December.	
5.5 - Leverage technology to enhance road safety.	☑☑☑	<ul style="list-style-type: none"> • Conduct more than five ALPR deployments per month. 	<ul style="list-style-type: none"> ○ ALPR equipped vehicles were deployed for approximately 376 hours in 2022, yielding a total of 166,747 ALPR vehicle recognitions, 2,842 hits, and 53 enforcement actions. 	ICT
		<ul style="list-style-type: none"> • Continue to deploy the Remote Piloted Aerial System (RPAS) for collision scene investigations. 	<ul style="list-style-type: none"> ○ RPAS continues to be used for collision scene investigations. ○ A larger tablet has been purchased to enhance the RPAS operator control panel. 	CoV
		<ul style="list-style-type: none"> • Explore the use of 3D mapping to assist in collision scene investigations. 	<ul style="list-style-type: none"> ○ The Collision Investigation Unit (CIU) completed a study of available 3D mapping technology and submitted a successful funding request for a LEICA RT33D Laser Scanner. The VPD and VPF will jointly purchase the scanner in 2023. 	Road
		<ul style="list-style-type: none"> • Deploy VPD digital message boards in response to citizen road safety complaints to inform the public that related enforcement action is being taken. 	<ul style="list-style-type: none"> ○ VPD digital message boards were deployed in September and October for the Distracted Driving and Drive-Relative-to-Conditions campaigns. 	BC Police Services
		<ul style="list-style-type: none"> • Continued use of automated speed and red light enforcement cameras in cooperation with Road Safety BC and provincial Police Services. 	<ul style="list-style-type: none"> ○ The Traffic Section continues to work with Road Safety BC and provincial Police Services to determine additional locations for the installation of automated speed and red light enforcement cameras. 	

Goal: SUPPORTING OUR PEOPLE
Champion – Superintendent Shelley Horne

2022 STRATEGIC GOAL OVERALL HIGHLIGHTS

To work towards the overarching Strategic Goal of Supporting Our People, the VPD identified four principal strategic priorities for 2022, each composed of several activities or action plans.

- A portion of the staff support related activities undertaken by the VPD in 2022 directly align with *Police Act* legislation as well as the recommendations put forward by the provincial government's ***Special Committee on Reforming the Police Act***.

The first principal staff support strategy enacted by the VPD in 2022 relates to employee health and wellness, with a focus on retirement planning, mental and physical health and resiliency, and workplace infrastructure.

- Retirement seminars, ceremonies, and dinners were once again held in 2022 to support and celebrate well over 100 retiring VPD members.
- The VPD has continued to expand upon its robust employee mental and physical health and wellness programming through such initiatives as mental and trauma resiliency training and an early warning intervention system, mental health support and trauma debrief sessions with psychologists and peer support teams, on-site fitness facilities and physical therapists, workspace ergonomic assessment, and periodic medical examinations.
- A total of 51 defusing sessions were held in 2022 following difficult or traumatic events, with a total of 385 members who participated and benefited from this peer support.
- Two VPD members are engaged each month for 4 days and 3 nights in the British Columbia Psychological Association (BCPA) Resiliency in Policing Program.
- Human Resources Section (HR) conducted a total of 936 support follow-ups in 2022 with members who are off with long-term sick illness or injury.
- In order to further raise awareness of employee mental health and the supports available, the Employee Wellness Unit (EWU) developed a VPD Let's Talk short film showcasing the heartfelt stories of VPD members that suffered or struggled from either stress, depression, anxiety and/or another occupational stress injury. This film was made available and communicated to all VPD staff in 2023 by the Chief Constable, along with a series of links to available peer support resources.

The second principal strategy enacted by the VPD in 2022 relates to equitable, diverse, and inclusive work environments, with a focus on expanding the HR Resources Section (HR), improving and standardizing lateral competitions and promotional processes, supporting modified-duty members and Indigenous members, and fostering respectful workplaces.

- The Career Development Unit was expanded in 2022 allowing for promotional processes and department-wide lateral competitions to be standardized through increased HR oversight to improve consistency and transparency.
- The Inclusive Workplace Committee (IWC) continues its work to build the organizational capacity of the VPD to enhance equity, diversity, inclusion, fairness and belonging in departmental initiatives in order to cultivate cultural change through increased education, training, support, and employee engagement. The IWC consists of a wide range of employees that bring different perspectives, diverse thought, and significant contributions.
- HR is working with the Planning, Research & Audit Section (PR&A) to update the respectful workplace policy and reflect current business practices and Equity, Diversity & Inclusion (EDI) standards. A respectful workplace policy review is underway with amendments to ensure that the policy is robust and aligned with Police Act legislation for sworn members.

The third principal strategy enacted by the VPD in 2022 relates to the professional development of members, with a focus on employee administrative management process, career support, civilian development and on-boarding, and ongoing COVID-19 response.

- HR facilitated the transfer of 886 officers to new assignments in 2022, while over 80 VPD members were seconded to joint-force operations.
- The expansion of the Career Development Unit in 2022 has also enhanced the individualized career support provided to members, including guidance with resume and interview preparation.
- The VPD continues to conduct ongoing assessments and revisions of current health emergency response protocols and policies, while the development of the Pandemic Recovery Plan is ongoing.
- HR facilitated 58 mentorships and 25 on-loan assignments in 2022.

- Mentorships and on-loan assignments continue to be widely used across the Department to expose members to different policing functions thereby furthering their professional development. They also serve to enhance communication and organizational knowledge across organizational divisions, in support of the fourth principal staff support strategy enacted in 2022.

The fourth principal strategy enacted by the VPD in 2022 relates to enhanced employee communication and engagement between the Executive and frontline members and between all three divisions, as well as with regards to member conduct investigations and departmental resources.

- The Chief and Executive members continue to personally engage staff who are exposed to traumatic or significant events by reaching out with a personal phone call.
- The Chief also continues to periodically send out department-wide e-mails to update all staff on major organizational changes or on major events or issues that significantly impact the organization.
- Ongoing daily, weekly, and monthly meetings and committees continue to bring together staff across all organizational divisions to ensure the systematic flow of information.
- Through briefings and a revamped intranet site, the Professional Standards Section (PSS) has worked to further educate members on police conduct investigations and what support resources are available to them if they are subject to such investigations.

*The following presents a status report and measurable performance results pertaining to the **four principal Strategies** identified for 2022 in working towards achieving the overall Strategic Goal of Supporting Our People.*

2022 STRATEGY 1: Enhance supports offered for employee health and wellness at various career stages.

ACTIVITIES	Status	TARGET OUTPUTS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
1.1 - Provide retirement planning support and recognition through seminars and individualized support.	☑☑☑	• Launch the virtual retirement planning platform.	○ The virtual retirement planning platform has been launched and is accessible via the HR webpage.	VPD ICT Municipal Pension Plan
		• Host two retirement planning seminars for sworn members, civilian professionals, and the Senior Leadership Team (SLT).	○ Two retirement seminars were held for a total of 140 retiring officers, 20 civilian professionals, and SLT member. Additional seminars are being planned for 2023.	
		• Adapt retirement planning materials to focus on financial and health considerations.	○ Retirement planning materials featuring financial and health considerations are available via the virtual retirement platform.	
		• Recognize civilian professionals and sworn staff for their dedication and service through the Departing with Distinction Ceremony.	○ Regular Departing with Distinction ceremonies continue to be held at the VPD's Graveley Street Headquarters, to further celebrate the retirement of members.	
		• Hold a civilian retirement dinner.	○ A civilian retirement dinner was held on May 26, 2022 to honour 20 retiring civilian members. Ninety-nine people were in attendance.	
		• Update the civilian and Special Municipal Constable (SMC) retirement checklist.	○ The civilian and SMC retirement checklists were updated with additional content and re-formatted for improved readability.	
1.2 - Provide mental health resiliency training and improve individualized supports.	☑☑☑	• Initiate a British Columbia Psychological Association (BCPA) Resiliency in Policing Program.	○ A Resiliency in Policing Program is in place in coordination with BCPA. ○ Two VPD members are engaged in this program each month, over 4 days and 3 nights. ○ This program is partially funded through a charitable foundation, alleviating cost concerns for participants.	BCPA JIBC <i>Special Committee on Reforming the Police Act</i>
		• Explore additional internal and external supports for members and their families.	○ Members are provided information on available supports, in addition to their extended health care benefits.	

			<ul style="list-style-type: none">There is continual assessment of supports for members and their families.The Employee Wellness Unit (EWU) developed a short film showcasing the heartfelt stories of VPD members, in order to further raise awareness of mental health and the supports available.	
		<ul style="list-style-type: none">Continue to facilitate initial Road to Mental Readiness (R2MR) training for new members and in-service training for existing members.	<ul style="list-style-type: none">All new police recruits received the R2MR training at the JIBC.Six R2MR sessions were held in 2022.HR exploring options to incorporate R2MR into the team training schedule for existing members.	
		<ul style="list-style-type: none">Ongoing collaboration with the Vancouver Police Union (VPU) on the BC First Responder Resiliency Program (FFRP).	<ul style="list-style-type: none">The VPU collaborated with the FFRP on a BC First Responders Mental Health Conference, held in February 2023.Seven VPD HR Employee Services members attended.	
		<ul style="list-style-type: none">Ongoing trauma resiliency training.	<ul style="list-style-type: none">Trauma resiliency training took place in October 2022; participants learned basic skills of trauma management.	
		<ul style="list-style-type: none">Examine existing Civilian Critical Incident Stress Management (C-CSIM) programming to improve the capacity and expertise to better support civilian professionals.	<ul style="list-style-type: none">A proposal is in progress for the Employee Wellness Unit (EWU) to enhance C-CISM programming in order to better support civilian professionals, and to align with current CISM supports for sworn members.	
1.3 - Enhance access to physical health treatment.	<div>☑☑☑</div>	<ul style="list-style-type: none">Actively encourage members through various communication forums to regularly monitor their individual physical health and well-being.	<ul style="list-style-type: none">Various physical health resources available on the Intranet.Fitness classes and yoga are offered and promoted on the Intranet.In-person drop-ins with fitness trainers is offered at the VPD's two main fitness facilities.Periodic medical examinations are offered to members.	Valour Physiotherapy WorkSafeBC
		<ul style="list-style-type: none">Continue to provide on-site flu shots, blood pressure machines, as well as other physical health events and infrastructure.	<ul style="list-style-type: none">Mammogram screening was offered in February 2023.In addition to securing mammogram screening, HR is exploring the feasibility of offering the shingles vaccine, colonoscopy testing, and more cardiac screening.	
		<ul style="list-style-type: none">Establish on-site physical treatment facilities.	<ul style="list-style-type: none">Physical treatment facilities are in place at the VPD's Cambie and Graveley Street headquarters.The VPD hired two new athletic therapists to facilitate access to physical treatment for all employees.These therapists offer customized fitness programs for employees.	
		<ul style="list-style-type: none">Contract an external service provider to deliver on-site physical treatment services.	<ul style="list-style-type: none">Valour Physiotherapy has been contracted to deliver on-site physical treatment. Response from staff has been positive, with a steady increase of appointments scheduled.	
		<ul style="list-style-type: none">Increase first-aid access, support, and coverage in all facilities.	<ul style="list-style-type: none">First-aid accessibility has been increased through proper signage and 24/7 first-aid attendant coverage for all VPD facilities.First-aid accessibility is also supported through a fully staffed Health & Safety Unit (HSU).	

			<ul style="list-style-type: none"> ○ Fleet vehicles have been outfitted with Occupational First Aid Level 1 kits, ensuring compliance with WorkSafeBC standards. 	
1.4 - Improve workplace infrastructure as well as health and safety practices.	☑☑☐	<ul style="list-style-type: none"> • Improve first-aid safety equipment testing and maintenance. 	<ul style="list-style-type: none"> ○ Automated External Defibrillators (AEDs) are regularly and properly maintained. ○ Ongoing reviews of first-aid kits are conducted. ○ A hearing and respirator testing site with a new hearing booth has been established at Cambie Street Headquarters, in order to increase accessibility for staff. 	WorkSafeBC CAE
		<ul style="list-style-type: none"> • Seek organizational health and safety related input from a cross-section representation of VPD staff through the Joint Occupational Health & Safety Committee (JOHSC). 	<ul style="list-style-type: none"> ○ Ongoing monthly JOHSC meetings are held, attended by various sworn and civilian members of all ranks or levels. ○ JOHSC meeting minutes are posted, as per WorkSafeBC requirements. 	
		<ul style="list-style-type: none"> • HSU to continue to conduct ergonomic assessments of employee work stations as requested. 	<ul style="list-style-type: none"> ○ Ergonomic assessments of employee workspaces are conducted as requested. ○ Workspaces with poor ergonomics have been identified, and improvements have been made. 	
		<ul style="list-style-type: none"> • HSU to adjust work stations to meet the physical needs of individual staff members. 	<ul style="list-style-type: none"> ○ HSU adjusts the work stations of employees as requested. 	
		<ul style="list-style-type: none"> • HSU civilian professionals to receive additional ergonomic assessment and adjustment training. 	<ul style="list-style-type: none"> ○ HR is working to develop and provide/schedule additional ergonomic training for HSU members. 	
		<ul style="list-style-type: none"> • Collaborate with the Community of Accessible Employers (CAE) on a review of the Pledge to Measure Toolkit and a departmental accessibility scan to better support staff with diverse abilities in the workplace. 	<ul style="list-style-type: none"> ○ Collaboration with the CAE to initiate such a review is ongoing. 	
1.5 - Improve return to work supports and processes.	☑☑☑	<ul style="list-style-type: none"> • Improve return to work procedures for civilians and SMCs by leveraging related process improvements that were created for sworn members. 	<ul style="list-style-type: none"> ○ Re-training of civilian professionals and SMCs occurs where necessary in order to better prepare staff returning to work after a prolonged absence. 	WorkSafeBC VPU Teamsters
		<ul style="list-style-type: none"> • Maintain regular contact with members off with long-term illness or injury. 	<ul style="list-style-type: none"> ○ The Police Employee Relations & Advisory Services Unit (PERASU) and the Civilian & Police Support Services Unit (CAPSSU) maintains regular contact with those who are off long-term. ○ Weekly meetings take place to strategize on facilitating employees return to work. 	
		<ul style="list-style-type: none"> • Continue to seek feedback from long-term and injured members on the level of support services provided to them. 	<ul style="list-style-type: none"> ○ Ongoing dialogue continues with members to check-in on how they are doing and what supports they require. This allows HR to continually assess required changes to enhance support mechanisms. 	
1.6 - Work to expand or adapt	☑☑☑	<ul style="list-style-type: none"> • Conduct research and gather input from VPD staff on current and future wellness programming. 	<ul style="list-style-type: none"> ○ The EWU welcomes ongoing input and feedback from all staff on current and future wellness programming. 	TTC

future wellness programming.			<ul style="list-style-type: none"> Wellness programming ideas are routinely generated through the Emerging & Critical Trends Employee Support Committee. 	
		<ul style="list-style-type: none"> The Emerging & Critical Trends Employee Support Committee to continue bi-monthly meetings to discuss various wellness items and issues affecting staff. 	<ul style="list-style-type: none"> The Committee meets as required in response to emerging critical events, incidents, and issues. 	
		<ul style="list-style-type: none"> Deliver sessions to inform civilian professionals on the services provided by specialty squads. 	<ul style="list-style-type: none"> HR members and Public Service Counter staff attended the Tactical Training Centre (TTC) and the Canine Unit Facility for a tour. 	

2022 Strategy 2: Enhance equitable, diverse, and inclusive work environments.

ACTIVITIES	Status	TARGET OUTPUTS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
2.1 - Further the ability of HR to enhance equitable, diverse, and inclusive work environments.	☑☑☑	<ul style="list-style-type: none"> Expand the Career Development Unit (CDU). 	<ul style="list-style-type: none"> The Career Development Unit has expanded to include three Sergeants and one Staff Sergeant. 	External labour process trainer VPD EDI Review
		<ul style="list-style-type: none"> Pilot a new Staff Sergeant position to oversee sworn lateral competitions and select promotional processes. 	<ul style="list-style-type: none"> The new Staff Sergeant was integrated into the CDU in April 2022, and has since overseen sworn lateral competitions and select promotional processes. 	
		<ul style="list-style-type: none"> Create a new CDU office dedicated to supporting members and facilitating new processes. 	<ul style="list-style-type: none"> A new CDU interview room was completed on the 2nd floor of the Graveley Street Headquarters, where career advice is provided to members. 	
		<ul style="list-style-type: none"> Deliver various HR training online and through workshops. 	<ul style="list-style-type: none"> Sixteen hours of Respectful Workplace Training is scheduled to be delivered to Senior Leadership Team (SLT) members in the first half of 2023. 	
		<ul style="list-style-type: none"> Provide HR members with updated labour process training from an external provider. 	<ul style="list-style-type: none"> Labour process investigation training was delivered to HR staff in 2022 by external subject matter experts. 	
2.2 - Improve and standardize all lateral competitions and promotional processes within the VPD for constable and sergeant positions.	☑☑☑	<ul style="list-style-type: none"> Increase promotional equity by providing candidates scoring matrices and interview questions in advance. 	<ul style="list-style-type: none"> In 2022, interview questions and scoring matrices for staff sergeant and sergeant promotional processes were provided to candidates in advance. Individualized support is offered to members to help prepare for promotional interviews. 	VPU VPD EDI Review
		<ul style="list-style-type: none"> HR to manage all competitions to ensure fair and defensible results. 	<ul style="list-style-type: none"> Lateral sworn competition processes are being standardized across the Department by increasing HR oversight to improve consistency and transparency. Individualized support is offered to members to help prepare for lateral competitions, including resume and interview preparation. Every competition is assessed and scrutinized to ensure fair and defensible results. Two CDU Sergeants and one subject matter expert are present on interview panels to further ensure fairness. 	

		<ul style="list-style-type: none"> • VPU to be consulted on all competitions, to further enhance equality and equity. • Updated HR policies to reflect new standardized lateral completion measures. • Communicate finalized new measures to all sworn staff. 	<ul style="list-style-type: none"> ○ The VPU has been consulted on all competitions. ○ HR manuals are in the process of being updated. ○ SLT members are responsible for communicating new promotional processes to their sworn staff. 	
2.3 - Provide career consultation for members on modified duties.	☑☑☑	<ul style="list-style-type: none"> • Determine the knowledge, skills, abilities, interest, and goals of members on modified duties, based on consent. • Align organizational needs with individual goals to determine the placement of members on modified duties, or to support them in lateral competitions. • Deliver messaging to modified-duty members informing them of these new processes in addition to other CDU resources and supports. • Formalize all new processes within the position profiles of CDU members. 	<ul style="list-style-type: none"> ○ HR routinely communicates with members on modified duties, and this includes ongoing discussions around knowledge, skills, abilities, interest, and goals. ○ Weekly meetings take place to discuss which organizational areas would most benefit from modified-duty member placements. ○ HR works to align modified-duty placements to organizational areas that best match members' interests and abilities. ○ Ongoing communication and collaboration occurs with CDU, PERASU, the Assignments & Transfers Unit, and the WorkSafe Case Management Unit (WSCMU) regarding modified-duty placements. ○ CDU meets with modified-duty members as required to explain various career placements and supports. ○ The position profiles of CDU members have been updated to reflect new HR processes. 	WorkSafeBC
2.4 - Explore the development of an Indigenous Member Support Program (IMSP).	☑☐☐	<ul style="list-style-type: none"> • Propose and obtain approval for the Indigenous Member Support Program (IMSP). • Establish a formal means for members to self-identify as Indigenous. • Recruit Indigenous members as coaches to provide career guidance in collaboration with CDU. • Consider a parallel support model for all Indigenous staff. 	<ul style="list-style-type: none"> ○ HR is currently exploring the development of an IMSP. ○ Discussions are underway to establish a formal means for members to self-identify as Indigenous. ○ Discussions have been held to identify potential Indigenous coaches. ○ A parallel support model for all Indigenous staff may be encompassed under the IMSP. 	IAC <i>Special Committee on Reforming the Police Act</i>
2.5 - Develop an updated safe, respectful, diverse, and inclusive workplace plan	☑☑☑	<ul style="list-style-type: none"> • HR to work with PR&A to ensure that respectful workplace policy is updated to reflect current business practices and Equity, Diversity & Inclusion (EDI) standards. • Ensure respectful workplace training is updated at all different levels including at the JIBC and with regards to recruit orientation, field trainer development, the Acting Supervisor Program, and Sergeant Education Program. 	<ul style="list-style-type: none"> ○ A respectful workplace policy review is underway with amendments to ensure that the policy is robust and aligned with Police Act legislation for sworn members. ○ The Inclusive Workplace Committee (IWC) continues to work with HR and the Education & Training Unit (ETU) to ensure that respectful workplace training is up-to-date. ○ All new employee orientations include a respectful workplace component. 	VPD IWC Out on Patrol BCWLE CACP BCACP

			<ul style="list-style-type: none"> Respectful workplace training is a key element of the Sergeant Education Program and the Acting Supervisor Program. 	Motorola Solutions Foundation <i>Special Committee on Reforming the Police Act</i> VPD IWC VPD EDI Review
		<ul style="list-style-type: none"> Deliver updated respectful workplace training to the SLT. 	<ul style="list-style-type: none"> Sixteen hours of Respectful Workplace Training is scheduled to be delivered to SLT members in first half of 2023. 	
		<ul style="list-style-type: none"> The Out on Patrol Program to continue supporting VPD members who identify as 2SLGBTQ+. 	<ul style="list-style-type: none"> Out on Patrol presented on their 2SLGBTQ+ support efforts at the Canadian Association of Chiefs of Police's (CACP's) Equity, Diversity and Inclusion Conference in Ottawa in October 2022. Out on Patrol also had presented to the British Columbia Association of Chiefs of Police (BCACP) in June 2022. Out on Patrol hosted its first peer support outing for members since the group's public launch in 2020. The Coming Out Party was attended by approximately 100 members and raised \$3,600 for 2SLGBTQ+ community outreach and peer support initiatives. 	
		<ul style="list-style-type: none"> Ongoing messaging and education to all staff regarding safe, respectful, diverse, and inclusive workplace processes that are being put in place. 	<ul style="list-style-type: none"> Bulletins on safe, respectful, diverse, and inclusive workplace processes are posted at three month intervals in the VPD staff General Announcements webpage. Respectful workplace e-mail reminders are periodically sent out by the HR Inspector to all staff. The IWC continues to meet regularly and distributes a quarterly newsletter to all staff. An EDI campaign is being planned by IWC for early 2023. 	
		<ul style="list-style-type: none"> The British Columbia Women in Law Enforcement Association (BCWLE) to hold meetings, events, and other initiatives to work towards furthering development opportunities for all women involved in law enforcement. 	<ul style="list-style-type: none"> The BCWLE's first annual conference was held in Vancouver in April 2022. Delegates from 11 different police agencies attended. Inaugural BCWLE Awards were presented. The BCWLE received a \$20,000 USD grant from the Motorola Solutions Foundation to develop a student outreach series/scholarships that will provide information and funding for youth, especially young women who are interested in a career in law enforcement. The BCWLE presented on their various women in law enforcement support efforts at the CACP's Equity, Diversity and Inclusion Conference in Ottawa in October 2022. 	

2022 Strategy 3: Enhance the growth and development of VPD members.

ACTIVITIES	Status	TARGET OUTPUTS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
3.1 - Improve and modernize employee administrative and management	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	<ul style="list-style-type: none"> Plan and test the new performance management and development software program that is replacing SAP Software Solutions. 	<ul style="list-style-type: none"> A software system has been procured to replace SAP as the VPD's new performance management and development software. HR is currently in the development phase of this transition. 	SuccessFactors
		<ul style="list-style-type: none"> VPD-wide implementation of the new performance management and development software. 	<ul style="list-style-type: none"> The new software program will be implemented department-wide once it is fully tested. 	

software solutions.		<ul style="list-style-type: none"> • Develop trainers and resource persons in relation to new performance management and development programs. 	<ul style="list-style-type: none"> ○ Trainers and resource persons have yet to be identified and developed in relation to the new performance management and development software. 	
		<ul style="list-style-type: none"> • Update and utilize position profiles as benchmarks for performance assessment. 	<ul style="list-style-type: none"> ○ Position profiles are updated as competitions are posted. 	
		<ul style="list-style-type: none"> • Ongoing completion of annual employee performance appraisals with continual message to ensure high compliance. 	<ul style="list-style-type: none"> ○ Compliance checks are ongoing to ensure annual department-wide employee performance appraisals are conducted. 	
		<ul style="list-style-type: none"> • Hire a Human Resources Information Systems Analyst. 	<ul style="list-style-type: none"> ○ An Information Systems Analyst was hired in July 2022 and tasked with multiple high level HR assignments. 	
3.2 - Improve civilian developmental processes.	☑☐☐	<ul style="list-style-type: none"> • Review and streamline the civilian competition process by examining redundancies and opportunities to improve efficiencies. 	<ul style="list-style-type: none"> ○ Ongoing communication occurs between CAPSSU and the CDU to identify civilian competition processes that can be improved. 	CoV <i>VPD EDI Review</i>
		<ul style="list-style-type: none"> • Complete development of a civilian supervisor training module. 	<ul style="list-style-type: none"> ○ CAPSSU and the Learning & Development Unit (LDU) continue to collaborate on the development of a training program that will replace the Leadership in Police Organizations (LPO) course. 	
		<ul style="list-style-type: none"> • Deliver enhanced training to civilian supervisors based on the new training module. 	<ul style="list-style-type: none"> ○ Enhanced training will be delivered to civilian supervisors once a new training module is developed. 	
		<ul style="list-style-type: none"> • Provide additional advanced training to exempt civilian manager in coordination with the City of Vancouver (CoV). 	<ul style="list-style-type: none"> ○ Multiple exempt civilian managers participated in online project management training in 2021 that was offered by the CoV; however, no such training took place in 2022. 	
		<ul style="list-style-type: none"> • Review and improve civilian recruiting outreach by modelling civilian recruiting campaigns to those used to recruit sworn members. 	<ul style="list-style-type: none"> ○ When speaking to potential police applicants at the various diverse community events, Recruiting officers also refer them to potential civilian opportunities and careers within the VPD. ○ CAPSSU and the Recruiting Unit have been in contact to discuss the civilian recruitment process. Higher priority items and workload pressures have prevented further progress on this item. 	
3.3 - Enhance assistance provided to sworn members in preparing for lateral and promotional processes.	☑☑☐	<ul style="list-style-type: none"> • Identify strategies for staff on how they can best prepare for lateral and promotional processes. 	<ul style="list-style-type: none"> ○ Individualized support is offered to members to help prepare for lateral competitions and promotional processes, including resume and interview preparation. 	<i>VPD EDI Review</i>
		<ul style="list-style-type: none"> • Provide webinars and information sessions on how to prepare for lateral and promotional processes. 	<ul style="list-style-type: none"> ○ HR piloted webinar informational sessions for promotional processes and lateral competitions in 2022. 	
		<ul style="list-style-type: none"> • Facilitate group sessions to share information regarding standardization of lateral processes and how to prepare for competitions and promotional processes. 	<ul style="list-style-type: none"> ○ The CDU is assessing whether group sessions are beneficial or offer added value, in addition to the personalized individual support that CDU already offers members in preparation for competitions and promotional processes. 	
		<ul style="list-style-type: none"> • Raise sworn member awareness of the availability of career development resources and supports. 	<ul style="list-style-type: none"> ○ Awareness of enhanced career development resources and supports is currently communicated at orientations and the Acting Sergeant Program and through word of mouth. 	

			<ul style="list-style-type: none"> CDU is planning to launch a department-wide campaign in 2023 to raise awareness of their services as well as with regards to new standardized and accountable competition and promotional processes that have been put in place. 	
3.4 - Continue to improve ways to integrate new employees (on-boarding).	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	<ul style="list-style-type: none"> Develop new protocols to improve the civilian on-boarding process. Pilot an on-boarding session to introduce new employees to VPD infrastructure and culture. 	<ul style="list-style-type: none"> HR is in the process of updating the civilian orientation manual for new hires. CAPSSU has developed an on-boarding platform to introduce new employees to VPD infrastructure and culture. CAPSSU is awaiting the arrival of additional staffing resources to begin delivering these new on-boarding sessions. 	VPD ICT
3.5 - Maintain capacity to respond to the ongoing and changing COVID-19 pandemic and other emerging health challenges.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	<ul style="list-style-type: none"> Review emerging health challenges and devise action plans where needed. Pandemic Working Group (PWG) to develop a Departmental Pandemic Recovery Plan. 	<ul style="list-style-type: none"> The Pandemic Working Group (PWG) conducts ongoing assessments of current health emergency response protocols and policies, and revises them as needed. Development of the Pandemic Recovery Plan is ongoing. 	Health Authorities

2022 Strategy 4: Enhance employee communication and engagement.

ACTIVITIES	Status	TARGET OUTPUTS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
4.1 - Enhance communication between VPD Executive and the frontline.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Executive to continue to maximize personal engagement with VPD members via multiple communication channels. Executive Team to participate in Patrol shifts. Chief and Executive Team to continue to personally engage staff exposed to traumatic or significant incidents. Continue to celebrate the operational, investigational, and administrative successes of VPD workgroups or individual employees. 	<ul style="list-style-type: none"> The return of in-person meetings and events in 2022 has enabled the Executive to fully re-engage with the frontline. Executive members periodically attended parade briefings in 2022. The Chief sends out periodic e-mails to all staff to offer holiday greetings, thank them for all their hard work and dedication, and remind them of important departmental support processes. Members of the Executive participated in Patrol shifts and Special Event call-outs in 2022. The Chief and Executive continue to personally contact members exposed to traumatic and significant incidents. The Chief also e-mails all staff to announce the passing of current staff members, and provides links to support resources for anyone impacted by these losses. The VPD's 2022 Commendation Ceremony was held at the Roundhouse Community Centre, celebrating the heroism and achievements of organizational units/sections and individual members. Members have also been recognized at SLT meetings for achieving Team Commander Accreditation among other significant achievements and awards. 	Metro Vancouver Police Agencies Community Partners

		<ul style="list-style-type: none"> • Leverage community partnerships to promote key public safety efforts and successes. 	<ul style="list-style-type: none"> ○ The VPD works collaboratively with many police agencies and community partners on joint public safety efforts, mutually and publicly acknowledging each other's contributions to major successes. For instance, the VPD has successfully worked with the Family Services of Greater Vancouver (FSGV) to increase reporting of domestic violence while effectively supporting victims. 	
		<ul style="list-style-type: none"> • Communicate major organizational changes to staff. 	<ul style="list-style-type: none"> ○ The Chief periodically sends out department-wide e-mails to update all staff on major organizational changes or on major events or issues that significantly impact the organization. ○ The Chief routinely updates all staff on major VPD budgetary decisions/processes, including major additional staffing announcements. ○ In 2022, the Chief reached out to thank staff for their hard work and dedication while updating them on all the steps being taken by the VPD to respond the spikes in violence and disorder occurring in Vancouver. 	
4.2 - Continue to improve communication between the VPD's three divisions.	<div> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> </div>	<ul style="list-style-type: none"> • Facilitate regular meetings, briefings, and committees that bring together staff from different divisions to ensure the systematic flow of information across the organization. 	<ul style="list-style-type: none"> ○ Daily meetings occurred throughout 2022 between senior level Executive members and Managers from all three divisions to review overnight reports and discuss topical issues pertaining to all divisions. ○ Monthly CompSTAT meetings continue to be held to report on and maximize investigative and crime prevention efforts. ○ Weekly Executive Committee continue to be held to review organizational process and policy updates and changes that impact all three divisions. ○ Weekly meetings occurred between the Executive and Personnel Services continued in 2022 to review and discuss staff support issues. ○ Bi-monthly SLT meetings continue to be held to discuss the latest issues and developments impacting the Department, and to showcase initiatives and successes that have occurred across the Department. ○ Specialty Unit members connected with Patrol Teams in 2022 through individual and combined parade presentations. 	<i>Safer Communities Action Plan</i>
		<ul style="list-style-type: none"> • Incorporate input of frontline members from all three Divisions into major departmental change management processes. 	<ul style="list-style-type: none"> ○ All major departmental change processes require comprehensive reviews and assessments which are informed by best practice research and input from frontline members from across the Department. ○ Input from frontline members have been incorporated in the ongoing development of the VPD's new Operations Command Centre (OCC) and new priority file reporting system. ○ Input from Patrol members is currently being gathered with regards to the procurement of new police vehicles. 	
		<ul style="list-style-type: none"> • Initiate inter-divisional project to target multi-faceted resource intensive public safety issues 	<ul style="list-style-type: none"> ○ In the first half of 2022, Task Force Threshold continued to bring together significant investigative and analytical resources 	

		(e.g. Task Force Threshold which targets gang violence).	<ul style="list-style-type: none"> and expertise from the VPD's Investigation and Operations Divisions to quell the level of gang violence occurring in Vancouver. Project Reclaim was initiated in 2022 involving a considerable joint effort between the Operations and Investigation Divisions to target and investigate the escalation of random stranger attacks. 	
		<ul style="list-style-type: none"> Continue to facilitate mentorships as well as on-loan assignments to enhance communication and organizational knowledge across divisions. 	<ul style="list-style-type: none"> Mentorships continued across the Department in 2022. 	
4.3 - Further educate members on police conduct investigation processes.	☑☑☑	<ul style="list-style-type: none"> The Professional Standards Section (PSS) to continue conducting briefings with all operational teams to further educate members on the various processes involved in disciplinary and labour investigations, including the benefit of entering into the Complaint Resolution Process. 	<ul style="list-style-type: none"> PSS conducted a successful series of in-person briefings at combined parades to the entire Operations Division. 	VPU OPCC IIO
		<ul style="list-style-type: none"> Work with the various labour union representatives to ensure that members are aware of the support available to them to navigate internal investigation processes. 	<ul style="list-style-type: none"> Ongoing communication occurs between the VPU and Operation Division commanders and sergeants. A link to VPU contacts and phone numbers has been included on the VPD's intranet site. 	
		<ul style="list-style-type: none"> Inform sworn members of their obligations when they are the subject of an Office of the Police Complaint Commissioner of British Columbia (OPCC) investigation. 	<ul style="list-style-type: none"> Messaging regarding OPCC investigation obligations has been included on the PSS intranet site and through in-person presentations to the Operations Division. 	
		<ul style="list-style-type: none"> Inform sworn members of the resources available to them if they are the subject of an OPCC investigation. 	<ul style="list-style-type: none"> The PSS intranet site was re-launched in 2022 to inform members of available resources and their responsibilities when involved in either Independent Investigations Office (IIO) or OPCC investigations. The PSS site also includes referrals to VPU supports and information on investigation disclosure requirements following the McNeil case court decision. 	
4.4 - Raise awareness of the availability of Departmental resources.	☑☑☑	<ul style="list-style-type: none"> Deliver messaging to raise staff awareness of the availability of career development resources and supports provided by HR. 	<ul style="list-style-type: none"> HR regularly updates the SLT on the availability of career development resources and supports, and this information is relayed by managers to their frontline staff. As aforementioned, CDU is planning to launch a department-wide campaign in 2023 to raise awareness of their services. 	CoV IBM
		<ul style="list-style-type: none"> Roll-out the Department's new Learning Management System (LMS) to improve the delivery of training and education materials to all VPD members. 	<ul style="list-style-type: none"> Phase 1 of LMS implementation has been completed, which included configuration and transfer of learner history records from the old system to the new one. 	
		<ul style="list-style-type: none"> Initiate a messaging campaign to inform staff of the available training resources for personal development via the new LMS. 	<ul style="list-style-type: none"> SLT presentations regarding LMS occurred in the fourth Quarter of 2022. Civilian professionals and sworn members were involved in the LMS Testing Workshops throughout the third Quarter of 2022. 	

		<ul style="list-style-type: none"> • Deliver messaging to raise sworn member awareness of the processes being put in place to further ensure fair and equitable lateral and promotional processes, and to prepare them for these competitions. 	<ul style="list-style-type: none"> ○ All changes to lateral competitions and promotional processes have been communicated to the VPU and at SLT meetings. ○ The CDU's planned 2023 campaign will also raise member awareness regarding new standardized and accountable competition and promotional processes that have been put in place. 	
		<ul style="list-style-type: none"> • Managers and supervisors to actively reach out to their staff to identify and promote training and mentorship opportunities. 	<ul style="list-style-type: none"> ○ Where operationally feasible, managers and supervisors have been encouraged identify and arrange training and mentorship opportunities for frontline members. 	
		<ul style="list-style-type: none"> • Deliver messaging to inform staff of under-utilized CoV training that is available to them. 	<ul style="list-style-type: none"> ○ Messaging regarding under-utilized training opportunities will be delivered in 2023 following the full implementation of the new LMS. ○ ETU will provide information on the availability and access of CoV courses. 	