



# VANCOUVER POLICE DEPARTMENT 2026 STRATEGIC BUSINESS PLAN

January 15, 2026



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

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Above is a reproduction of the artwork "The Thunderbird" by [artist Susan Point](#), which was gifted to the VPD by the Musqueam Indian Band in 2006. The thunderbird symbolizes strength, principle, and courage. In Coast Salish lore, the thunderbird depicts a protective, helping, heroic spirit. The curved beak and three tail feathers represent change from past to present and then into the future. The crescent behind the ear represents a watchful eye. A guardian spirit acting on behalf of those who need protection, the thunderbird is greatly respected as the hero in many Coast Salish legends.

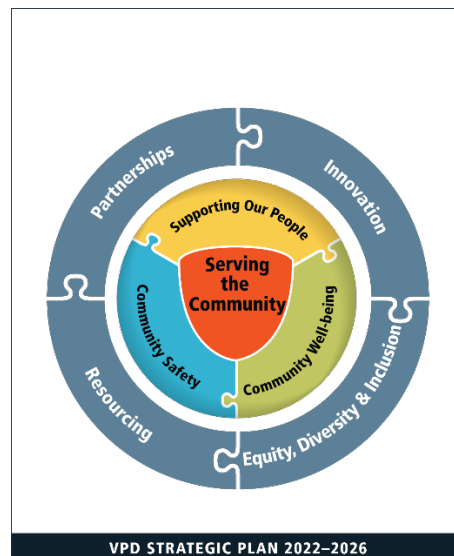
The VPD is interested in your feedback on the 2026 Strategic Business Plan. Please let us know your thoughts by scanning the following QR code or emailing us at [P&R.VPD@vpd.ca](mailto:P&R.VPD@vpd.ca).



## Vancouver Police Department 2022-2026 Strategic Plan

Building on the success of the Vancouver Police Department (VPD) 2017-2021 Strategic Plan, the VPD 2022-2026 Strategic Plan was approved by the Vancouver Police Board (VPB) in April 2022. The 2022-2026 Strategic Plan represents an organizational evolution, accounting for progress on many of the VPD's past goals and objectives, while incorporating emerging trends and current policing priorities affecting Vancouver. It serves to provide direction to the VPD as it moves forward in achieving its mission and vision, while delivering high-quality service to the public. As this plan is entering its last year, the Department will embark on creating a new strategic plan in 2026. This new plan will take effect beginning in 2027.

The Strategic Plan reflects the VPD's ongoing commitment to being a leader in policing, to provide excellent service to the community, and to make Vancouver the safest major city in Canada. To continue meeting this commitment, the VPD 2022-2026 Strategic Plan identifies four overarching Strategic Goals, which are each supported by four Strategic Considerations. The VPD's organizational values of Integrity, Compassion, Accountability, Respect, and Excellence (ICARE), will continue to be foundational to the Strategic Plan.



As the diagram illustrates, the Strategic Goal of **Serving the Community** is at the core of the VPD's five year plan, as strong relationships and overall public trust are crucial to its success. Effective community engagement is interconnected with the three other Strategic Goals of **Community Safety**, **Community Well-being**, and **Supporting Our People**. Through community engagement and with public trust, the VPD is better positioned to support its people, who in turn are better able to effectively address crime and public safety issues as well as enhance community well-being. A thriving and safe community is more likely to trust and productively engage with the police.

To work towards achieving the four Strategic Goals, there are four key Strategic Considerations that serve as necessary support functions: *Resourcing*, *Innovation*, *Partnerships*, and *Equity, Diversity, and Inclusion*. These Strategic Considerations are essential for the organization to operate efficiently and for VPD members to effectively perform their duties. As such, they are embedded in everything the VPD does, and will therefore form essential aspects of strategies and activities that will be identified and undertaken in relation to each of the VPD's four Strategic Goals.

## VPD Strategic Business Planning Model and Framework

The Strategic Plan is fluid as it can be adapted over its five years as public safety priorities change, or if the needs of the community change. The implementation of the Strategic Plan over its five year life needs to be flexible and dynamic, with the ability to be adapted to meet evolving public safety challenges in our community and emerging organizational risks. Accordingly, the 2022-2026 Strategic Plan will maintain its vitality through the VPD's strategic business planning process. This process includes:

- an annual **Strategic Business Plan**;
- quarterly macro-level reporting on **Public Safety Indicators** (PSIs);
- a mid-year **Strategic Business Plan Report Card** on the progress of the current Strategic Business Plan; and,
- a year-end **Strategic Business Plan Report-Back** detailing performance results achieved on the past year's Strategic Business Plan.

The annual strategic business planning process is fundamental to achieving and assessing the success of the VPD's four overarching Strategic Goals. The process is proactive and results-based, thereby elevating the organization to a desired future state, and allowing for accurate planning and risk management in relation to the most pressing concerns for the VPD.

## VPD Annual Strategic Business Plans

Annual Strategic Business Plans articulate how the VPD is going to work towards achieving each of the four Strategic Goals. The VPD Executive identifies 'Champions' for each Strategic Goal who are tasked with forming a working group consisting of subject-matter experts within the VPD. These working groups collaboratively develop a Strategic Business Plan for the upcoming year in support of their assigned Strategic Plan Goal.

Annual Strategic Business Plans identify a series of Strategies designed to guide the VPD's commitment to achieving its Strategic Goals. Activities are identified, in conjunction with each Strategy, to elaborate how Strategic Goals will be achieved. Each Strategy contains the following key elements:

- **Leads** are identified as the VPD members accountable for each Strategy;
- **Activities** are listed as the specific action plans that comprise each Strategy;
- **Linkages/Partners** are identified as other internal business areas or external partners that are involved or need to be consulted in relation to completing each Activity;
- **Budget Implications** are identified for each Activity; and,
- **Desired Outcomes** are identified as the desired impacts or changes resulting from the successful completion of each overall Strategy.

Champions monitor the progress of each Strategy and provide evaluation reports at mid-year and year-end. Report-back results enable the VPD Executive and the VPB to determine if any organizational priorities need to be adjusted to meet changing operational, investigative, administrative, risk management, or community needs. Overall, the annual Strategic Business Plan is important because it:

- sets strategies with associated activities, geared towards achieving long-term Strategic Goals and other organizational priorities;
- provides a basis for budgeting;
- promotes accountability;
- inspires innovation and action;
- assists in the efficient allocation of resources;
- communicates the VPD's priorities to stakeholders;
- helps employees understand how they are being supported and how their work contributes to the success of the Strategic Plan; and,
- assists in the identification and control of organizational risks.

The Department strives to evaluate the success of each of its identified annual Strategies through quantifiable results, where appropriate. However, not all strategies and their associated activities easily lend themselves to quantifiable measures. Other outputs, deliverables, and achievements are therefore presented to assess the performance or success of those Strategies.

# Vancouver Police Department 2026 Strategic Business Plan

The 2026 Strategic Business Plan outlines the main Strategies that will be undertaken throughout 2026 to continue working towards achieving the VPD's four overarching Strategic Goals. Twenty (20) Strategies are identified, comprised of a total of 88 key Action Plans or Activities.

The following table lists the four Strategic Goals along with the main 2026 Strategies that pertain to them:

<b>Strategic Goal: SERVING THE COMMUNITY</b>
<i>Strategy 1: Further relations with Indigenous Peoples.</i> <i>Strategy 2: Expand relations with newcomer, diverse, and racialized communities.</i> <i>Strategy 3: Enhance equitable, diverse, and inclusive policing practices.</i> <i>Strategy 4: Enhance relations with the 2SLGBTQ+ community.</i> <i>Strategy 5: Engage vulnerable populations, particularly youth and older adults.</i> <i>Strategy 6: Inform and educate the public on public safety and crime prevention.</i>
<b>Strategic Goal: COMMUNITY SAFETY</b>
<i>Strategy 1: Work to prevent, investigate, and combat all acts of violence.</i> <i>Strategy 2: Target child-luring predators and human traffickers, and provide support to victims.</i> <i>Strategy 3: Collaborate with partners and the community to target gang violence.</i> <i>Strategy 4: Work with community and partners to prevent and combat property crime.</i> <i>Strategy 5: Work to prevent and combat cybercrime and financial crime.</i>
<b>Strategic Goal: COMMUNITY WELL-BEING</b>
<i>Strategy 1: Work with partners to address social and health issues that impact public safety.</i> <i>Strategy 2: Mitigate the impact of organized crime in relation to the ongoing opioid crisis.</i> <i>Strategy 3: Work with partners and the community to address social disorder issues that affect public safety and quality of life.</i> <i>Strategy 4: Safely manage public demonstrations.</i> <i>Strategy 5: Ongoing enforcement and education action to combat unsafe road behaviour.</i>
<b>Strategic Goal: SUPPORTING OUR PEOPLE</b>
<i>Strategy 1: Enhance supports offered for employee health and wellness at various career stages.</i> <i>Strategy 2: Enhance equitable, diverse, and inclusive work environments.</i> <i>Strategy 3: Enhance the growth and development of VPD members.</i> <i>Strategy 4: Enhance employee communication and engagement.</i>

The remainder of this report contains the Strategic Business Plan templates completed by each Champion, detailing the activities, desired outcomes, and other elements associated with each of their Strategies for 2026.

## Vancouver Police Department Annual Business Plan (2026)

### Goal – SERVING THE COMMUNITY

#### Champion – Superintendent Marco Veronesi

Strategy	Leads	Activities	Linkages/ Partners	Budget Implications	Desired Outcomes
Strategy 1	<p>Diversity, Community &amp; Indigenous Relations Section (DCIRS)</p> <p>Indigenous Liaison Officer</p> <p>Indigenous Relations Coordinator</p> <p>Musqueam Liaison Officer</p>	1.1 Ongoing participation in Indigenous cultural events.	<ul style="list-style-type: none"> <li>• VPF</li> <li>• RCMP</li> <li>• Police agencies</li> <li>• VACPC</li> <li>• Squamish Nation</li> <li>• Musqueam Indian Band</li> <li>• Tsleil-Waututh Nation</li> </ul>	<p>Existing budget</p> <p>VPF funding</p>	<p>Improved relationships between police and Indigenous Peoples.</p> <p>Enhanced dialogue with Indigenous Elders.</p> <p>Improved understanding of cultural safety for Indigenous Peoples.</p>
		1.2 Provide additional education and training to VPD members in relation to Indigenous traditions, culture, and history.	<ul style="list-style-type: none"> <li>• JIBC</li> <li>• FSGV</li> <li>• Squamish Nation</li> <li>• IPVRAU</li> <li>• SILO</li> <li>• JIBC</li> </ul>	<p>Existing budget</p> <p>VPF funding</p>	<p>Increased engagement, safety, and resilience of at-risk Indigenous youth.</p> <p>Improved understanding of cultural safety for Indigenous victims and witnesses during investigative process.</p>
		1.3 Continue to engage Indigenous youth through outreach and programming.	<ul style="list-style-type: none"> <li>• CoV</li> <li>• Province of BC</li> <li>• Musqueam NPO</li> <li>• Transit Police</li> </ul>	<p>VPF funding</p> <p>CFO</p>	
		1.4 Expand victim support and trauma-informed practices.	<ul style="list-style-type: none"> <li>• VSU</li> <li>• CYAC</li> <li>• VACFSS</li> <li>• West End Coal Harbour CPC</li> <li>• SIS</li> </ul>	<p>Existing budget</p> <p>VPF funding</p>	
		1.5 Ongoing discussions of key issues through the Indigenous Advisory Committee (IAC).	<ul style="list-style-type: none"> <li>• IAC</li> <li>• Vancouver Aboriginal Transformative Justice Services Society</li> <li>• Three Host Nations</li> <li>• Vancouver Fire Service</li> <li>• BC Ambulance Service</li> <li>• RCMP</li> <li>• ACCESS</li> <li>• CoV</li> <li>• VPB</li> </ul>	<p>Existing budget</p> <p>VPF funding</p> <p>CFO</p>	
Strategy 2	<p>DCIRS</p> <p>SIS</p> <p>Public Affairs</p> <p>VPF</p> <p>Recruiting</p>	2.1 Continue to engage newcomers, diverse, and racialized communities in personal safety and crime prevention.	<ul style="list-style-type: none"> <li>• ISSofBC</li> <li>• S.U.C.C.E.S.S.</li> <li>• CBSA</li> <li>• BCLEDN</li> <li>• VPF</li> <li>• Musqueam Security Team</li> </ul>	<p>VPF funding</p> <p>Existing budget</p>	<p>Strengthening of existing relationships with newcomer, diverse, and racialized communities.</p> <p>Increase understanding of diverse customs and cultural safety.</p> <p>Raise awareness for newcomers and diverse and racialized people on how and when to call 911, including laws and practices around immigration concerns.</p>
		2.2 Further dialogue and expand relationships with the Black community.	<ul style="list-style-type: none"> <li>• A.B.L.E.</li> <li>• Black and African Heritage Associations</li> </ul>	<p>Existing budget</p> <p>VPF funding</p>	

	Strategy	Leads	Activities	Linkages/ Partners	Budget Implications	Desired Outcomes
			2.3 Continue to engage youth from newcomer, diverse, and racialized communities.	<ul style="list-style-type: none"> <li>• VSB</li> <li>• Blue Eagle Community</li> <li>• Cadets Program</li> </ul>	VPF funding CFO	Raise awareness and understanding of the lived experiences of Canadians of African descent. Increase engagement, safety, and resilience of at-risk youth.
			2.4 Continue to reach out to other specific diverse and racialized groups to further trust and relationships.	<ul style="list-style-type: none"> <li>• Jewish Federation</li> <li>• BC Indigenous Housing Corporation</li> <li>• Whole Way Housing (Seniors and Mental Health Clients)</li> <li>• Wavefront Centre</li> <li>• Limitless Possibilities</li> <li>• CNIB</li> <li>• ERT</li> </ul>	VPF funding CFO Federal & Provincial Government	Increase crime reporting among communities with traditionally low rates of engagement with police.  Stronger relationships are created between people of diverse abilities and the police.  Overall improved perception of police in Vancouver.
Strategy 3	<b>Enhance equitable, diverse, and inclusive policing practices.</b>	Planning, Research & Audit Section Director  Training & Recruiting Section Inspector  Investigative Support Services Superintendent	3.1 Continue to review Departmental policies, procedures, and practices using an equity, diversity, and inclusion (EDI) lens.	<ul style="list-style-type: none"> <li>• VPD Community Committees</li> </ul>	Existing budget	Numerous Departmental policies updated to include inclusive language, promote equitable policing, and rectify EDI inconsistencies.  The EDI Review considers the challenges and experiences of equity-deserving groups including people who identify as 2SLGBTQ+, Black, Indigenous, and People of Colour.
			3.2 Work to recruit officers and civilian members who reflect the community.	<ul style="list-style-type: none"> <li>• Recruiting Unit</li> <li>• Inclusive Processes Review Unit</li> <li>• DCIRS</li> <li>• Out on Patrol</li> </ul>	Existing budget	Respectful acknowledgment of the need to address inequities shaped by social determinants, and the role that VPD's policies, procedures, and training can play towards redress.
			3.3 Work to further anti-racism and decolonization initiatives.	<ul style="list-style-type: none"> <li>• DCIRS</li> <li>• VPB</li> <li>• Human Rights Commission</li> <li>• Squamish Nation</li> <li>• Musqueam Indian Band</li> <li>• Tsleil-Waututh Nation</li> </ul>	VPF funding	The successful recruitment of officers and civilians from diverse communities.
			3.4 Deploy body-worn cameras and related technology.	<ul style="list-style-type: none"> <li>• VPD ICT</li> <li>• BWC Unit</li> <li>• Province of BC</li> </ul>	Existing budget	Further strides taken in building relationships, reconciliation work, and efforts to decolonize.  Establishment of inclusive, barrier-free services, programs, and infrastructure.  Enhanced public trust and confidence in police.  Increased police transparency and accountability.  Reduced police-related complaints.
Strategy 4	<b>Enhance relations with the 2SLGBTQ+ community.</b>	DCIRU Sergeant	4.1 Engage the 2SLGBTQ+ community in personal safety and crime prevention.	<ul style="list-style-type: none"> <li>• Rainbow</li> <li>• Refugee</li> <li>• Out on Patrol</li> <li>• Delta Pride</li> <li>• Fraser Valley Pride</li> <li>• Kelowna Pride</li> <li>• Whistler Rainbow Connection</li> <li>• QMUNITY</li> </ul>	VPF and CFO funding for various initiatives.	Improved best practices when serving the 2SLGBTQ+ community.  Raised awareness of 2SLGBTQ+ concerns while promoting understanding and education across different populations.  Increased understanding of transgender issues within policing.

Strategy	Leads	Activities	Linkages/ Partners	Budget Implications	Desired Outcomes
		4.2 Enhance the cultural safety of the 2SLGBTQ+ community.	<ul style="list-style-type: none"> <li>• CoV</li> <li>• Community support agencies</li> <li>• VSB</li> </ul>	VPF and CFO funding for various initiatives.	Increased engagement of VPD members with older adult 2SLGBTQ+ members.
		4.3 Enhance police awareness of 2SLGBTQ+ community concerns.	<ul style="list-style-type: none"> <li>• JIBC</li> <li>• Out on Patrol</li> <li>• Law enforcement agencies</li> <li>• External community agencies</li> </ul>	Existing budget  VPF funding	<p>Decreased risk factors for 2SLGBTQ+ youth minimizing negative outcomes such as suicide and self-harming.</p> <p>Increased engagement with other local and national police agencies around training, education, and relationship building with 2SLGBTQ+ communities.</p> <p>Increased crime reporting from 2SLGBTQ+ communities.</p>
Strategy 5	YSS IPVRAU FCU	5.1 Continue to operate the re-imagined school liaison program.	<ul style="list-style-type: none"> <li>• CoV</li> <li>• VSB</li> <li>• Community partners</li> </ul>	Existing budget  VPF funding	Enhanced support of students, teachers and staff.
		5.2 Deter youth from gang involvement and criminal activity.	<ul style="list-style-type: none"> <li>• UBC</li> <li>• BC Lions</li> <li>• VBPR</li> </ul>	VPF funding  Existing budget	Enhanced police role-modeling programs delivered to secondary students.  Improved criminal awareness and outcomes for at-risk youth.
		5.3 Engage youth to participate in sporting, leadership, and scholastic programming.	<ul style="list-style-type: none"> <li>• VPSSC</li> <li>• Moresports</li> <li>• VBPR</li> <li>• VGBA</li> <li>• Langara College</li> </ul>	VPF funding for various programs	Increased youth connectivity to the community and positive relationships with police.
		5.4 Support youth mental wellness.	<ul style="list-style-type: none"> <li>• VSB</li> </ul>	VPF funding	Improved growth, confidence, independence, and leadership in youth.
		5.5 Work to ensure the personal safety of older adult populations.	<ul style="list-style-type: none"> <li>• WPST</li> <li>• CPCs</li> <li>• BCECCS</li> <li>• Seniors Abuse and Information Line</li> </ul>	VPF funding	Increased civic engagement and healthy lifestyles among youth.  Enhanced confidence among adolescent females with regard to their relationships and personal safety.
		5.6 Protect older adults from financial frauds.	<ul style="list-style-type: none"> <li>• VPD Public Affairs</li> <li>• Council to Reduce Elder Abuse</li> <li>• FCU</li> </ul>	Existing budget	<p>Increased support and resources for youth mental wellness.</p> <p>Increased public awareness of elder abuse.</p> <p>Expanded health and safety information and increased access to support services for the older adult community.</p> <p>Decreased likelihood of fraud and financial scams targeting older adults, through education and awareness initiatives.</p>

	Strategy	Leads	Activities	Linkages/ Partners	Budget Implications	Desired Outcomes
Strategy 6	Inform and educate the public on public-safety and crime prevention.	Public Affairs Inspector	6.1 Provide residents with public safety information.	<ul style="list-style-type: none"> <li>• CoV</li> <li>• Park Board</li> <li>• VFRS</li> </ul>	Existing budget	Enhanced relationships between the police and the public.
			6.2 Enhance VPD reputation through enhanced public engagement.	<ul style="list-style-type: none"> <li>• All VPD Sections</li> </ul>	Existing budget	More trust in the police being the reliable source of information.

Vancouver Police Department Annual Business Plan (2026)

Goal – COMMUNITY SAFETY

Champions – Superintendent Matt Harty and Superintendent Mike Rowe

Strategy	Leads	Activities	Linkages/ Partners	Budget Implications	Desired Outcomes
Strategy 1	<p>SIS Inspector</p> <p>MCS Inspector</p> <p>DCIRS Inspector</p> <p>Public Affairs Inspector</p> <p>GIS Inspector</p>	1.1 Ongoing investigative and victim support in relation to all high-risk intimate partner violence cases.	<ul style="list-style-type: none"> <li>• MPSSG</li> <li>• MCFD</li> <li>• FSGV</li> <li>• BC Probation</li> </ul>	Existing budget	<p>An overall reduction in violent crime incidents.</p> <p>Greater awareness and management of repeat intimate partner violence offenders and related risk factors.</p>
		1.2 Continue to target offenders who commit sexually motivated crimes.	<ul style="list-style-type: none"> <li>• CSC</li> <li>• Parole</li> <li>• WAVAW</li> <li>• RCMP</li> <li>• VPD Sex Industry Liaison Officer</li> </ul>	Existing budget	<p>Enhanced trust and relationships between victims of sexual violence, victim support workers, and police.</p> <p>Enhanced victim cooperation in investigations and court prosecution of sexual offenses.</p>
		1.3 Continue to engage the public in personal safety and violence prevention, particularly vulnerable and marginalized groups.	<ul style="list-style-type: none"> <li>• WPST</li> <li>• YSS</li> <li>• VPF</li> <li>• Crime Stoppers</li> <li>• DCIRS</li> <li>• Canadian Anti-Fraud Centre</li> <li>• Better Business Bureau</li> <li>• Community Centres and Care Homes</li> </ul>	VPF funding for the social media campaign.	<p>Greater public awareness of violence prevention and personal safety.</p> <p>Successful bail reform in relation to repeat violent offenders.</p> <p>Reduction in stranger attacks.</p> <p>Increase in solved homicide cases.</p>
		1.4 Target repeat violent offenders and those responsible for stranger attacks.	<ul style="list-style-type: none"> <li>• WPST</li> <li>• MHU</li> <li>• GIS</li> <li>• Province of BC</li> <li>• BC Prosecution Service</li> <li>• Media outlets</li> <li>• Mental health agencies</li> <li>• BC Corrections</li> <li>• Probation</li> <li>• Correctional Services of Canada</li> </ul>	<p>Existing budget</p> <p>SITE funding</p>	<p>Continued high rate of missing persons being located.</p> <p>Reduction in violent hate crime incidents.</p> <p>Continued enforcement of all applicable criminal offences for federal high risk offenders.</p> <p>Through the use of intelligence and collaboration within the VPD, federal offenders will be apprehended quickly for violation of parole conditions.</p> <p>Reduction in stranger attacks.</p>
		1.5 Work to advance homicide investigations.	<ul style="list-style-type: none"> <li>• IHIT</li> <li>• Other police agencies</li> <li>• MMIWG Inquiry</li> </ul>	Existing budget	Reduction in stranger attacks.
		1.6 Work to advance investigations into missing persons.	<ul style="list-style-type: none"> <li>• Media outlets</li> <li>• JIBC</li> </ul>	Existing budget	<p>Increase in solved homicide cases.</p> <p>Continued high rate of missing persons being located.</p> <p>Reduction in violent hate crime incidents.</p>

	Strategy	Leads	Activities	Linkages/ Partners	Budget Implications	Desired Outcomes
			1.7 Continue to proactively target hate-based violence and other crimes.	<ul style="list-style-type: none"> <li>• Crown</li> <li>• Provincial government</li> <li>• IAC</li> <li>• SisterWatch</li> <li>• BIAs</li> <li>• ISSofBC</li> <li>• BC Hate Crimes Team</li> </ul>	Existing budget	
Strategy 2	Target child-luring predators and human traffickers, and provide support to victims.	SIS Staff Sergeant CEU Sergeant ICE Sergeant	2.1 Enhance support for victims of human trafficking and child exploitation.	<ul style="list-style-type: none"> <li>• Crown Counsel</li> <li>• FSGV</li> <li>• CYAC</li> <li>• CPKN</li> <li>• JIBC</li> <li>• Community victim support groups</li> </ul>	Existing budget	Enhanced victim cooperation and participation in the criminal justice system.  Improved and triangulated communication between police, Crown Counsel, and FSGV victim support workers.
			2.2 Enhance human trafficking target selection and intelligence-sharing.	<ul style="list-style-type: none"> <li>• CFSEU</li> <li>• RCMP</li> <li>• Municipal police agencies</li> </ul>	Existing budget	Increased communication with assigned Crown Counsel to streamline prosecution and improve likelihood of conviction.
			2.3 Enhance proactive child-luring investigations through technology and other processes.	<ul style="list-style-type: none"> <li>• SCU</li> <li>• ICE</li> <li>• NCECC</li> </ul>	Existing budget	Enhanced targeting of human traffickers.  Best practice child abuse investigations are conducted.  Increased number of investigations targeting online child-luring targets.  An increase in the prosecution of child exploitation offenders.  Increase efficiency of file triage for ICE cases.  Decrease in time to obtain charge approval.
Strategy 3	Collaborate with partners and the community to target gang violence.	OCS Inspector	3.1 Ongoing collaboration 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"> <li>• RCMP</li> <li>• CFSEU-BC</li> <li>• Municipal police agencies</li> </ul>	Existing budget	Disruption of organized crime groups and persons involved in committing gang violence.  Enforcement of all applicable criminal offences against persons engaged in gang violence.  Ongoing communication between bar and restaurant owners and police.
			3.2 Continue to target high-risk violent offenders through inadmissible patron programs and asset forfeiture.	<ul style="list-style-type: none"> <li>• BarWatch</li> <li>• Restaurant Watch</li> <li>• Rogers Arena</li> <li>• BC Place</li> <li>• CFO</li> </ul>	Existing budget	

	Strategy	Leads	Activities	Linkages/ Partners	Budget Implications	Desired Outcomes
Strategy 4	<b>Work with community and partners to prevent and combat property crime.</b>	GIS Inspector  OSS Inspector  District Inspectors  DCIRS Inspector	4.1 Continue to target prolific offenders and shoplifters.	<ul style="list-style-type: none"> <li>• Crown</li> <li>• Corrections</li> <li>• Parole</li> <li>• BC Probation</li> <li>• BC Prosecution Service</li> <li>• Retail Associations</li> <li>• Law enforcement agencies</li> <li>• BIAs</li> <li>• Retail Council of Canada</li> </ul>	CIF budget implications on a case-by-case basis.	<p>Increased enforcement efforts on active property crime offenders, supported by enhanced technology.</p> <p>Increased likelihood of offender remand and lengthier sentences to deter re-offending.</p> <p>Greater collaboration between various VPD sections and policing partners in monitoring repeat offenders.</p>
			4.2 Continue to leverage technology and intelligence to combat break-ins and theft.	<ul style="list-style-type: none"> <li>• OCC</li> <li>• RTIC</li> <li>• CoV</li> <li>• Auto Industry</li> </ul>	Existing budget	<p>Increased number of offenders arrested and charged for violent shoplifting.</p> <p>Legislative changes enacted to deter offenders from engaging in criminal activity.</p>
			4.3 Ongoing public education on property crime prevention.	<ul style="list-style-type: none"> <li>• Public Affairs</li> </ul>	Existing budget	<p>Enhanced support for repeat offenders who require treatment and other services.</p> <p>Reduced recidivism of repeat offenders who have been provided with support.</p>
			4.4 Improve public reporting of crimes to police, as well as police response and customer service.	<ul style="list-style-type: none"> <li>• OSU</li> <li>• OCC</li> <li>• E-Comm</li> <li>• Transport Canada</li> <li>• OIPC</li> </ul>	Existing budget	<p>Reduced need for repeat offenders to commit property crime due to poverty, homelessness, mental health and substance use disorder issues.</p> <p>Reduced break and enter offences.</p> <p>Greater collaboration between police and partner agencies in utilizing technology for targeted enforcement.</p> <p>Enhanced public awareness of property crime prevention.</p> <p>Reduced catalytic converter theft.</p> <p>Increased public reporting of property crimes, other crimes, and other issues requiring police attention.</p> <p>Quicker response times to police calls for service.</p> <p>Prompt arrest of those engaging in hate-based offences.</p> <p>Reduced hate-based property offences.</p> <p>Offenders will be deterred from committing hate-based property offences and other mischiefs.</p>
			4.5 Proactively address and prevent hate-based property offences and other mischiefs.	<ul style="list-style-type: none"> <li>• CPCs</li> <li>• CCW</li> <li>• Public Affairs</li> </ul>	CIF budget implications on a case-by-case basis.	

	Strategy	Leads	Activities	Linkages/ Partners	Budget Implications	Desired Outcomes
Strategy 5	Work to prevent and combat cybercrime and financial crime.	GIS Inspector	5.1 Enhance public awareness of cybercrime and cyber threats.	<ul style="list-style-type: none"> <li>Vancouver businesses</li> </ul>	Existing budget	Enhanced public awareness regarding cybercrime and cyber threats.
			5.2 Further the VPD's ability to conduct cybercrime investigations.	<ul style="list-style-type: none"> <li>Secret Service</li> <li>CBSA</li> <li>NC3</li> <li>Europol</li> <li>Private sector cyber security firms</li> <li>Chainalysis</li> <li>Law enforcement agencies</li> </ul>	CIF budget implications on a case-by-case basis.	<p>Enhanced expertise among cybercrime investigators.</p> <p>Investigation of high profile cybercrimes will be centralized within the Cybercrime Unit.</p> <p>Current information on financial crime and cybercrime trends and best practices.</p>
			5.3 Enhance public awareness of financial crime and frauds.	<ul style="list-style-type: none"> <li>BC Securities Commission</li> <li>FSOC</li> <li>Competition Bureau</li> <li>FINTRAC</li> <li>Canadian Anti-Fraud Centre</li> </ul>	Existing budget	<p>Enhanced public awareness on various fraud related trends.</p> <p>Enhanced VPD expertise regarding cryptocurrency and money laundering investigations.</p>
			5.4 Investigate crypto currency scams and money laundering.	<ul style="list-style-type: none"> <li>Secret Service</li> <li>Gaming Policy Enforcement Branch</li> <li>FINTRAC</li> <li>RCMP-FSOC</li> <li>US Postal Service</li> </ul>	CIF budget implications on a case-by-case basis.	Enhanced relationships with various private and public sector partners.

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Goal – COMMUNITY WELL-BEING

Champions – Superintendent Phil Heard and Superintendent Shelley Horne

Strategy	Leads	Activities	Linkages/ Partners	Budget Implications	Desired Outcomes
Strategy 1	YSS Inspector  DCIRS Inspector	1.1 Continue to collaborate with health partners to improve outcomes for those living with mental health and substance use disorder issues.	<ul style="list-style-type: none"> <li>VPB</li> <li>VCH</li> <li>PHC</li> <li>PHSA</li> </ul>	Existing budget	<p>Improved overall quality of care for patients.</p> <p>Decreased criminality and mental health occurrences involving violence.</p> <p>Decreased victimization of persons living with mental health issues.</p>
		1.2 Continue to collaborate with health partners to increase efficiencies related to hospital admissions and transfers, and hospital wait-times.	<ul style="list-style-type: none"> <li>VPB</li> <li>VCH</li> <li>PHC</li> <li>PHSA</li> <li>BCAS</li> <li>Other police agencies</li> </ul>	Existing budget	<p>Improved outcomes for persons living with mental health and substance use disorder issues.</p> <p>Reduction of Mental Health Act (MHA) apprehensions.</p> <p>Shorter hospital wait-times for officers; offloading, admission and assessment.</p>
		1.3 Expand the capacity of the MHU.	<ul style="list-style-type: none"> <li>CoV</li> <li>VCH</li> </ul>	Existing budget	Shorter wait-times for ambulance response.
		1.4 Establish an evidence-based mental health screening and assessment tool for use by frontline officers.	<ul style="list-style-type: none"> <li>VPB</li> <li>Province of BC</li> <li>BCACP</li> <li>Health IM</li> <li>VCH</li> <li>PHC</li> <li>PHSA</li> <li>PRIME-BC</li> <li>RCMP</li> </ul>	Health IM funding to be provided by the Province of BC.	<p>Standardized, rapid, and clinical mental health field assessments.</p> <p>Diversion of mental health-related calls to the most appropriate health and community services.</p> <p>Increased resources for communities where supportive housing sites are located.</p>
		1.5 Continue to work with the City of Vancouver (CoV) to assist people without housing and shelter.	<ul style="list-style-type: none"> <li>VPD Patrol Teams</li> <li>VPD NPTs</li> <li>Community Outreach Team</li> <li>CoV</li> <li>VCH</li> <li>Ministry of Social Development and Poverty Reduction</li> <li>Province of BC</li> </ul>	Existing budget  VPF funding	<p>Improved post-incident information sharing.</p> <p>Increased support for housing providers assisting persons living with mental health issues.</p> <p>Identification of further solutions to reduce barriers to housing for those experiencing homelessness.</p> <p>Increased people provided with supportive housing or shelter.</p>
		1.6 Engage and support equity-deserving individuals and agencies.	<ul style="list-style-type: none"> <li>SisterWatch</li> <li>IAC</li> <li>VPF</li> <li>Heatly Clinic DTES</li> <li>IPVRAU</li> <li>SCU</li> </ul>	Existing budget  VPF funding  CFO	<p>Ongoing police support to sex workers.</p> <p>Enhanced positive relationships between sex workers and police.</p> <p>Increased dialogue between the DTES community and the VPD.</p>

	Strategy	Leads	Activities	Linkages/ Partners	Budget Implications	Desired Outcomes
Strategy 2	Mitigate the impact of organized crime in relation to the ongoing opioid crisis.	OCS Inspector	2.1 Continue to target organized crime groups and the increasingly toxic local drug supply.	<ul style="list-style-type: none"> <li>GCU</li> <li>Patrol Teams</li> </ul>	Existing budget	Disruption of the groups involved in the trafficking of fentanyl and a reduction of the supply to the street level.
			2.2 Continue to advocate for an approach to substance use that utilizes all Four Pillars - harm reduction, prevention, enforcement, and treatment.	<ul style="list-style-type: none"> <li>All three levels of government</li> <li>BC Coroners Service</li> <li>VCH</li> <li>PHC</li> <li>PHSA</li> </ul>	Existing budget	Reduction in overdose deaths occurring in the city.
Strategy 3	Work with partners and the community to address social disorder issues that affect public safety and quality of life.	District Commanders  DCIRS Inspector	3.1 Ongoing officer visibility in street disorder hotspots.	<ul style="list-style-type: none"> <li>District 5</li> <li>Metro Teams</li> <li>CPCs</li> <li>NPTs</li> <li>BIAs</li> </ul>	Existing budget	Reduction in environmental factors that contribute to street disorder.  Public drinking and intoxication deterred.
			3.2 Ongoing liquor enforcement to prevent disorder issues.	<ul style="list-style-type: none"> <li>Lima</li> <li>LCRB</li> <li>CoV</li> </ul>	Existing budget	Enhanced public safety in the entertainment districts and on the beaches.
			3.3 Ongoing community policing efforts to address disorder issues.	<ul style="list-style-type: none"> <li>CPCs</li> <li>CCW</li> <li>NPT</li> <li>CoV</li> </ul>	Existing budget	Community members gain a greater sense of pride and ownership.  District Commanders remain informed on how to better direct patrols and enforcement activity.
			3.4 Work to manage the negative impact of street vending.	<ul style="list-style-type: none"> <li>CoV</li> </ul>	Existing budget	Reduction in street level violence associated with street vending in the DTES.  Coordinated response to unpermitted street vending.  Reduction in pedestrian and vehicle incidents.  Significant reduction in encampments and the presence of volatile propane tanks and cooking gas.  Reduce number of fires and property destruction through proactive bylaw enforcement of derelict buildings.  Residents feel safer within their communities.  Reducing crime in neighbourhoods.
Strategy 4	Safely manage public demonstrations.	EOPS Inspector  FIFA Inspector	4.1 Ongoing communication with demonstration organizers and community members.	<ul style="list-style-type: none"> <li>DCIRS</li> <li>Protest Organizers</li> <li>Squamish Nation</li> </ul>	Existing budget	Improved overall communication and trust with community.  Increased public safety during demonstrations.

Strategy	Leads	Activities	Linkages/ Partners	Budget Implications	Desired Outcomes
		4.2 Ongoing collaboration with public safety and community partners.	<ul style="list-style-type: none"> <li>• CoV</li> <li>• Community – Industry Response Group (C-IRG)</li> <li>• DCIRS</li> <li>• VFRS</li> <li>• Transit Police</li> </ul>	Existing budget	<p>Reduced agency liability in relation to demonstrations.</p> <p>Reduced criminality and civil unrest during demonstrations.</p> <p>Reduction in Police Act complaints.</p>
		4.3 Enhance Patrol member training and awareness in managing public demonstrations.	<ul style="list-style-type: none"> <li>• Education &amp; Training Unit</li> <li>• DCIRS</li> </ul>	Existing budget	<p>Increased information-sharing with partner agencies.</p> <p>Increased collaboration with the CoV in managing demonstrations.</p>
		4.4 Enhance data collection in relation to special events and demonstrations.	<ul style="list-style-type: none"> <li>• CAU</li> </ul>	Existing budget	<p>Enhanced officer safety during demonstrations.</p> <p>Better understanding of Indigenous community.</p>
		4.5 Continue to work with various levels of government to enhance public safety in relation to special events and demonstrations.	<ul style="list-style-type: none"> <li>• BC Police Services</li> <li>• CACP</li> <li>• BCACP</li> <li>• Ministry of Public Safety and Solicitor General</li> <li>• BCPS</li> <li>• CoV</li> </ul>	Existing budget	<p>Increased engagement of and ability for frontline Patrol members to manage demonstrations.</p> <p>Improved public demonstration data collection and analysis.</p> <p>Increased transparency with regard to the management of demonstrations.</p> <p>Enhanced police ability to seek prosecutions in response to unlawful demonstration activity.</p> <p>Increased support from various levels of government.</p>
Strategy 5	Traffic Section Inspector	5.1 Ongoing coordinated participation in provincial road safety enforcement campaigns.	<ul style="list-style-type: none"> <li>• District Commanders</li> <li>• Public Affairs</li> <li>• BCACP Traffic Safety Committee</li> <li>• CACP Traffic Safety Committee</li> <li>• ICBC</li> <li>• Road Safety BC</li> <li>• Media</li> </ul>	Existing budget -assuming required funding is secured for Counter-Attack campaign.	<p>Overall improved road safety.</p> <p>Ongoing coordination of traffic enforcement efforts across multiple Police agencies and jurisdictions.</p> <p>Ongoing positive partnerships with relevant stakeholders.</p>
		5.2 Ongoing intelligence-led enforcement action at high collision and other strategic locations.	<ul style="list-style-type: none"> <li>• Patrol Districts</li> <li>• CPCs</li> </ul>	<p>Existing budget for self-initiated activities.</p> <p>External funding for Counter-Attack and distracted driver campaigns.</p>	<p>Timely road safety enforcement at key locations, based on seasonal demands.</p> <p>Reduced collisions at high collision locations.</p> <p>Increased ticket production within all Traffic teams.</p> <p>Increased road safety enforcement awareness, ability, and engagement by Patrol members.</p> <p>Increased traffic enforcement numbers across all Patrol Districts.</p>

Strategy	Leads	Activities	Linkages/ Partners	Budget Implications	Desired Outcomes
		5.3 Provide traffic enforcement training to operational members.	<ul style="list-style-type: none"> <li>• Patrol Teams</li> </ul>	Existing budget	Enhanced understanding and awareness of traffic safety concerns by all road users.
		5.4 Enhance road safety education and public awareness.	<ul style="list-style-type: none"> <li>• CoV</li> <li>• PACs</li> <li>• Traffic-related community associations</li> <li>• Media</li> <li>• ICBC</li> </ul>	Existing budget	<p>Reduced deaths and injury due to speeding, distracted, and impaired driving.</p> <p>Decreased road closure time at collision scenes through the use of RPAS.</p>
		5.5 Leverage technology to enhance road safety.	<ul style="list-style-type: none"> <li>• ICT</li> <li>• CoV</li> <li>• Road Safety BC</li> <li>• BC Police Services</li> </ul>	Existing budget	<p>Enhanced detection and prevention of impaired driving.</p> <p>Increased public awareness of safe and lawful use of electric power personal transportation devices.</p> <p>Recorded FOX Radar data will guide effective deployment of resources during peak violation periods.</p>

## Vancouver Police Department Annual Business Plan (2026)

### Goal – SUPPORTING OUR PEOPLE

#### Champion – Superintendent Sally Davies

Strategy	Leads	Activities	Linkages/ Partners	Budget Implications	Desired Outcomes
<b>Strategy 1</b>	Senior Manager HR Employee Services  CAPSSU Manager	1.1 Ongoing retirement planning support and recognition through seminars and individualized support.	<ul style="list-style-type: none"> <li>• PERASU</li> <li>• CAPSSU</li> <li>• ICT</li> <li>• Municipal Pension Plan</li> <li>• External psychologists</li> <li>• Retirement transition coach</li> <li>• Department Sgt. Major</li> </ul>	Existing budget	<p>Increased accessibility to retirement information to encourage planning and preparation.</p> <p>Improved physical, mental and financial wellbeing of retired staff.</p> <p>Recognition provided to VPD staff for a lifetime of service.</p>
		1.2 Ongoing mental health resiliency training and improve individualized supports.	<ul style="list-style-type: none"> <li>• CISM</li> <li>• C-CISM</li> <li>• Education and Training Unit</li> <li>• PERASU</li> <li>• EWU</li> <li>• CAPSSU</li> <li>• VPU</li> <li>• BCPA</li> <li>• PSS</li> </ul>	Existing budget	<p>Increased individual awareness of physical, mental, emotional and spiritual health among members.</p> <p>Tools provided for self-regulation and knowledge of available resources to support health and well-being.</p> <p>Enhanced quality of individualized supports for members to further their well-being.</p>
		1.3 Enhance access to physical health treatment.	<ul style="list-style-type: none"> <li>• PERASU</li> <li>• Facilities</li> <li>• CAPSSU</li> <li>• EWU</li> <li>• Physical Health &amp; Performance Team</li> <li>• HSU</li> </ul>	Existing budget	<p>Enhanced quality of individualized supports where needed for civilian professionals to further their well-being.</p> <p>Improved accessibility to physical health assessment tools and supports.</p>
		1.4 Improve workplace health and safety infrastructure and safety practices.	<ul style="list-style-type: none"> <li>• HSU</li> <li>• HR</li> <li>• Facilities Services</li> <li>• Employee union groups</li> <li>• Accessible Employers</li> <li>• FOTU</li> <li>• PR&amp;A</li> </ul>	Existing budget	<p>Improved staff awareness of individual health and well-being.</p> <p>Improved timeliness and accessibility to physical treatment to support the health and well-being of VPD staff.</p>
		1.5 Improve return to work supports and processes.	<ul style="list-style-type: none"> <li>• CAPSSU</li> <li>• WSBC Case Management Unit</li> <li>• PERASU</li> </ul>	Existing budget	<p>Safe workplace through improved equipment, facilities, and reporting practices.</p> <p>Prevention of repetitive strain injuries, and improved well-being.</p>
		1.6 Expand or adapt future wellness programming.	<ul style="list-style-type: none"> <li>• EWU</li> <li>• Physical Health &amp; Performance Team</li> </ul>	Existing budget	<p>Improved individualized support for long-term sick or injured staff, facilitating their return to work.</p> <p>Greater understanding of staff wellness needs by the HR Section.</p>

	Strategy	Leads	Activities	Linkages/ Partners	Budget Implications	Desired Outcomes
Strategy 2	Enhance equitable, diverse, and inclusive work environments.	HR Staff Sergeants  CAPSSU Manager  Labour and Employee Relations Director	2.1 Enhance the ability of HR to improve equitable, diverse, and inclusive work environments.	<ul style="list-style-type: none"> <li>• HR</li> <li>• CDU</li> <li>• Facilities Services</li> <li>• External labour process training provider</li> <li>• PSS</li> <li>• CAPSSU</li> </ul>	Existing budget	<p>Improved individualized supports for employee growth and development.</p> <p>Improved transparency, equity, and equality for lateral selection processes and promotional processes.</p>
			Learning and Development Manager	2.2 Improve and standardize all lateral competitions within the VPD for constable and sergeant positions.	<ul style="list-style-type: none"> <li>• All VPD sections</li> <li>• CDU</li> <li>• VPU</li> <li>• A&amp;T</li> <li>• EDU</li> <li>• CAPSSU</li> </ul>	Existing budget
		2.3 Ongoing career consultation for members on modified duties.		<ul style="list-style-type: none"> <li>• PERASU</li> <li>• CDU</li> <li>• OSU</li> <li>• MCSU</li> <li>• VPD</li> <li>• A&amp;T</li> </ul>	Existing budget	<p>Improved health, well-being, and development for members on mid to longer-term modified duties.</p> <p>Increased career direction empowerment for members who self-identify as Indigenous.</p>
		2.4 Develop an updated safe, respectful, diverse, and inclusive workplace plan.		<ul style="list-style-type: none"> <li>• PR&amp;A</li> <li>• CAPSSU</li> <li>• HSU</li> <li>• Training &amp; Recruiting Section</li> <li>• Out on Patrol</li> <li>• BCWLE</li> <li>• IWC</li> <li>• HR</li> <li>• Investigation Division</li> </ul>	Existing budget	<p>Ongoing organizational commitment to equitable, diverse, and inclusive work environments.</p> <p>Expectations for behaviour and standards provided to all new employees to help ensure an equitable, diverse, and inclusive work environment.</p> <p>Improved awareness of human rights.</p>
		2.5 Improve Human Rights Awareness.	<ul style="list-style-type: none"> <li>• ETU</li> <li>• IWC</li> </ul>	Existing budget		
Strategy 3	Enhance the growth and development of VPD members.	HR Competitions & Projects Development Staff Sergeant  CAPSSU Manager	3.1 Improve and modernize employee administrative and management software solutions.	<ul style="list-style-type: none"> <li>• CDU</li> <li>• HR Senior Business Analyst</li> <li>• Training &amp; Recruiting Section</li> <li>• IWC</li> </ul>	Existing budget	<p>Improved employee engagement and performance development through modernized software.</p> <p>Improved accessibility for staff to make contributions to growth and development plans.</p> <p>Increased value of performance appraisals.</p>
			Learning & Development Manager	3.2 Improve civilian developmental processes.	<ul style="list-style-type: none"> <li>• CAPSSU</li> <li>• ETU</li> <li>• Teamsters</li> <li>• CoV</li> <li>• Recruiting</li> </ul>	Existing budget
		3.3 Enhance assistance provided to sworn members in preparing for lateral and promotional processes.		<ul style="list-style-type: none"> <li>• CDU</li> <li>• Secondments</li> <li>• Partner agencies</li> </ul>	Existing budget	<p>Members empowered to engage in career planning and competition preparation with equal access to information.</p>
		3.4 Continue to improve ways to integrate new employees (on-boarding).	<ul style="list-style-type: none"> <li>• CAPSSU</li> <li>• ETU</li> <li>• Teamsters</li> </ul>	Existing budget	<p>Improved on-boarding systems allowing new civilian professionals to transition into their VPD role.</p>	

	Strategy	Leads	Activities	Linkages/ Partners	Budget Implications	Desired Outcomes
			3.5 Enhance capabilities of sworn members in HR and the Professional Standards Section (PSS).	<ul style="list-style-type: none"> <li>HR</li> </ul>	Existing budget	Increased knowledge of labour jurisprudence and alignment with HR practices.
Strategy 4	Enhance employee communication and engagement.	Executive Services Inspector	4.1 Enhance communication between VPD Executive and the frontline.	<ul style="list-style-type: none"> <li>Executive Team</li> <li>Public Affairs</li> <li>All VPD members</li> <li>Various external partners</li> <li>Media</li> <li>Information and Privacy</li> </ul>	Existing budget	<p>Greater communication between the Executive and all VPD members.</p> <p>Improved employee morale.</p> <p>Reduced misinformation and more factual and timely information.</p>
		Senior Director Personnel Services				
		HR Inspector	4.2 Continue to improve communication between the VPD's four Divisions.	<ul style="list-style-type: none"> <li>Executive Team</li> <li>SLT</li> <li>All VPD Sections</li> </ul>	Existing budget	<p>Enhanced Executive understanding of frontline challenges and concerns.</p>
		PSS Inspector				
		Labour and Employee Relations Director	4.3 Further educate members on conducting investigation processes.	<ul style="list-style-type: none"> <li>PSS</li> <li>Labour and Employee Relations</li> <li>VPU</li> <li>Teamsters</li> <li>IIO</li> <li>OPCC</li> <li>HR</li> <li>LEERS</li> </ul>	Existing budget	<p>Frontline members will directly hear, and know, that they have the support of the Executive.</p> <p>Better communication and enhanced information flow across the four Divisions.</p> <p>Enhanced knowledge amongst all staff regarding the functions and duties of VPD specialty units.</p>
		ICT Director				
			4.4 Raise awareness of the availability of Departmental resources.	<ul style="list-style-type: none"> <li>HR</li> <li>SLT</li> <li>Supervisors</li> <li>Training &amp; Recruiting Section</li> <li>CDU</li> <li>CAPSSU</li> <li>Labour and Employee Relations</li> <li>PERASU</li> <li>EWU</li> </ul>	Existing budget	<p>Enhanced member awareness and preparedness in relation to conduct investigations.</p> <p>Reduction in Public Trust and Internal Discipline complaints.</p> <p>Reduced misinformation or misunderstanding of lateral and promotional processes.</p> <p>Enhanced employee access to training and other personal growth opportunities.</p>
			4.5 <b>NEW</b> Strengthen organization awareness and access to training and professional development opportunities.	<ul style="list-style-type: none"> <li>Training Section</li> </ul>	Existing budget	<p>Enhanced employee knowledge of the grievance, bargaining, collective agreement and BC HRT processes.</p>

## Appendix – Glossary of Abbreviations/Acronyms

**2SLGBTQ+** - Two-Spirited, Lesbian, Gay, Bisexual, Transgender, and Queer +

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

**ACCESS** - Aboriginal Community Career Employment Services Society

**ACT** - Assertive Community Treatment (VPD)

**ALPR** - Automatic Licence Plate Recognition System

**AOT** - Assertive Outreach Team (VPD)

**ASL** - American Sign Language

**A&T** - Assignments & Transfers (VPD)

**BBB** - Better Business Bureau

**BC** - British Columbia

**BCAA** - British Columbia Automobile Association

**BCACP** - British Columbia Association of Chiefs of Police

**BCAS** - British Columbia Ambulance Service

**BCCEC** - British Columbia Coalition of Experiential Communities

**BCEHS** - British Columbia Emergency Health Services

**BCLEDN** - British Columbia Law Enforcement Diversity Network

**BCMUP** - British Columbia Municipal Undercover Program

**BCPS** - British Columbia Prosecution Service

**BCSC** - British Columbia Securities Commission

**BCWLE** - British Columbia Women in Law Enforcement

**BET** - Beat Enforcement Team (VPD)

**BIA** - Business Improvement Association

**BIPOC** - Black, Indigenous, and People of Colour

**BLO** - Business Liaison Officer (VPD)

**BWC** – Body-Worn Camera

**BWSS** - Battered Women's Support Services

**CACP** - Canadian Association of Chiefs of Police

**CAPSSU** - Civilian & Police Support Services Unit (VPD)

**CART** - Child and Adolescent Response Team

**CAU** - Crime Analysis Unit (VPD)

**CBSA** - Canada Border Services Agency

**CCTV** - Closed Circuit Television

**CCW** - Community Crime Watch (VPD)

**CDU** - Career Development Unit (VPD)

**CFL** - Canadian Football League

**CFO** - Civil Forfeiture Office

**CFSEU-BC** - Combined Forces Special Enforcement Unit BC

**CIBIN** - Canadian Integrated Ballistics Identification Network

**C-IRG** - Community - Industry Response Group

**CISM** - Critical Incident Stress Management (VPD)

**CIU** - Collision Investigation Unit (VPD)

**CMHA** - Canadian Mental Health Association

**CN** - Canadian National Railway

**CoV** - City of Vancouver

**COU** - Chronic Offender Unit (VPD)  
**CPA** - Community Police Academy (VPD)  
**CPC** - Community Police Centre  
**CPKN** - Canadian Police Knowledge Network  
**CPS** - Calgary Police Service  
**CREST** - Community & Road Education Safety Team (VPD)  
**CSP** - Community Safety Personnel (VPD)  
**CSU** - Crime Surveillance Unit (VPD)  
**CU** - Cybercrime Unit (VPD)  
**CVU** - Commercial Vehicle Unit (VPD)  
**CYAC** - Child and Youth Advocacy Centre

**DA** - Discipline Authority  
**DASH** - Data Analysis and Statistics Hub (VPD)  
**DCC** - Downtown Community Court  
**DCIRS** - Diversity, Community & Indigenous Relations Section (VPD)  
**DEMS** - Digital Evidence Management System  
**DEWC** - Downtown Eastside Women's Centre  
**DOC** - Department Operations Centre (VPD)  
**DTES** - Downtown Eastside  
**DVCT** - Domestic Violence Coordination Table

**ECC** - E-Crime Cyber Council  
**EDI** - Equity, Diversity & Inclusion  
**ENCORE** - Envisioning New Connections: Outreach Recreation Engagement Program  
**EOPS** - Emergency & Operational Planning Section (VPD)  
**EPS** - Edmonton Police Service  
**ERS** - Emergency Response Section (VPD)  
**Europol** - European Union Agency for Law Enforcement Cooperation  
**EWU** - Employee Wellness Unit (VPD)

**FAIAG** - Financial Abuse Investigators Action Group  
**FBI** - Federal Bureau of Investigations  
**FCU** - Financial Crime Unit (VPD)  
**FILU** - BC Family Information Liaison Unit  
**FINTRAC** - Financial Transactions and Reports Analysis Centre of Canada  
**FIU** - Forensic Identification Unit (VPD)  
**FSGV** - Family Services of Greater Vancouver  
**FSOC** - Federal Serious and Organized Crime

**GCU** - Gang Crime Unit (VPD)  
**GPEB** - Gaming Policy Enforcement Branch

**HCU** - Hate Crimes Unit (VPD)  
**HOO** - Homeless Outreach Officer (VPD)  
**HR** - Human Resources Section (VPD)  
**HRIS** - Human Resources Information System  
**HRO** - High Risk Offender Unit (VPD)  
**HSCPC** - Hastings Sunrise Community Policing Centre  
**HSI** - Homeland Security Investigations

**IAC** - Indigenous Advisory Committee (VPD)  
**IACP** - International Association of Chiefs of Police  
**IAFCI** - International Association of Financial Crime Investigators  
**IBIS** - Integrated Ballistics Identification System  
**ICBC** - Insurance Corporation of British Columbia  
**ICE** - Internet Child Exploitation  
**ICP** - Indigenous Cadet Program (VPD)  
**ICT** - Information & Communication Technology Section (VPD)  
**IDET** - Impaired Driving Enforcement Team (VPD)  
**IIO** - Independent Investigations Office  
**ILO** - Indigenous Liaison Officer (VPD)  
**IMPACT** - Integrated Municipal Provincial Auto Crime Team  
**IMS** - Information Management Section (VPD)  
**IMSP** - Indigenous Member Support Program  
**IPO** - Indigenous Protocol Officer (VPD)  
**IPP** - Indigenous Partnership Program (VPD)  
**IPU** - Information & Privacy Unit (VPD)  
**IPVRAU** - Intimate Partner Violence and Risk Assessment Unit (VPD)  
**IRC** - Indigenous Relations Coordinator (VPD)  
**IRPU** - Inclusive Processes Review Unit (VPD)  
**ISA** - Information Sharing Agreement  
**ISSofBC** - Immigrant Services Society of British Columbia  
**ISSU** - Integrated Safety and Security Unit  
**ITAF** - Identity Theft & Anti-Fencing Unit (VPD)  
**IWC** - Inclusive Workplace Committee (VPD)

**JCCGV** - Jewish Community Centre of Greater Vancouver  
**JIBC** - Justice Institute of British Columbia

**LCRB** - Liquor and Cannabis Regulation Branch  
**L&EE Relations** - Labour & Employee Relations Services (VPD)  
**LIMA** - Liquor Enforcement Call-Out Shifts (VPD)

**MCFD** - BC Ministry of Children and Family Development  
**MCM** - Major Case Management  
**MCS** - Major Crime Section (VPD)  
**MHU** - Mental Health Unit (VPD)  
**MMIWG** - Missing and Murdered Indigenous Women and Girls  
**MPSSG** - BC Ministry of Public Safety and Solicitor General  
**MPU** - Missing Persons Unit (VPD)  
**MVA** - Motor Vehicle Act  
**MVTP** - Metro Vancouver Transit Police

**NC3** - National Cybercrime Coordination Unit  
**NCECC** - National Child Exploitation Crime Centre  
**NPO** - Neighbourhood Police Officer (VPD)  
**NPT** - Neighbourhood Policing Team (VPD)

**OCC** - Operations Command Centre (VPD)  
**OCR** - Online Crime Reporting

**OCS** - Organized Crime Section (VPD)  
**OHSC** - Occupational Health & Safety Committee (VPD)  
**OOP** - Out On Patrol  
**OPCC** - Office of the Police Complaint Commissioner  
**OPS** - Operations Division (VPD)  
**OSU** - Operations Support Unit (VPD)

**PA** - Public Affairs Section (VPD)  
**PAT** - Planning Assessment Team (VPD)  
**PCU** - Property Crime Unit (VPD)  
**PERASU** - Police Employee Relations and Advisory Services (VPD)  
**PHC** - Providence Health Care  
**PHSA** - Provincial Health Services Authority  
**PIA** - Privacy Impact Assessment  
**PMU** - PRIME Management Unit (VPD)  
**PPC** - Problem Premises Coordinator (VPD)  
**PRIME-BC** - Police Records Information Management Environment - British Columbia  
**PRP** - Peel Regional Police  
**PSB** - Policing and Security Branch  
**PSC** - Public Service Counter (VPD)  
**PSS** - Professional Standards Section (VPD)  
**PSSG** - BC Ministry of Public Safety and Solicitor General (see also MPSSG)  
**PSU** - Public Safety Unit (VPD)  
**PTEP** - Provincial Tactical Enforcement Priority

**R2MR** - Road to Mental Readiness  
**RAM** - Resource Allocation Meeting (VPD)  
**RCC** - Retail Council of Canada  
**RCMP** - Royal Canadian Mounted Police  
**RCR** - Restorative Complaint Resolution  
**ReVOII** - Repeat Violent Offending Intervention Initiative  
**RPAS** - Remotely Piloted Aerial System  
**RPM** - Regulations and Procedures Manual (VPD)  
**RSU** - Recruiting Service Unit (VPD)  
**RTIC** - Real-Time Intelligence Centre

**SAFARY** - Supporting Activities for At Risk Youth  
**S.A.F.E.** - Safety and Awareness for Elders Program (VPD)  
**SAP** - System Applications and Products Software  
**SCU** - Sex Crimes Unit (VPD)  
**SFL** - SuccessFactors Learning Software  
**SFST** - Standardized Field Sobriety Test  
**SFU** - Simon Fraser University  
**SHU** - Source Handling Unit (VPD)  
**SILO** - Sex Industry Liaison Officer  
**SITE** - Special Investigation & Targeted Enforcement Program  
**SLO** - School Liaison Officer (VPD)  
**SLT** - Senior Leadership Team (VPD)  
**SMC** - Special Municipal Constables (VPD)  
**SOGI** - Sexual Orientation and Gender Identity

**S.U.C.C.E.S.S.** - United Chinese Community Enrichment Services Society  
**SWIS** - Settlement Workers in Schools

**TET** - Traffic Enforcement Team (VPD)  
**TPS** - Toronto Police Service  
**TROO** - Total Respect for Ourselves and Others  
**TRT** - Trauma Resiliency Training

**UBC** - University of British Columbia

**VACFSS** - Vancouver Aboriginal Child and Family Services Society  
**VAFCS** - Vancouver Aboriginal Friendship Centre 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)  
**VSB** - Vancouver School Board  
**VSU** - Victim Services Unit (VPD)

**WC-ISSU** - World Cup Integrated Safety & Security Unit  
**WPST** - Women's Personal Safety Team (VPD)  
**WVPD** - West Vancouver Police Department

**YCRU** - Youth Community Response Unit (VPD)  
**YIU** - Youth Investigative Unit  
**YJPC** - Youth Justice Program Coordinator (VPD)  
**YSS** - Youth Services Section (VPD)