



VANCOUVER POLICE DEPARTMENT 2025 STRATEGIC BUSINESS PLAN REPORT-BACK

April 23, 2026



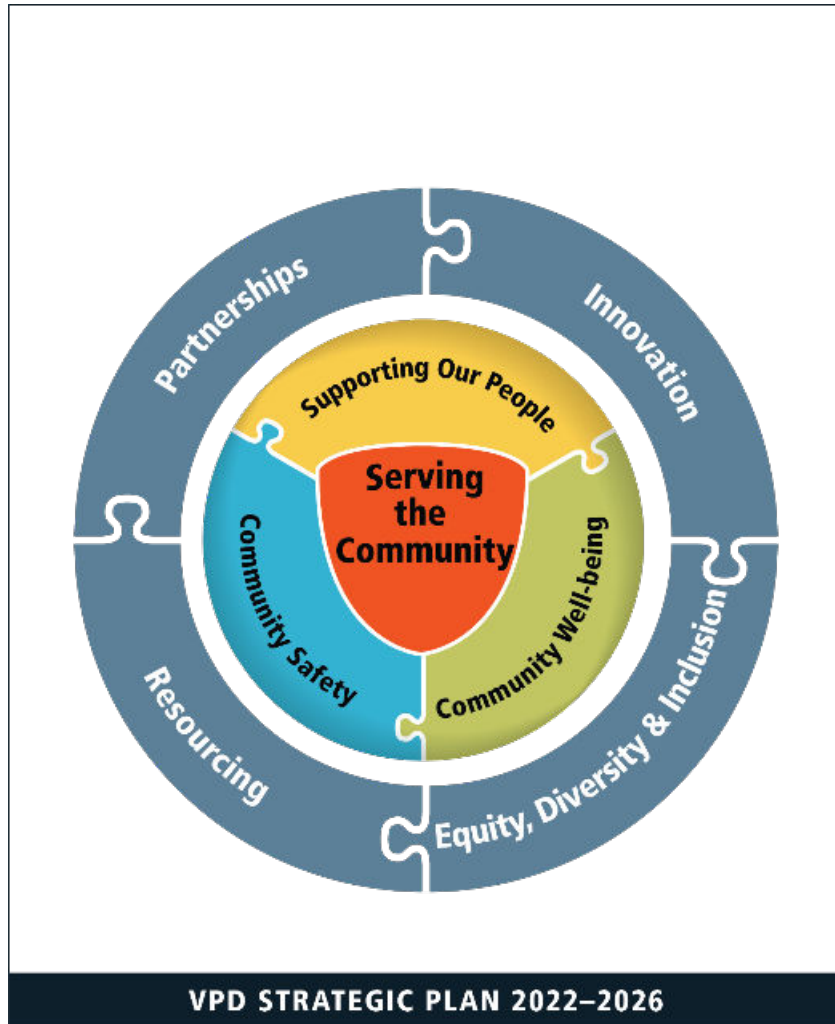
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The Vancouver Police Department (VPD) acknowledges that it proudly serves the public on the unceded traditional territories of the xʷməθkʷəy̓əm (Musqueam), sḵwx̱wú7mesh (Squamish), and sel̓ilwítulh (Tsleil-Waututh) Nations.

SUMMARY OF 2025 PROGRESS

2025 marked the fourth year of the strategic business planning process flowing from Vancouver Police Department's (VPD) 2022-2026 Strategic Plan. The business planning process reflects 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 2025 Strategic Business Plan outlined the principal strategies that the VPD would undertake throughout 2025 to work towards achieving the four overarching strategic goals of the 2022-2026 Strategic Plan. Twenty different strategies were identified and comprised of a total of 87 key activities.

Of the 87 activities, 75 key activities (86%) have been completed. Of the remaining twelve activities, eleven are well underway and one has had some progress made. The following sections summarize the progress made towards each strategic goal as well as key highlights. Detailed information regarding each strategy and activity can be found in the appendices.

STRATEGIC GOAL: SERVING THE COMMUNITY

At the core of the VPD 2022-2026 Strategic Plan is dedication to community service. Effective community engagement, strong relationships, and public trust form the foundation for each strategic goal. This engagement will allow the VPD to better support its employees, so they can effectively address crime and public safety issues. People living and working in a thriving and safe community are more likely to trust and work with police to ensure increased community safety.

In 2025, the VPD Executive and members participated and engaged with Indigenous Peoples through cultural events and spiritual activities. This included attending, supporting, or participating in Sweat Lodge ceremonies, a Canoe Waking Ceremony, the Missing & Murdered Indigenous Women Memorial March, the Pulling Together Canoe Journey, the Indigenous Job Fair, Orange Shirt Day, National Indigenous Day, National Indigenous Veterans Day, and the Musqueam Golf Tournament. In addition, the VPD provided education and training to VPD members in relation to Indigenous traditions, culture, and history.

The VPD expanded relations with newcomers, diverse, and racialized communities by participating in cultural activities, engaging in awareness and education programs, and creating campaigns to engage new communities. This was done by working with the Indigenous Advisory Committee, the BC Law Enforcement Diversity Network, and Immigration Services Society of BC, among others.

The VPD was invited to participate and attend various 2SLGBTQ+ activities, allowing for communication in personal safety, crime prevention, fundraising, and addressing community concerns. Of note, VPD members are heavily involved in [Out on Patrol](#) (including on the organization's board) and this organization presented to students across BC on the topics of bullying, 2SLGBTQ+ inclusion, and positive police role-modeling.

The Recruiting Unit continued to work to increase the number of recruits with a focus on ensuring the Department's officers reflect the diverse community they serve. To this end, the Recruiting Unit attended numerous cultural events and continued the successful Run with a Recruiter program where prospective applicants can connect informally with VPD recruiters while learning about careers in policing and connecting with recruiters during a run. More than 450 people participated in this program in 2025.

KEY DESIRED OUTCOMES
<ul style="list-style-type: none"> • Improve relationships with Indigenous Peoples via dialogue, understanding, and engagement. • Strengthen relationships with newcomer, diverse, and racialized communities by understanding and raising awareness of diverse customs and cultural safety. • Review and enhance departmental policies and practices to promote inclusivity, respectfulness, and equitable policing to further public trust and confidence in police. • Enhance education, awareness, and best practices when interacting with the 2SLGBTQ+ community to improve relationship building. • Increase support and connectivity with youth and older adults. • Enhance trust in police through education and providing public safety and crime prevention information.

NOTEWORTHY METRICS
<ul style="list-style-type: none"> • 253 VPD employees participated in On the Land training, which includes Indigenous cultural events and training. • 280 youth participated in eight You Matter consent education workshops. • The Inclusive Processes Review Unit completed their review of the Regulation and Procedures Manual (RPM), VPD forms, Recruiting Manual, and Jail Manual of Operations. • 1,000 officers were trained to deploy with body-worn cameras, including patrol members, select operational units, and non-uniform members who work uniform callouts. • The VPD's Fraud Prevention website had 14,347 views in 2025.

The VPD rolled out body-worn camera technology to patrol members and select operational teams to strengthen public safety, and enhance transparency, trust, and accountability in interactions between the police and the public. The implementation of this program involved a robust training program that reached more than 1,000 officers including officers who do not deploy in uniform as part of their daily duties but may be deployed in a uniformed capacity for callouts.

The reimagined School Liaison Officer program continued to operate in Vancouver schools. This program focuses on youth engagement initiatives within the schools, including speaking to classes/groups, organizing or contributing to sporting events, attending other school events such as dances, arranging holiday gifts for kids/families in need, delivering anti-gang workshops, and supporting youth mental health. The reimagined program was evaluated by an independent third-party and the evaluation report will be completed in 2026.

The VPD worked on ensuring the safety of older adults by holding workshops and seminars on topics such as financial fraud, elder abuse, and personal safety. These workshops reached more than 1,200 older adults. On an ongoing basis, the VPD also provides community members with public safety information through press conferences, social media posts, digital campaigns, and online and in-person workshops and seminars.

Strategic Goal: Serving the Community	Activities Identified	Activities Not Initiated	Activities Just Initiated	Activities Well Underway	Activities Practically Completed
		<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>
Strategies	24	0	1	4	19
1. Further relations with Indigenous Peoples.	5	0	0	0	5
2. Expand relations with newcomer, diverse, and racialized communities.	4	0	1	0	3
3. Enhance equitable, diverse, and inclusive policing practices.	4	0	0	1	3
4. Enhance relations with the 2SLGBTQ+ community.	3	0	0	2	1
5. Engage vulnerable populations, particularly youth and older adults.	6	0	0	1	5
6. Inform and educate the public on public safety and crime prevention.	2	0	0	0	2

Appendix B contains detailed information regarding the activities and results for this strategic goal.

STRATEGIC GOAL: COMMUNITY SAFETY

The VPD is committed to finding innovative solutions and having a visible police presence in the community to address safety concerns, especially around violent crime, gang violence, hate-motivated incidents, and property crime.

Citywide in 2025, there were year-over-year reductions in property crime (-0.8%) and violent crime (-9.7%). Violent crime specifically decreased across every single crime type with the exception of homicides, which increased due to the tragic Lapu-Lapu Day Block Party mass casualty incident.

In 2025, additional officers were deployed in the Downtown Eastside as part of Task Force Barrage. In the area the officers operated in, this temporary policing surge contributed to a 20.1% decrease in violent crime and a 66.1% increase in proactive property crime enforcement, as measured by possession of stolen property cases. These successes led the VPD to convert the efforts into a sustainable deployment model through the creation of District 5, which went into operation in January 2026.

The focus on proactive solutions to crime was reflected in a 24.8% increase in the number of on-view or officer-generated calls for service. Project Lasher 3 and Lasher 4 led to the arrest of 288 repeat violent offenders who violated their release conditions in 2025. These arrests led to 154 new criminal charges. Additionally, Project Barcode was expanded and given a more formal structure through the creation of the Retail Crime Task Force, which targeted violent and organized shoplifting and the resale of stolen goods. The Metro Teams also provided a valuable surge policing capacity and visible police presence throughout the entire city.

Within the VPD's Youth Services Section, the Yankee 10 unit conducted 1,032 compliance checks to monitor court-ordered release conditions applied for young offenders, or 20 per week on average. Similarly, the Youth Investigative Unit liaised with youth probation officers to ensure supports were in place for repeat violent young offenders.

The VPD continued to run strategically focused media and educational campaigns on the topic of consent and sexual assault awareness. The 2025 campaign reached a total audience of 6.8 million people, including 106,000 people who visited the VPD's [Consent Matters](#) website. This highly successful campaign was made possible by the generous funding of the Vancouver Police Foundation.

KEY DESIRED OUTCOMES
<ul style="list-style-type: none"> • Effective crime prevention through partnerships, outreach, pro-active investigations, specialized training, and the implementation of new technologies. • Identification and prosecution of child-luring predators and human traffickers. • Ongoing delivery and development of trauma-informed support to victims of crimes. • Enhanced collaboration with partners and community to target gang violence. • Effective working relationships with the community and partners to prevent and combat property crime. • Innovative and strategic development of initiatives to prevent and combat cybercrime and financial crime.

NOTEWORTHY METRICS
<ul style="list-style-type: none"> • Violent crime decreased by 9.7% and property crime decreased by 0.8%. • There were 26 homicide victims in 2025 and 20 of these homicides were already cleared by charges, which reflects a high homicide clearance rate (77%). • Assaults decreased by 9.7% overall, with a 12.9% reduction in serious assaults involving bodily harm or weapons. • The citywide average Priority 1 response time remained unchanged at 10 minutes and 39 seconds. • There were 248,160 calls for service in 2025, including 53,544 on-view or officer-generated calls. There was an increase of 24.8% in on-view or officer-generated calls, reflecting a renewed focus on proactive policing.

The VPD investigated hate-motivated incidents vigorously, sought charges under hate crime legislation when applicable, and continued liaising with community members and faith leaders to keep communities safe. In addition, the VPD continued to monitor protests and demonstrations.

Vancouver victims of cybercrime reported total losses of \$66.65M in 2025, with the Cybercrime Unit receiving 3,188 files. The Cybercrime Unit is carefully monitoring the emergence of new AI technologies as they can have a significant impact on cybercrimes. In addition, the Cybercrime Unit also collaborates with law enforcement partners and private sector companies to identify trends and techniques to combat them.

Strategic Goal: Community Safety	Activities Identified	Activities Not Initiated	Activities Just Initiated	Activities Well Underway	Activities Practically Completed
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Strategies	21	0	0	3	18
1. Work to prevent and combat all acts of violence.	7	0	0	0	7
2. Target child-luring predators and human traffickers, and provide support to victims.	3	0	0	1	2
3. Collaborate with partners and the community to target gang violence.	2	0	0	0	2
4. Work with community and partners to prevent and combat property crime.	5	0	0	1	4
5. Engage vulnerable populations, particularly youth and older adults.	4	0	0	1	3

Appendix C contains detailed information regarding the activities and results for this strategic goal.

STRATEGIC GOAL: COMMUNITY WELL-BEING

Policing is increasingly complex and the VPD continues to deal with broader social and public safety issues beyond crime, such as mental health, protests, and road safety, all of which have a significant impact on the well-being of the community.

On April 26, 2025, 11 people were killed and many more were injured at the Lapu-Lapu Day Block Party mass casualty incident. Immediately, the VPD responded, investigated the event, and provided victims services to more than 240 victims, family members, witnesses, and community members affected by the incident. The investigation led to the immediate arrest of the suspect and criminal charges that included 11 counts of murder. Furthermore, the VPD and City of Vancouver engaged in a [detailed review](#) of the planning processes and safety protocols in outdoor public spaces.

The efforts invested by the VPD and its partners to support individuals living with mental illness continue to prove successful. In 2025, *Mental Health Act* (MHA) apprehensions decreased by 0.5% overall and Section 28 apprehensions decreased by 7.3%. A Section 28 apprehension occurs when person is acting in a manner likely to endanger their own safety or the safety of others due to an apparent mental disorder. These are reactive responses to crises where an individual requires immediate intervention.

Form 4 and Form 21 apprehensions under the MHA increased by 8.1% in 2025. These apprehensions are proactive in nature and are ordered by medical professionals when someone must be admitted involuntarily or recalled to a hospital. This usually occurs prior to a mental health crisis occurring. An increasing rate of proactive apprehensions with a decreasing rate of reactive apprehensions is a positive sign consistent with successful mental health interventions.

The 2026 FIFA World Cup will draw hundreds of thousands of visitors to Vancouver, necessitating significant security preparations. The World Cup Integrated Safety & Security Unit (WC-ISSU) continues its preparations for the world-class event by enhancing public order and related security and emergency management processes.

To keep all road users safe, from pedestrians and cyclists to drivers, traffic and road safety initiatives were consistently implemented utilizing enhanced

KEY DESIRED OUTCOMES
<ul style="list-style-type: none"> • People living with mental health issues and substance disorders receive proactive support through VPD partnerships with healthcare agencies. • A decrease in mental health occurrences within the community that involved violence. • Improved connections between the VPD and equity deserving groups and individuals. • Disruption of the distribution of toxic opioids and increased advocacy to reduce the harms associated. • Reduction of disorder issues impacting various communities and negatively affecting the reputation of Vancouver as a safe city. • Effective traffic enforcement that specifically targets road and community safety.

NOTEWORTHY METRICS
<ul style="list-style-type: none"> • Overdose deaths in Vancouver decreased by 21.3% in 2025, which is in line with the province-wide trend in 2025. • Section 28 apprehensions decreased 7.3%, emphasizing successful preventive outreach interventions. • Operations Command Centre (OCC) liaison nurses reviewed approximately 5,700 mental health calls and diverted 36% of these away from patrol. This amounts to 5.6 diverted calls per day. • Victims services were provided to more than 240 victims, family members, witnesses, and community members affected by the Lapu-Lapu Day Block Party mass casualty incident. • Traffic fatalities increased by 25.0%, from 16 fatalities in 2024 to 20 in 2025. • Automated Licence Plate Recognition (ALPR) technology resulted in 65 enforcement actions in 2025.

technologies, training, and community-based strategies. This is highlighted by the following outputs in 2025: 1,174 violation tickets issued during a high-risk driving campaign, 1,178 violation tickets issued during distracted driving and occupant restraint campaigns, 25 CounterAttack deployments, 18 additional members trained in Standardized Field Sobriety Testing, and 1,289 commercial vehicle inspections.

Strategic Goal: Community Well-Being	Activities Identified	Activities Not Initiated	Activities Just Initiated	Activities Well Underway	Activities Practically Completed
		<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
Strategies	22	0	0	1	21
1. Work with partners to address social and health issues that impact public safety.	6	0	0	1	5
2. Mitigate the impact of organized crime in relation to the ongoing opioid crisis.	2	0	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	0	4
4. Safely manage public demonstrations.	5	0	0	0	5
5. Continue enforcement and education action to combat unsafe road behaviour.	5	0	0	0	5

Appendix D contains detailed information regarding the activities and results for this strategic goal.

STRATEGIC GOAL: SUPPORTING OUR PEOPLE

Policing is a demanding, high-profile profession, where actions and split-second decisions are highly scrutinized and can have a profound, lasting impact for everyone involved. The VPD's sworn officers and civilian professionals are its most important and valuable resource. As such, their health and wellness is a key priority.

In 2025, the VPD continued the expansion of its comprehensive health, wellness, and professional development supports to ensure VPD employees remain resilient, well-trained and supported, as they continue to provide excellent service to the public. Human Resources Section (HR) continue to implement the SuccessFactors platform and made significant progress in implementing Employee Central (a core HR module which includes Payroll and HR management functions). The system will be fully implemented in the first half of 2026.

In 2025, the VPD offered vaccination clinics and on-site physical therapists to encourage employees to maintain their physical health. Flu and Covid-19 vaccination clinics were held across VPD facilities, with over 779 vaccines being delivered. Additionally, 186 employees received shingles and tetanus vaccinations at additional vaccination clinics.

The VPD expanded its commitment to equitable, diverse, and inclusive work environments, continuing to deliver respective workplace training and strengthening measures to further ensure fairness during promotional processes and in competitions for various sought-after positions.

The Chief and VPD Executive members continue to personally engage staff who are exposed to traumatic events or critical incidents by reaching out directly. The Chief also provided employees with regular updates on significant organizational changes to the VPD.

The Physical Health & Performance Team has maintained its services through athletic therapists, a full-time fitness coordinator, and on-site physical assessments and treatments. These services contribute to keep employees healthy, reduce the rate of injuries, and decrease the injury recovery time. The team will look to expand its services further in 2026, by increasing the number of locations services are available to members.

KEY DESIRED OUTCOMES

- The mental and physical and well-being of VPD staff is effectively supported from hiring to retirement.
- The VPD is sufficiently staffed to address operational, investigative, and administrative needs.
- VPD employees are supported in their professional development through training, fair promotional processes, and equitable access to lateral competitions.
- The VPD work environment is equitable, diverse, and inclusive. A respectful workplace is maintained through training, HR processes, and VPD policies.

NOTEWORTHY METRICS

- The VPD's authorized strength in 2025 was 1,452 sworn officers and 482.5 civilian professionals and special municipal constables (combined).
- There is one civilian professional or special municipal constable for every three VPD sworn officers.
- The VPD had a net operating budget of \$461 million in 2025.
- 74 VPD officers are seconded to other partner agencies. The VPD is reimbursed for their salaries and benefits.
- 64% of employees who took time off due to work-related injuries returned within four weeks.
- 35.2% of VPD employees identify as female. In addition, 36.5% of VPD employees are Indigenous, Black, or otherwise racialized.

In 2025, the achievements of both sworn and civilian employees were recognized in their respective ceremonies with 180 civilian professionals and 55 sworn members being recognized. In addition, 19 employees were recognized in 2025 Departing with Distinction ceremonies.

The VPD's final 2025 total net operating budget was \$461 million. In 2025, the VPD's authorized strength was 1,452 sworn officers plus 482.5 civilian professionals and special municipal constables. On average, there is a ratio of one civilian professional or special municipal constable for every three VPD sworn officers.

As of September 2025, 35.2% of all VPD employees identified as female. In addition, 36.5% of all VPD employees were Indigenous, Black, or otherwise racialized. The VPD continues prioritizing its commitment to recruit sworn members and hire civilian professionals from diverse backgrounds who reflect the diversity of Vancouver.

In 2025, the VPD implemented a four-division model with a Deputy Chief Constable dedicated to oversee a new Strategy & Innovation Division whose mission is to enhance public safety through strategic and focused innovation. The VPD also launched a Retired Police Officers Program, a temporary contract opportunity for retired officers to return to operational policing in a meaningful and flexible capacity.

On the basis of its ongoing focus in employee wellness and mental health and comprehensive professional development pathways, the VPD was recognized by Mediapro as one of [BC's Top Employers](#) and was chosen to be featured prominently on the front page of the [special online magazine](#) co-published with *The Vancouver Sun*.

Strategic Goal: Supporting Our People	Activities Identified	Activities Not Initiated	Activities Just Initiated	Activities Well Underway	Activities Practically Completed
		<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
Strategies	20	0	0	3	17
1. Enhance supports offered for employee health and wellness at various career stages.	6	0	0	1	5
2. Enhance equitable, diverse, and inclusive work environments.	5	0	0	1	4
3. Enhance the growth and development of VPD members.	5	0	0	1	4
4. Enhance employee communication and engagement.	4	0	0	0	4

Appendix E contains detailed information regarding the activities and results for this strategic goal.

Appendix A – Glossary of Abbreviations/Acronyms

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

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)
IPRU - Inclusive Processes Review Unit (VPD)
IPU - Information & Privacy Unit (VPD)
IPVRAU - Intimate Partner Violence and Risk Assessment Unit (VPD)
IRC - Indigenous Relations Coordinator (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
PR&A - Planning, Research & Audit Section (VPD)
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)

Appendix B – Serving the Community



Goal: SERVING THE COMMUNITY Champion – Superintendent Marco Veronesi

2025 Strategy 1: Further relations with Indigenous Peoples.

ACTIVITIES	STATUS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
1.1 - Ongoing participation in Indigenous cultural events.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> In 2025, Diversity, Community, and Indigenous Relations Section (DCIRS) members participated the Canoe Waking Ceremony; the Missing & Murdered Indigenous Women Memorial March; the Pulling Together Canoe Journey; the Indigenous Job Fair; Orange Shirt Day; National Indigenous Day; National Indigenous Veterans Day; and the Musqueam Golf Tournament. On April 5, 2025, the Vancouver Police Department (VPD) held a traditional Canoe Waking Ceremony. It is Coast Salish tradition for canoes be “woken up” after the winter before going out on the water. Well over 100 Indigenous peoples and VPD members participated in a the Ceremony. The VPD canoe Nchu’7mut (pronounced In-CHOTE-Mote), meaning One Heart, One Mind, was awakened by members of the Squamish Nation and VPD members. The canoe was also prepared for the Pulling Together Journey and other cultural experiences. The VPD later participated in the Canoe Sleeping Ceremony. 25 VPD members embarked on the 10-day Pulling Together Canoe Journey in July of 2025. The Chief, members of the Executive, and Senior Management attended the Closing Ceremonies in Cowichan Lake, the Host Nation. The Indigenous Relations Coordinator (IRC) and other VPD members participated in the three-day Musqueam Canoe Race. Security and community engagement were provided by VPD members both on and off the river. 	<ul style="list-style-type: none"> VPF RCMP Police agencies VACPC Squamish Nation Musqueam Nation Tsleil-Waututh Nation
1.2 - Provide additional education and training to VPD members in relation to Indigenous traditions, culture, and history.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> The Indigenous Advisory Committee (IAC) continued to support the IRC in the execution of the “On the Land” programming, funded through the Vancouver Police Foundation (VPF). This programming informs VPD employees on issues around decolonization and anti-racism through activities with Indigenous peoples around BC. Through On the Land programming, the IRC coordinated 17 sweat lodges, hosting a total of 211 participants. 	<ul style="list-style-type: none"> JIBC FSGV Squamish Nation IPVRAU SILO JIBC

		<ul style="list-style-type: none"> • The Intimate Partner Violence and Risk Assessment Unit (IPVRAU) distributed 150 Health & Safety Kits, funded by the VPF. • In the lead up to the Moose Hide Campaign, it was promoted through the intranet and the DCIRS Newsletter. The campaign aims to raise awareness of violence against Indigenous women and children. • In 2025, more than 200 VPD members participated in cultural competency training. The training is provided by the IRC in partnership with Indigenous Elders at the Justice Institute of British Columbia (JIBC). 	
1.3 - Continue to engage Indigenous youth through outreach and programming.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> • The Indigenous Cadet Program accepted three new Indigenous members for the summer program. They participated in the 10-day Pulling Together Canoe Journey with 10 other VPD Cadets. • The Blue Eagle Community Cadet Program had 78 participants over 2025, including 20 youth team leaders and three youth mentors. They hosted 82 drop-ins over the year. • The VPD Musqueam Liaison Officer (MLO) supported the Musqueam Recreation Department in taking over the youth nights in 2025. This allows for wrap around support for the youth, which includes continuing engagement from the MLO. • In 2025, the MLO joined the working group for the BC Youth Indigenous Court. The aim of the program is for Elders, Judges, Police Members, and Lawyers work together to see what best practices are to get youth back into community. • The Musqueam golf tournament raised \$20,000 for Indigenous youth golfers in 2025. • The MLO partnered with the World Indigenous Sports and Health Society, and the Musqueam Nurse Practitioner, bringing Musqueam youth to Grouse Mountain for snowboarding every Wednesday. 	<ul style="list-style-type: none"> • City of Vancouver • Province of BC • Musqueam NPO • Transit Police
1.4 - Expand victim support and trauma-informed practices.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> • 174 members took this training in 2025, bringing to total number of members trained to a total of 949. • The Special Investigation Section (SIS) received 24 Star Blankets from Elder Kelly White to be used for interviews of Indigenous victims in the Graveley Street soft interview room. • The Treehouse continued to engage Vancouver Aboriginal Child and Family Services Society (VACFSS) for investigations. • IPVRAU continued to engage VACFSS at the monthly Domestic Violence Coordination Table (DVCT) meetings, and if there are exigent circumstances for investigations. • The DVCT meetings are scheduled biweekly and are based on the need for file review and coordination of resources. 	<ul style="list-style-type: none"> • VSU • CYAC • VACFSS • West End Coal Harbour CPC • SIS

		<ul style="list-style-type: none"> • The VPD continued to meet and work with the Vancouver Aboriginal Community Policing Centre (VACPC) to identify, document, and investigate instances of human trafficking. • The VPD continued the use of cultural spaces at the Treehouse Child and Youth Advocacy Centre (CYAC), Graveley street VPD building, and the Aboriginal Friendship Centre when meeting or interviewing Indigenous persons. • In 2025, the building of an Indigenous meeting room has started at the VACPC, with the support of VPD's SIS. The room is expected to be completed by the end of 2026. • Treehouse CYAC continued to engage VACFSS on any child abuse file related to Indigenous children. There were 14 interviews in 2025 involving Indigenous children/youth and three of these were referrals from VACFSS. 	
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1.5 - Ongoing discussions of key issues through the Indigenous Advisory Committee (IAC).	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> • The IAC held three general meetings in 2025 to discuss topics such as updates on the body-worn camera (BWC) project, organizing a joint personal safety workshop with the other VPD committees, and updates on the new Indigenous Liaison position in the Major Crimes Section. • The Vancouver Police Board (VPB) continued to attend IAC meetings when requested or their presence was necessary due to the topic being discussed. • Next of kin notification (NOK) protocols have been reviewed by the IAC and VPB. The BC Family Information Liaison Unit will continue to be contacted when an indigenous NOK is necessary. 	<ul style="list-style-type: none"> • IAC • Vancouver Aboriginal Transformative Justice Services Society • Three Host Nations • Vancouver Fire Service • BC Ambulance Service • RCMP • ACCESS • City of Vancouver • VPB
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2025 Strategy 2: Expand relations with newcomer, diverse, and racialized communities.

ACTIVITIES	STATUS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
2.1 - Continue to engage newcomers, diverse, and racialized communities in personal safety and crime prevention.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> • The DCIRS Liaison Officer presented to 30 Langara students and 20 newcomers to Canada at Vancouver Community College (VCC) on the topics of personal safety, hate crimes, and reporting crime. • Posters with QR codes linking to a VPD website that contains detailed information around hate crime reporting, were distributed. The posters were printed in 10 different languages and displayed in different cultural and religious locations around Vancouver. • Social media platforms were used to interact with the public, answer questions, correct misinformation, and promote initiatives such as Task Force Barrage, the Retail Crime Forum, and the Hate Crime Forum. • DCIRS put on the Community Police Academy (CPA) program where 20 diverse community members participated in the six-week program. Participants included two members from the Musqueam Security Team. 	<ul style="list-style-type: none"> • ISSofBC • S.U.C.C.E.S.S. • CBSA • BCLEDN • VPF • Musqueam Security Team

		<ul style="list-style-type: none"> • DCIRS participated in quarterly meetings with the BC Law Enforcement Diversity Network (BCLEDN). • In 2025, phase four of the Consent Matters online awareness campaign delivered the strongest results in the history of the campaign. • The campaign continued to connect and engage meaningfully with young audiences. • Social media campaign materials appeared as ads on social media 6.8 million times in 2025. With more than 2.8 million video views. This led to almost 106,000 views of the VPD's Consent Matters website. • In 2025, five Women's Personal Safety Workshops were held. one for seniors, three for youth, and one for Immigrant Women who are intimate partner violence (IPV) survivors. 	
2.2 - Further dialogue and expand relationships with the Black Community.	☑☐☐	<ul style="list-style-type: none"> • VPD continued to work toward re-engaging the African descent community. • The Emergency and Operational Planning Section (EOPS) engaged with the African Descent Society of BC (ADS) with the goal of strengthening the relationship. EOPS is also involved in safety planning for the ADS's African Descent Festival. 	<ul style="list-style-type: none"> • Black and African Heritage Associations
2.3 - Continue to engage youth from newcomer, diverse, and racialized communities.	☑☑☑	<ul style="list-style-type: none"> • DCIRS put on the 19th version of the Newkids Program with 16 youths participating in the 10-week program. • Overall, more than 200 youth have completed the Newkids Program since its inception. • The VPD put on eight workshops reaching 280 students to discuss the concept of consent. They were reached via several programs including BRAVE, New Kids, Salvation Army, Strive Community Outreach, Indigenous Outreach, Howe Sound Services, and the BC Hockey League. • VPD Cadets Class 11 graduated in May 2025. More than 30 different ethnic backgrounds are represented in this class. In September 2025, Class 12 started with 56 new Cadets. 	<ul style="list-style-type: none"> • VSB • Blue Eagle Community • Cadets Program
2.4 - Continue to reach out to other specific diverse and racialized groups to further trust and relationships.	☑☑☑	<ul style="list-style-type: none"> • DCIRS received \$30,000 in funding to engage youth people and other members of the Chinatown community for a mural project. • In 2025, DCIRS members held two safety presentations for seniors in Chinatown. • Two townhalls for single room occupancy hotel (SRO) and Downtown Eastside (DTES) residents were conducted with SRO staff around safety concerns, enforcing by-laws, and identifying and reporting suspicious and criminal activity. • DCIRS implemented its new Speaker-Series Program. This program brings together members from the Jewish, Muslim, and Asian communities as well as the BC First Nations Justice Council to speak on topics such as the Holocaust and anti-hate. Upwards of 70 VPD members participated in these sessions. 	<ul style="list-style-type: none"> • Jewish Federation • Wavefront Centre • Limitless Possibilities • CNIB • ERT

		<ul style="list-style-type: none"> • The VPD regularly met with the Jewish and Muslim community to hear their concerns. The VPD met with Jewish Federation’s Safety and Security committee to provide briefings related to building and location safety. VPD members conducted three site inspections at Synagogues, and extra patrols were deployed after major incidents such as the Bondi Beach shootings. Also, VPD members visited Vancouver area Mosques twice a month to build relationships and talk about hate crime. • The communication platforms at the VPD Public Information Counters (PIC) have been expanded to make communication more accessible for individuals who are deaf and hard-of-hearing. Technology was installed at three PIC kiosks at the Cambie Street location. The Graveley Street location will be upgraded in 2026. Additionally, braille information cards and American Sign Language (ASL) courses for members are in the development phase. 	
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2025 Strategy 3: Enhance equitable, diverse, and inclusive policing practices.

ACTIVITIES	STATUS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
3.1 - Continue to review Departmental policies, procedures, and practices using equity, diversity, and inclusion (EDI) lens.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> • The review of the Regulation and Procedures Manual (RPM), various forms, the Recruiting Manual, and the Jail Manual of Operations was completed in 2025. The sustained work of the Inclusive Processes Review Unit (IPRU) has resulted in the identification and rectification of all apparent EDI inconsistencies in the reviewed documents. • Unbiased policing and inclusive practices will continue to be considered as part the cyclical review of the RPM, coordinated by the Planning, Research & Audit Section (PR&A). • IPRU continued to proactively strengthen community and partner relationships. • In 2025, IPRU engaged with members from the Ismaili Mosque, Nikkei National Museum and Cultural Centre, Muslim community, Vancouver Khalsa Diwan Society, VPD’s Indigenous Advisory Committee, Out on Patrol, Chinese Canadian Museum Society of BC, Jewish Federation of Greater Vancouver, and First Nations. 	<ul style="list-style-type: none"> • VPD Community Committees
3.2 - Work to recruit officers and civilian members who reflect the community.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> • In 2025, in order to increase applications to the VPD from members of Vancouver’s diverse communities, the Recruiting Units (RU) engaged in a wide range of community outreach initiatives, collaborating with representatives from these communities. Team members also participated in Indigenous Day at Musqueam, attended Hoobiyee at the PNE Forum, and took part in the annual Vaisakhi and Lunar New Year Parades. The RU also connected with community members at the annual Caribbean Days event. 	<ul style="list-style-type: none"> • Recruiting Unit • EDI Review Team • DCIRS

		<ul style="list-style-type: none"> • The RU has continued to operate the Run with a Recruiter Program. The program invites Lower Mainland residents to connect informally with VPD recruiters while learning about careers in policing. Since its launch in fall 2024, the program has attracted over 450 participants and has become a core RU outreach initiative, drawing a highly diverse range of attendees. • The RU continued to use social media to connect with audiences. In 2025, RU social media videos got over 900,000 views a month on Instagram. 	
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"> • The IRC continued delivering “On the Land” programming. This programming informs members on issues around decolonization and anti-racism through activities with Indigenous Peoples around BC. • DCIRS participated in quarterly meetings with the British Columbia Law Enforcement Diversity Network (BCLEDN). • The Professional Standards Section (PSS) continued to offer Restorative Complaint Resolutions, which makes the complaint process more accessible. Four Restorative Complaint Resolutions were conducted and 20 PSS members, new to the section, received training in restorative justice practices. • In partnership with Indigenous Nations around BC and the Correctional Service of Canada, work continues on a carved Honour Pole at the VPD Graveley building, as envisioned by SisterWatch, to commemorate Missing and Murdered Indigenous Women and Girls (MMIWG). Completion is expected in the second half of 2026. 	<ul style="list-style-type: none"> • DCIRS • VPB • Human Rights Commission • Squamish Nation • Musqueam Nation • Tsleil-Waututh Nation
3.4 - Deploy body-worn cameras and related technology.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> • More than 1,000 sworn members have been trained on BWC. This includes patrol members as well as select operational units. • The VPD continued to leverage department-issued smartphones and the Digital Evidence Management System (DEMS) to facilitate an integrated user-friendly interface. 	<ul style="list-style-type: none"> • VPD ICT • Province of BC

2025 Strategy 4: Enhance relations with the 2SLGBTQ+ community.

ACTIVITIES	STATUS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
4.1 - Engage the 2SLGBTQ+ community in personal safety and crime prevention.	☑☑☐	<ul style="list-style-type: none"> The VPD continued to support members who are involved with Out on Patrol. This includes multiple members who are Board members. The VPD attended an annual QMUNITY event where VPD filled one table of 10. Members attending ranged from senior leadership to members in various areas of the VPD. The VPD also continued its practice of funding a table for Indigenous seniors, who otherwise would not have been able to attend due to financial barriers. The VPD in planning on attending more events to support the 2SLGBTQ+ community in 2026. 	<ul style="list-style-type: none"> Rainbow Refugee Out on Patrol Delta Pride Fraser Valley Pride Kelowna Pride Whistler Pride Rainbow Connection QMUNITY
4.2 - Enhance the cultural safety of the 2SLGBTQ+ community.	☑☑☐	<ul style="list-style-type: none"> DCIRS participated in four City of Vancouver (CoV) 2SLGBTQ+ Advisory Committee meetings. As requested, the VPD's contribution was in the form of providing information surrounding hate crime statistics, policing initiatives, and information relevant to the 2SLGBTQ+ community. The VPD provides other support to the 2SLGBTQ+ community through supporting members participation in OOP activities. 	<ul style="list-style-type: none"> City of Vancouver Community support agencies. VSB
4.3 - Enhance police awareness of 2SLGBTQ+ community concerns.	☑☑☑	<ul style="list-style-type: none"> All 61 new Community Safety Personnel (CSPs) completed 2SLGBTQ+ awareness training. The VPD hosted the Mayor, City Councillors, community members, and 2SLGBTQ+ VPD members at the annual Pride Flag Raising event at the end of July. Thirty people were in attendance. VPD partnered with QMUNITY to deliver offsite fingerprint services at QMUNITY's Trans ID clinic. Six sessions were held with 41 people accessing the service. DCIRS and EOPS liaised with OOP and the Pride Society to ensure a successful and safe Pride Parade. In anticipation of protests, the VPD worked with the Pride Society to discuss possible disruptions. 	<ul style="list-style-type: none"> JIBC Out on Patrol External law enforcement agencies Community support agencies

2025 Strategy 5: Engage vulnerable populations, particularly youth and older adults.

ACTIVITIES	STATUS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
5.1 - Continue to operate a re-imagined school liaison program.	☑☑☑	<ul style="list-style-type: none"> School Liaison Officers (SLOs) had 865 interactions with students. They attended 29 presentations, and various workshops and assemblies. SLOs continued to work with the Vancouver School Board (VSB) to regularly conduct safety lockdown drills. Additionally, they gave safety presentations on bullying, cyberbullying and online safety 	<ul style="list-style-type: none"> City of Vancouver VSB Community partners

		<p>to pre-schools and independent schools who had reached out requesting these presentations.</p> <ul style="list-style-type: none"> • To support students, SLOs attended Restorative Justice Training and attended applied suicide intervention skills training (ASIST). • A third-party company was hired to evaluate the reimagined SLO program. They are actively working on completing their report. • In 2025, VPD and VSB Steering Committee meetings were held quarterly. • In 2025, SLOs created and implemented various new programs. In June, the first annual VPD DREAM Ball Hockey Classic Tournament took place at Jack Poole Plaza with 240 youths participating. The Dragons Groundworks Judo program was started in September, at King George Secondary School with 40 participants. • In addition to new programming, previous programming continued. 15 youth attended weekly boxing sessions during FIT blocks at Vancouver Technical Secondary. • 38 youth participated in weekly runs, in addition to participation in several local marathons and running events. • 30 youth engaged in after-school weight training sessions two times a week at three secondary schools, with an annual interschool weightlifting competition held at Eric Hamber. • 100 youths took part in a two-day Spring Break basketball camp in March. 63 youths participated in the Full Court Support follow-up event. 	
<p>5.2 - Deter youth from gang involvement and criminal activity.</p>	<p>☑☑☐</p>	<ul style="list-style-type: none"> • Certain activities planned for in 2025 were unable to occur due to operational availability but are expected to occur again in 2026. • On May 15, the 11th annual Gang Tackle flag football game involving at-risk youth, police members, and professional football players, was held at UBC's Thunderbird Stadium. 115 students, 51 police officer, and 5 civilians took part, alongside the UBC Thunderbird football team. • The Youth Justice Programs Coordinator continued to work with SLOs to support at-risk students, providing resources and guidance to keep them engaged in education while promoting positive behaviours and outcomes. 	<ul style="list-style-type: none"> • UBC • BC Lions • VBPR
<p>5.3 - Engage youth to participate in sporting, leadership, and scholastic programming.</p>	<p>☑☑☑</p>	<ul style="list-style-type: none"> • The 28-week VPD Cadet Program continues to be operated with 56 new cadets being brought into Class 12. • A survey showed that 40 out of 41 cadets successfully graduated high school in 2025 and have enrolled in post-secondary institutions. • The Youth Services Section (YSS) and the Vancouver Police Soccer and Service Club (VPSSC) held the VPD's annual Pee Wee Soccer camp in Strathcona Park in July. 200 children participated in the camp. • The Paul Sanghera Soccer Tournament was hosted by Killarney Secondary in April, with approximately 120 youth 	<ul style="list-style-type: none"> • VPSSC • VBPR • VGBA • Langara College

		<p>participating in a round robin tournament alongside 30 VPD members and the VPSSC.</p> <ul style="list-style-type: none"> • 38 youth attended the Supporting Activities for At-Risk Youth (SAFARY) program. The activities they participated in included: volleyball, basketball, acting classes, driving lessons, muay Thai boxing classes, pottery workshops, and fitness. They also received ski and snowboarding passes as well as schoolbooks. • VPD members continued to connect with youth in community and school-based events through Envisioning New Connections: Outreach Recreation Engagement Program (ENCORE). In 2025, VPD officers participated in 47 community and school-based events/program sessions. 	
<p>5.4 - Support youth mental wellness.</p>	<p>☑☑☑</p>	<ul style="list-style-type: none"> • The Youth Justice Programs Coordinator delivered six sexual exploitation awareness presentations through the Total Respect for Ourselves and Others (TROO) program. • Through Car 86, Y20, and Y10, the VPD ensured youth experiencing mental health challenges are referred to the Child Adolescence Response Team (CART) to guarantee appropriate supports are put in place. • Eight You Matter workshops were delivered in 2025, reaching 280 students. These structured workshops aim to prevent sexual based crimes, and ultimately empower youth to build healthy relationships with their peers. 	<ul style="list-style-type: none"> • VSB
<p>5.5 - Work to ensure the personal safety of older adult populations.</p>	<p>☑☑☑</p>	<ul style="list-style-type: none"> • In partnership with Community Policing Centres (CPCs) and community organizations, seven senior health and safety workshops were delivered in 2025. Many of the workshops were provided languages other than English, to expand the workshop's reach. • The VPD continued to foster partnerships with local health authorities, financial institutions, government agencies and other community partners to address elder abuse. • In 2025, 31 files where elder abuse was suspected were reviewed by the Elder Abuse Detective. The VPD's Edler Abuse Detective worked alongside Family Services of Greater Vancouver (FSGV) to support the vulnerable elderly populations of Vancouver. • The VPD provided training for more than 200 E-COMM dispatchers/call takers regarding the top scams and techniques in speaking with older persons who have been scammed. • CPCs delivered specific initiatives and activities to support older adults. Senior specific events/ activates/ programs run by CPSs range from home visits, pop-up tents, and outreach at events. A total of 83 outreach events and 19 presentations were given in 2025. • 11 educational Block Talks had a total of 1,556 attendees, including 295 Vancouver residents. Presentations included: transit safety, Bitcoin scams, specific neighbour issues, women's personal safety, homelessness intervention support, wilderness safety, digital safety, online harms affecting youth, and emergency preparedness. 	<ul style="list-style-type: none"> • WPST • CPCs • BCECCS • Seniors Abuse and Information Line

5.6 - Protect older adults from financial frauds.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> • The VPD’s “Scam Prevention for seniors” presentation group consists of VPD members from the Financial Crime Unit (FCU), Cybercrime Unit, Major Crimes Section (MCS), and Operations Division and offers presentations regarding financial crimes, the latest scams, online safety, and distraction thefts. • Members from the FCU sit on the CoV’s Older Persons & Elderly Advisory Committee. The meetings are bi-monthly, discussing strategic planning around isolation and loneliness, homelessness, transportation, urban infrastructure, and community support. • The VPD leveraged social media and published videos created with the Public Affairs to raise awareness of the Grandparent/Bail scams, rental scams, bank draft scams, and AI-powered scams involving voice cloning. The VPD’s Fraud Prevention website had 14,347 views in 2025. 	<ul style="list-style-type: none"> • VPD Public Affairs • Council to Reduce Elder Abuse
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2025 Strategy 6: Inform and educate the public-on-public safety and crime prevention.

ACTIVITIES	STATUS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
6.1 - Provide residents with public safety information.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> • The VPD used its social media accounts to disseminate important messaging to the public. In addition, traditional messaging through posters, booklets, and pamphlets continued. • Crime prevention and safety tips were delivered through social media on a variety of topics including fraud and scams, road safety, intimate partner violence, auto crime, mental health, and general safety tips. • When applicable, the VPD directed messaging to specific groups, such as the Jewish community in the aftermath of the Bondi Beach shooting in Australia. • During large events, such as the Celebration of Light the VPD held press conferences and engaged with community partners. 	<ul style="list-style-type: none"> • City of Vancouver • Park Board • VFRS
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"> • Social Media content highlighted various areas of the department, to raise awareness of the variety of services provided by the VPD to the public. • Media releases and public awareness messaging was pushed out on all VPD social media platforms for newsworthy events to ensure that factual information reaches the public. • The VPD also created low barrier opportunities for members of the public to interact with officers, including various youth focused programs, women’s safety workshops, and attendance at public events. 	<ul style="list-style-type: none"> • All VPD Sections

Appendix C – Community Safety

Goal: COMMUNITY SAFETY			
Champions – Superintendent Matt Harty and Superintendent Mike Rowe			
2025 Strategy 1: Work to prevent and combat all acts of violence.			
ACTIVITIES	STATUS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
1.1 - Ongoing investigative and victim support in relation to all high-risk intimate partner violence cases.	☑☑☑	<ul style="list-style-type: none"> High-risk intimate partner violence offenders and victims were actively monitored and supported through the elevated-risk flagging system. This system prioritizes investigative strategies and victim supports. The elevated-risk flagging system was updated by Intimate Partner Violence and Risk Assessment Unit (IPVRAU) supervisors and investigators for the highest risk files. All intimate partner violence files were reviewed by supervisors and Family Services of Greater Vancouver (FSGV) support workers were engaged where needed and appropriate. IPVRAU investigators regularly participated in the multi-agency and multi-disciplinary Provincial Domestic Violence Coordination Table (DVCT) meetings to share intelligence and resources in relation to high-risk intimate partner violence cases. Risk assessments were conducted and if appropriate the Provincial Protective Measures Unit was engaged for high-risk safety planning. 	<ul style="list-style-type: none"> MPSSG MCFD FSGV BC Probation
1.2 - Continue to target offenders who commit sexually motivated crime	☑☑☑	<ul style="list-style-type: none"> The VPD continued to target high-risk offenders in a variety of ways. The VPD enforced all applicable criminal offences against high-risk offenders. This was done in collaboration with Correctional Services Canada and Parole. In addition, multi-jurisdictional meetings were utilized to share information on high-risk offenders across jurisdictions in the Lower Mainland. Meanwhile, the High Risk Offender Unit's (HROU) ongoing core function is to monitor high-risk offenders living in Vancouver. The Sex Industry Liaison Officer (SILO) routinely reviewed files of concern and met with local resources throughout the industry. The SILO also worked with the WISH Drop-In Centre Society in regards to "Red-Light Alerts". 	<ul style="list-style-type: none"> CSC Parole WAVAW WISH Drop-In Centre Society

<p>1.3 - Continue to engage the public in personal safety and violence prevention, particularly vulnerable and marginalized groups.</p>	<p>☑☑☑</p>	<ul style="list-style-type: none"> • The Women’s Personal Safety Team (WPST) delivered 24 workshops to over 910 participants in 2025. Since 2013 when the program started, over 10,800 people have participated. The WPST also worked with the SILO to put on a workshop for sex workers and the 2SLGBTQ+ community. • The VPD also utilized social media to advance messages of consent through the Consent Matters campaign. Additionally, specialized presentations regarding consent were given to youth as part of the You Matter campaign. More than 280 students participated in the You Matter program. 	<ul style="list-style-type: none"> • WPST • YSS • VPF
<p>1.4 - Target repeat violent offenders which includes those responsible for stranger attacks.</p>	<p>☑☑☑</p>	<ul style="list-style-type: none"> • The VPD targeted repeat offenders through a variety of initiatives including the Repeat Violent Offending Intervention Initiative (ReVOII). There were approximately 70 offenders in ReVOII who were actively monitored by the Chronic Offender Unit (COU) and lived in Vancouver. These offenders were monitored to ensure they were not reoffending or violating any of their conditions. COU also monitored repeat violent offenders not in ReVOII but were assessed to be a threat to public safety. • Additionally, the COU ran multiple renditions of Project Lasher whereby ReVOII offenders were proactively targeted. These projects culminated in 288 arrests and 154 criminal charges. • Compliance checks on violent offenders who were released with conditions were conducted by both the COU and the Youth Community Response Unit (YCRU). The YCRU conducted 1,032 compliance checks in 2025 and proceeded with charges when offenders were found to be violating court imposed conditions. • Much of the work being done by units monitoring released chronic violent offenders involved collaboration with regional partners such as Provincial Probation, Crown Counsel, and other local police agencies. 	<ul style="list-style-type: none"> • WPST • MHU • GIS • Province of BC • BC Prosecution Service • Media outlets • Mental health agencies • BC Corrections • Probation
<p>1.5 - Work to advance homicide investigations.</p>	<p>☑☑☑</p>	<ul style="list-style-type: none"> • The VPD worked with regional and national law enforcement partners to identify and disrupt organized criminal activity which often can be violent. • The VPD also embraced the use of innovative technology such as Rapid DNA among other types. 	<ul style="list-style-type: none"> • IHIT • Other police agencies • MMIWG Inquiry
<p>1.6 - Work to advance investigations into missing persons.</p>	<p>☑☑☑</p>	<ul style="list-style-type: none"> • 2025 saw the creation of the City of Vancouver Missing Persons Distribution List for the timely dissemination of information regarding missing persons to all CoV employees, including outdoor workers and Vancouver Public Library staff. In addition, the VPD continued to successfully distribute information to the media regarding missing persons. • During missing persons investigations, the Missing Persons Unit (MPU) continued to apply Major Case Management 	<ul style="list-style-type: none"> • Media outlets • JIBC

		(MCM) principles and new MPU investigators continued to receive MCM training.	
1.7 - Continue to proactively target hate-based violence and other crimes.	☑☑☑	<ul style="list-style-type: none"> The Division and the Diversity, Community & Indigenous Relations Section (DCIRS) continued to present to newcomers and meet with diverse communities to discuss how to report and address hate crime. These efforts spanned multiple meetings and presentations from schools and public workshops to meetings with religious leaders. Social media campaigns were utilized to reach out to the general public and provided information on how to report hate crime incidents. Hate crime investigators worked closely with other investigative sections within the VPD and Crown Counsel to proceed with charges when hate crime legislation was applicable. Investigators were also utilized when necessary to address potential hate-motivated incidents during protests and demonstrations. 	<ul style="list-style-type: none"> Crown Federal Government IAC SisterWatch ADVPDAC Vancouver BIAs

2025 Strategy 2: Target child-luring predators and human traffickers, and provide support to victims

ACTIVITIES	STATUS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
2.1 - Enhance support for victims of human trafficking and child exploitation	☑☑☑	<ul style="list-style-type: none"> As human trafficking and child exploitation are crimes that typically span multiple jurisdictions, VPD investigators liaised and worked with Crown Counsel, other local and national law enforcement agencies, and local organizations such as Family Services of Greater Vancouver (FSGV) and Child and Youth Advocacy Centre (CYAC). Support for victims continued to be a priority with mandatory trauma informed training for VPD officers and victim services being utilized when applicable. 	<ul style="list-style-type: none"> Crown Counsel FSGV CYAC CPKN JIBC Community victim support groups
2.2 - Enhance human trafficking target selection and intelligence-sharing.	☑☑☑	<ul style="list-style-type: none"> The VPD continued to participate in the Provincial Tactical Enforcement Priority (PTEP) program, initiating investigations into human trafficking targets. In addition, the VPD collaborated with the RCMP's Counter Human Trafficking Unit and other partners to share intelligence and information into human trafficking. The VPD continued to be part of the BC Human Trafficking Network, which started in 2025. 	<ul style="list-style-type: none"> CFSEU
2.3 - Enhance proactive child-luring investigations through technology and other processes	☑☑☐	<ul style="list-style-type: none"> The Internet Child Exploitation Unit (ICE) continued to review files daily, identifying cases meeting criteria for investigations. ICE continued to explore the use of technology to aid in their investigations, such as AI. Due to competing departmental priorities, some planned initiatives could not be implemented in 2025. 	<ul style="list-style-type: none"> SCU ICE

2025 Strategy 3: Collaborate with partners and the community to target gang violence.

ACTIVITIES	STATUS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
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"> The VPD continued to use intelligence-led policing to identify and target high-risk individuals and organized criminal networks, prioritizing enforcement on individuals and groups that drive violence. The VPD also continued to work collaboratively with other agencies both nationally and provincially (through the PTEP program) to coordinate a law enforcement approach to target organized criminals who operate across jurisdictions. 	<ul style="list-style-type: none"> RCMP CFSEU-BC Municipal police agencies
3.2 - Continue to target high-risk violent offenders through inadmissible patron programs and asset forfeiture.	☑☑☑	<ul style="list-style-type: none"> Regular meetings were held with community partners to ensure compliance with the Barwatch, Restaurant Watch, and Special Agreement venues, and to enhance strategies for increased public safety. The Asset Forfeiture Team monitored and worked collaboratively with the officers to identify files for referral to the Civil Forfeiture Office (CFO). Referrals were made to the CFO for all assets that were acquired via unlawful activity, or were used to facilitate unlawful activity, to ensure that people could not profit from unlawful activity or use property in a way that may harm other persons. 	<ul style="list-style-type: none"> BarWatch Restaurant Watch Rogers Arena BC Place CFO

2025 Strategy 4: Work with community and partners to prevent and combat property crime.

ACTIVITIES	STATUS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
4.1 - Continue to target prolific offenders and shoplifters.	☑☑☑	<ul style="list-style-type: none"> The VPD created the Retail Crime Task Force (RCTF) to address the significant rise in shoplifting, organized retail theft, and violent incidents affecting retail workers. The RCTF supported patrol officers with repeat retail crime offenders and was proactive in special projects to detect and identify offenders. RCTF developed Bail/Background templates for repeat retail crime offenders and provided them to patrol when required to ensure that the most up to date information was provided to the courts when deciding if suspects should be released on bail. The RCTF also worked with loss prevention officers to provide information on target hardening which resulted in positive results with reductions in thefts. Additionally, the RCTF replaced periodic Barcode projects; however, the team still participated in annual special projects around the holidays and special events. The Identity Theft Anti-Fencing Team (ITAF) provided support to the RCTF and assisted with follow-up of possible fences. In addition, the ITAF maintained bait cars and a bait bike for patrol-based theft and theft from auto projects. 	<ul style="list-style-type: none"> DCC Corrections Parole BC Probation BC Prosecution Service Retail Associations Law enforcement agencies Vancouver BIAs Retail Council of Canada

		<ul style="list-style-type: none"> Compliance checks were conducted on identified repeat offenders and suspects who were wanted on outstanding warrants were identified and had “be on the lookout for” (BOLFs) published for patrol members. 	
4.2 - Continue to leverage technology and intelligence to combat break-ins and theft.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	<ul style="list-style-type: none"> The VPD relied on the sharing of intelligence within the Department as well as with local law enforcement agencies to combat property crime. The Property Crime Unit (PCU) attended weekly meetings with patrol members and provided them with intelligence on crime trends and suspects. In addition, they attended Multi-Jurisdictional Offender Meetings (MJOM) connecting with property crime units throughout the Lower Mainland to share information. In relation specifically to auto crime, at MJOMs, the PCU discussed trends and strategies to combat catalytic converter thefts. Additionally, the ITAF has provided materials to patrol members to educate them on “tech thefts” for vehicles. The Operations Command Centre (OCC) actively monitored emerging property crime trends and advised patrol members of these trends through combined parade briefings to support timely and targeted deployments. 	<ul style="list-style-type: none"> OCC RTIC City of Vancouver Auto Industry
4.3 - Ongoing public education on property crime prevention.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> The PCU continued to work with patrol members and Public Affairs Services to increase public awareness around residential break and enters. The VPD provided information and tips to the public regarding a variety of property crimes, including target hardening for retail crime, blessing scams, and distraction thefts. A public forum on extortions and Facebook Marketplace robberies was also held. Neighbourhood Policing Teams (NPTs) were also utilized to reach out to neighbourhoods experiencing property crime. 	<ul style="list-style-type: none"> Public Affairs
4.4 - Improve public reporting of crimes to police, as well as police response and customer service.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Continual improvements to the online reporting platform resulted in an improved user experience, with victims being able to upload evidence. The Business Liaison offered Business Safety presentations (an offshoot of the CIU Shield anti-terrorism presentation) to businesses concerned about their staff’s safety coming to/from work and at work. The presentation covered situational awareness, de-escalation, and reporting. Additional content was added to each presentation based on the businesses’ requests. Many VPD teams continued to provide information to the public to reduce barriers to reporting crime. For example, DCIRS continued to provide in-person presentations on hate crime to encourage reporting while the RCTF provided information on target hardening to retailers. The OCC continued to support frontline crime response by assisting patrol officers with call management and resource coordination, including managing new processes to address lower-priority calls and ensure appropriate customer service. 	<ul style="list-style-type: none"> OSU OCC E-Comm Transport Canada OIPC

		<ul style="list-style-type: none"> • The Digital Evidence Management System (DEMS) continued to be utilized to collect evidence from businesses and the public. The ability to collect evidence in the first instance reduces the need for follow-up, thus making the reporting process easier for victims. • The Drone as First Responder Program continued to explore new technology and regulatory changes to improve deployment in an urban environment. 	
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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"> • The VPD continued to prioritize hate crime investigations in 2025. Dedicated resources liaised with investigators and Crown Counsel to aid in pursuing hate crime charges when applicable. Hate crime investigators were also available to provide support when needed to address potential hate crimes and hate-motivated incidents at demonstrations and protests. • After the Bondi attack in Australia, the VPD used various resources to ensure public safety for the Jewish community and the public in general. This included District 4 maintaining special patrols and priority call attendance at Jewish community centres, places of worship, and schools. • Patrol Districts worked with Business Improvement Associations (BIAs) and the Downtown Ambassadors to identify and report hate-motivated property crime. • The VPD undertook several projects that utilized covert cameras to capture suspects committing hate-motivated graffiti. 	<ul style="list-style-type: none"> • CPCs • CCW • Public Affairs
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2025 Strategy 5: Work to prevent and combat cybercrime and financial crime.

ACTIVITIES	STATUS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
5.1 - Enhance public awareness of cybercrime or cyber threats.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> • The Cybercrime Unit (CU) produced materials on current cybercrime trends and advice for how the public and business could protect themselves from these crimes. In addition, CU continued to create educational material for cybercrime prevention. 	<ul style="list-style-type: none"> • Vancouver businesses
5.2 - Further the VPD's ability to conduct cybercrime investigations.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> • CU continued to support all units with any files that had a cybercrime element. In addition, although they are a support unit, CU took on a number of files as the main investigators to alleviate the workload on other units. • CU continued to reach out to other law enforcement agencies both national and international as well as private institutions to exchange information on trends. Members in CU also continued to educate themselves to stay up to date with current trends in cybercrime. 	<ul style="list-style-type: none"> • Secret Service • CBSA • NC3 • Europol • Private sector cyber security firms • Chainalysis • Law enforcement agencies
5.3 - Enhance public awareness of financial crime or frauds.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	<ul style="list-style-type: none"> • The Financial Crime Unit (FCU) continued working with Public Affairs Services, leveraging social media to educate the public on grandparent scams, bank card scams, rental scams and AI powered scams. In addition to providing information on these scams, the posts drove traffic to the 	<ul style="list-style-type: none"> • BC Securities • FSOC • Competition Bureau • FINTRAC

		<p>VPD's Fraud Prevention website, which had 14,347 views in 2025.</p> <ul style="list-style-type: none"> • More than 1,500 seniors were presented to in four languages over the course of nine presentations as part of the Scam Prevention for Seniors program. Additionally, the elder abuse detective (EA) partnered with DCIRS to deliver two presentations to vulnerable seniors in the Downtown Eastside. • Efforts were also made to educate call takers and dispatchers on the most prevalent scams, enabling them to better elicit pertinent information related to these incidents. 	<ul style="list-style-type: none"> • Canadian Anti-Fraud Centre
<p>5.4 - Investigate crypto currency scams and money laundering.</p>	<p>☑☑☑</p>	<ul style="list-style-type: none"> • The VPD has dedicated resources in both FCU and CU which collaboratively investigates crypto currency scams and money laundering. These units also reached out to external agencies such as the BC Securities Commission, RCMP, and US Secret Service when needed as these crimes often span multiple jurisdictions. 	<ul style="list-style-type: none"> • Secret Service • Gaming Policy Enforcement Branch • FINTRAC • RCMP FSOC

Appendix D – Community Well-Being



Goal: COMMUNITY WELL-BEING

Champions – Superintendent Phil Heard and Superintendent Shelley Horne

2025 Strategy 1: Work with partners to address social and health issues that impact public safety.

ACTIVITIES	STATUS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
<p>1.1 - Continue to collaborate with health partners to improve outcomes for those living with mental health and substance use disorder issue</p>	<p>☑☑☑</p>	<ul style="list-style-type: none"> Representatives from the VPD Mental Health Unit (MHU), BC Emergency Health Services (BCEHS) Vancouver Coastal Health (VCH), Providence Health Care (PHC), Provincial Health Services Authority (PHSA), and other related partner agencies met monthly to strategize on process and address inefficiencies by examining incidents of note. The VPD reported at the annual LINK meeting on mental health outcomes to the Vancouver Police Board (VPB), VCH Board and PHC Board in December. The MHU provided mental health backgrounds to Patrol to ensure supports are in place for clients with mental health history that are involved in serious incidents. The MHU continued to take custody of mental health clients at hospital when possible. In 2025, the Operations Command Centre Liaison Nurse reviewed approximately 5,700 calls and diverted 36% of these away from needing front line response from patrol. The Youth Services Section (YSS) participated in the evaluation of Car 87/88 and Moderate Crisis De-escalation Team (MoDE) programs. The VPD continued discussions with the Ministry of Public Safety and Solicitor General (PSSG) and Ministry of Health in relation to the Data Innovation Program to share data to support better public policy and improve services through enhanced evaluation and planning. This project is ongoing. 	<ul style="list-style-type: none"> Safer Communities Action Plan VCH PHC PHSA BCAS PSSG Ministry of Health
<p>1.2 - Continue to collaborate with health partners to increase efficiencies related to hospital admissions and transfers, and hospital wait-times.</p>	<p>☑☑☑</p>	<ul style="list-style-type: none"> The MHU and YSS management met with VCH, PHC, BCEHS, and other related mental health partners at scheduled weekly, monthly, and quarterly meetings to collaborate on strategies to improve efficiencies in all aspects of mental health and policing. The report back to the VPB and Boards of VCH and PHC occurred in December 2025 at the LINK meeting. VPD and YSS management participated in meetings with BCEHS, VCH, PHSA and PHC leadership to collaborate on identified challenges, work towards reduction in wait times, and improved hand-off procedures. 	<ul style="list-style-type: none"> VPB VCH PHC PHSA E-Comm Other police agencies BCACP

		<ul style="list-style-type: none"> • The MHU actively participated in quarterly meetings with the BC Police Mental Health Liaison Working Group (BCPMHL) to work collaboratively with other police agencies and health authorities towards common mental health initiatives and best practices. • The VPD is represented on the BC Association of Chiefs of Police (BCACP) Mental Health and Addictions Committee. 	
1.3 - Expand the capacity of the MHU.	☑☑☑	<ul style="list-style-type: none"> • The MHU continued to work on staffing existing vacancies and is collaborating with VCH towards the creation of a new specialized Assertive Community Treatment (ACT) team. • The Operations Command Centre Liaison Nurse program has been fully staffed with four full time VCH clinical staff, in addition to one full time clinical coordinator since September 2025. 	<ul style="list-style-type: none"> • City of Vancouver • VCH • E-Comm
1.4 - Establish an evidence-based mental health screening and assessment tool for use by frontline officers.	☑☑☐	<ul style="list-style-type: none"> • Work on the HealthIM project continued in 2025. The Agency Agreement was submitted to HealthIM in May. • The Information and Privacy Unit (IPU) continued to work on amendments to the Privacy Impact Assessment. • VPD Project Team leads continue to work with the Training Unit towards the best strategy to efficiently train frontline VPD staff. 	<ul style="list-style-type: none"> • VPB • Province of BC • BCACP • IPU • PR&A • Health IM • VCH • PHC • PHSA • PRIME-BC • RCMP
1.5 - Continue to work with the City of Vancouver (CoV) to assist people without housing and shelter.	☑☑☑	<ul style="list-style-type: none"> • The Homeless Outreach Officer (HOO) continued to collaborate with community partners around basic needs social services including access to showers, income assistance and extreme weather information. Over 85 homeless individuals in community were supported in finding supportive housing. In addition, individuals who refused housing support were provided community resources including community based mental health and addiction services. • Over 200 winter packages, provided by the Lotus Lights Charity, were distributed by VPD officers to the local unhoused population. • Leadership from VPD Operations, the City of Vancouver (CoV), and Vancouver Fire Rescue Services (VFRS) worked in 2025 to make improvements in ensuring a coordinated multi-agency approach to address problem premises and responding to community complaints of encampments. 	<ul style="list-style-type: none"> • VPD Patrol Teams • VPD NPTs • Community Outreach Team • City of Vancouver • VCH • Ministry of Social Development and Poverty Reduction • Province of BC
1.6 - Engage and support equity-deserving individuals and agencies.	☑☑☑	<ul style="list-style-type: none"> • The Indigenous Advisory Committee (IAC) has had three general meetings in 2025 plus a Christmas gathering. Specialized topics included updates on the BWC project, organizing a joint personal safety workshop and updates on the new Indigenous Liaison position in the Major Crime Section. 	<ul style="list-style-type: none"> • SisterWatch • IAC • VPF • WISH • Heatly Clinic DTES • IPVRAU

		<ul style="list-style-type: none"> • The IAC continued to support the Indigenous Relations Coordinator (IRC) in the delivery of the “On the Land” programming, funded through the Vancouver Police Foundation (VPF). This programming informs members on issues around decolonization and anti-racism through activities with Indigenous peoples around BC. • The Sexual Orientation and Gender Identity (SOGI) Committee has also had three general meetings in 2025. Topics of discussion included the Pride Parade and Pride events, discussions surrounding hate crimes reporting, and the City of Vancouver’s Quality of Life Survey results as they relate to the 2SLGTBQ+ community. • The IRC, the Indigenous Advisory Committee (IAC), and SisterWatch provided and continued to provide support and prayer to the Filipino community following the Lapu-Lapu tragedy. • The Women’s Personal Safety Team (WPST) delivered 24 workshops to over 910 participants in 2025. A one full day workshop was held at UBC Robson Campus that saw over 140 people attend. Since 2013 when the program started, over 10,800 people have participated. 	<ul style="list-style-type: none"> • SCU
2025 Strategy 2: Mitigate the impact of organized crime in relation to the ongoing opioid crisis.			
ACTIVITIES	STATUS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
2.1 - Continue to target organized crime groups and the increasingly toxic local drug supply.	☑☑☑	<ul style="list-style-type: none"> • In 2025, the Organized Crime Section (OCS) focused efforts on investigating organized crime groups and individuals involved in manufacturing and trafficking toxic drugs. The also collaborate with partner law enforcement agencies, including the RCMP, Combined Forces Special Enforcement Unit (CFSEU-BC), and the US Drug Enforcement Administration, to target the manufacturing and trafficking of toxic drugs. • Throughout 2025, OCS worked with the Operations Division to support patrol-based investigations including providing support and training for Task Force Barrage, a patrol-based project targeting criminal activity in the Downtown Eastside (DTES). 	<ul style="list-style-type: none"> • GCU • Patrol Teams
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"> • VPD is a committed partner on the Provincial Joint Task Force on Overdose Prevention and Response that brings together agencies and leaders from health, policing, and government. • The VPD participated in several ongoing working groups and committees that brought together community, health professionals, government, and police to respond to the overdose crisis. • Officers continued to submit drugs for analyses where an overdose sudden death is suspected. 	<ul style="list-style-type: none"> • All three levels of government • BC Coroners Service • VCH • PHC • PHSA

2025 Strategy 3: Work with partners and the community to address social disorder issues that affect public safety and quality of life.

ACTIVITIES	STATUS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
<p>3.1 - Ongoing officer visibility in street disorder hotspots.</p>	<p>☑☑☑</p>	<ul style="list-style-type: none"> • Weekly Resource Allocation Meetings (RAM) were utilized throughout 2025 to monitor crime levels and identify trends on a weekly basis. The focus in 2025 included directing higher visibility patrols and foot patrols to identified locations, which led to an overall decrease of 5% for all types of break and enters, which included a 13% decline in the number of residential break and enters across Vancouver in 2025. In addition, Community Crime Watch (CCW), Neighbourhood Policing Team (NPT), and Neighbourhood Police Officer (NPO) resources were utilized when appropriate. • The weekly RAM provides a timely way of identifying trends and allocating police resources between the CompStat meetings with take place once every four weeks (28 day periods). • Crime hotspots continued to be analyzed on a weekly basis and police resources were directed at high crime and high call locations. The resources deployed include patrol officers, Metro Team officers, and NPT officers. • The VPD worked collaboratively with City of Vancouver (CoV) partners via the ongoing Integrated Response Team (IRT). The IRT brings together staff from CoV's Arts, Culture and Community Service to assist unsheltered persons in accessing housing options and supports, Engineering Services staff who clean and remediate any needed areas, as well as Park Rangers and By-Law Officers, as needed, to ensure compliance with applicable CoV by-laws. The VPD's role in IRT is to keep the peace and ensure the safety of all persons when taking an integrated and proportional response to encampments and community complaints. 	<ul style="list-style-type: none"> • Metro Teams • CPCs
<p>3.2 - Ongoing liquor enforcement to prevent disorder issues.</p>	<p>☑☑☑</p>	<ul style="list-style-type: none"> • Throughout 2025, extra VPD officers were deployed on Friday and Saturday nights, as part of liquor enforcement shifts (Lima), to ensure public safety in the Granville Entertainment District as well as Gastown. These deployments of extra officers are key to ensuring that nightlife is supported while maximizing the safety of patron, staff, and the public. • In addition to deploying Lima shifts on Friday and Saturday nights, deployments were authorized on a case-by-case basis throughout 2025 to ensure public safety on Sunday nights of long weekends and during special events (i.e. major concerts) when additional patrons in the Granville and Gastown Entertainment Districts were anticipated. • The VPD worked collaboratively throughout 2025 to support the ongoing alcohol on beaches pilot that was launched by Vancouver Park Board in 2023 that permitted 	<ul style="list-style-type: none"> • LIMA • LCRB • City of Vancouver • Vancouver Park Board

		<p>the consumption of alcohol on seven of Vancouver’s twelve beaches.</p> <ul style="list-style-type: none"> • The Vancouver Parks Board provided \$450,000 in funding in each of 2024 and 2025 to fund the deployment of VPD officers at beaches to mitigate any unintended public safety impacts including violence, noise complaints, and unauthorized fires. This funding, and the deployment of VPD officers to support this Vancouver Park Board initiative was key to ensuring public safety impacts were minimized. • The Liquor Coordinator worked with the Liquor and Cannabis Regulation Branch (LCRB) and conducted inspections at licensed premises on numerous dates throughout 2025 with heightened collaboration in May and December 2025 at establishments that were associated to liquor and/or public safety concerns. • The Liquor Coordinator provided ongoing updates to management, Gang Crime Unit (GCU), the LCRB, and the Operations Division regarding inspections conducted, infractions cited, and ongoing investigations into problem establishments. 	
<p>3.3 - Ongoing community policing efforts to address disorder issues.</p>	<p>☑☑☑</p>	<ul style="list-style-type: none"> • The Business Liaison Unit (BLU) continued working with the Retail Council of Canada, the National Retail Task Force, and relevant VPD Sections to coordinate a response to violent shoplifting. • The BLU continued liaising with Neighbourhood Policing Teams (NPTs) and Property Crime Unit (PCU) to identify prolific offenders at hotels and businesses. • VPD continued to Co-Chair the Retail Council of Canada, Retail Crime Task Force. Other agencies are also partnered with across Canada providing assistance on retail crime enforcement projects. A focussed move was made to replace the term “shoplifting” with “Retail Crime” terminology which encompasses the observed reality that organized retail crime is a driver of commercial theft. • Social media platforms were used to interact with the public, answer questions, correct misinformation, and promote initiatives such as Task Force Barrage, the Retail Crime Forum, and the Hate Crime Forum. The Investigation Division, NPTs and the BLU collaborated to identify and combat repeat offenders with a heightened focus on repeat violent offenders, who are referred to the provincial Repeat Violent Offending Intervention Initiative (ReVOII) initiative when appropriate. • The Diversity, Community & Indigenous Relations Section (DCIRS) supported the China Town Business Improvement Association (BIA), City of Vancouver and other community partners in the Uplift Chinatown Project, which focuses on 3 pillars – tackling graffiti, sanitation clean up and community engagement. • Chinatown had almost 1,400 cases of graffiti reported in 2025. This is almost half of all graffiti cases reported to the CoV. 	<ul style="list-style-type: none"> • CPCs • CCW

		<ul style="list-style-type: none"> • DCIRS received \$30,000 funding to engage young people and other members of the Chinatown community for a mural project. • 12 murals have been completed as of the end of 2025. • There were 113 Community Crime Watch (CCW) shifts, leading to 6,890 hours in 2025. CCW efforts resulted in the recovery of 9 stolen vehicles, 21 impaired drivers taken off the road, supporting the issuance of 170 traffic violation tickets, and contributed to 28 arrests for various criminal code offences. • Of note, CCW responded to 35 special attention requests throughout the year. These included patrols of graffiti-targeted areas in District 2, property crime and specifically break and enters (BNEs) in District 4, and distraction thefts recently subject to a Major Crime Section (MCS) investigation in District 3. • CCW assisted patrol in responding to calls on 102 occasions. These include calls ranging from as unwanted persons to incidents where members were actively searching for suspects. 	
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3.4 - Work to manage the negative impact of street vending.	☑☑☑	<ul style="list-style-type: none"> • In addition to addressing complaints regarding encampments, the IRT were utilized throughout 2025 to manage large occurrences of street vending. • In addition to the integrated CoV services that IRT brings together, the VPD deployed additional officers in Project Barrage that were utilized to mitigate violence and violent shoplifting that are often associated to street vending. 	<ul style="list-style-type: none"> • City of Vancouver
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2025 Strategy 4: Safely manage public demonstrations.

ACTIVITIES	STATUS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
4.1 - Ongoing communication with demonstration organizers and community members.	☑☑☑	<ul style="list-style-type: none"> • The Planning Assessment Team (PAT) has continued to develop positive relationships with protest organizers to facilitate peaceful protests throughout the year. PAT communicates expectations to organizers and informs groups of the legalities surrounding protests. For the most part, the information is well received, and organizers are thankful for PAT working with them to facilitate their protest. Barriers only exist with groups or organizers that are non-cooperative and refuse to dialogue with PAT before, during, or after protests. 	<ul style="list-style-type: none"> • DCIRS • Protest Organizers • Squamish Nation
4.2 - Ongoing collaboration with public safety and community partners.	☑☑☑	<ul style="list-style-type: none"> • The Emergency & Operational Planning Section (EOPS) works closely with the World Cup Integrated Safety and Security Unit (WC-ISSU) in advance of this major event. EOPS and WC-ISSU are aligned, share information, and have collaborated on large event deployments. • EOPS currently facilitates a weekly basis meeting and on a biannual basis, meetings with stakeholder venues. 	<ul style="list-style-type: none"> • City of Vancouver • Community – Industry Response Group (C-IRG) • DCIRS • VFRS • Transit Police

		<ul style="list-style-type: none"> • Through the provincial working group, the EOPS Inspector regularly shares protest tactics and learnings with partner agencies. • EOPS has Vancouver Fire Rescue Services (VFRS) embedded in PSU and have recently included VFRS in all operation a Bronze Commander and/or a PSU Section Leader with PSU team are deployed. 	
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"> • EOPS continued to conduct PSU cycle training for Patrol members to ensure that any non-PSU members possess basic public order skills. In addition, approximately 30 new PSU members were added to the unit's strength in 2025. • The Operations Command Centre (OCC), Duty officers, and district commanders are notified when protests are occurring in the district. PAT members provide detailed backgrounds on each demonstration that is staffed providing relevant information and legal considerations. • When protests that pertain to the Indigenous community are identified, EOPS ensures that accepted cultural protocols are included in the event plan for staff. In addition, PAT will recommend the use of the VPD's Indigenous Protocol Officer. 	<ul style="list-style-type: none"> • Education & Training Unit • DCIRS
4.4 - Enhance data collection in relation to demonstrations.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> • Detailed statistics are kept by PAT regarding all the varying types of demonstrations and protests for transparency and to support accurately staffing future events. • PAT is continually reviewing their practices as well as learning from partner agencies how to best plan and staff demonstrations to support peaceful protests in the safest, most cost effective manner. 	<ul style="list-style-type: none"> • CAU
4.5 - Continue to work with various levels of government to enhance public safety in relation to special events and demonstrations.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> • Weekly meetings occurred with the Public Order Emergency Management working group in addition to monthly provincial meetings on public order at the managerial level. • In addition, the VPD worked collaboratively with the BC Prosecution Service (BCPS) to improve outcomes when criminal charges are recommended in relation to a protest. This included the assignment of experienced VPD Team Commanders, experienced members of BCPS, and communication protocols for when criminal charges are recommended as a result of a protest. 	<ul style="list-style-type: none"> • BC Police Services • CACP • BCACP • Ministry of Public Safety and Solicitor General • BCPS • City of Vancouver

2025 Strategy 5: Ongoing enforcement and education action to combat unsafe road behaviour.

ACTIVITIES	STATUS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
<p>5.1 - Ongoing coordinated participation in provincial road safety enforcement campaigns.</p>	<p>☑☑☑</p>	<ul style="list-style-type: none"> • A total of 25 CounterAttack deployments were conducted in 2025. • The Traffic Section also participated in the Insurance Corporation of British Columbia (ICBC) pedestrian safety campaign in October. This campaign consisted of distributing reflectors and educating the public about pedestrian safety. • The Distracted Driving and Occupant Restraint Campaign took place in the months of March and September 2025. A total of 1,178 violation tickets were issued. • The High Risk Driving Campaign took place in the month of May 2025. The High Risk Driving Campaign occurs in conjunction with Canada Road Safety Week (May long weekend), a national road safety campaign with the Canadian Association of Chiefs of Police (CACP). A total of 1,174 violation tickets were issued. • The Traffic Section participated in Canada Road Safety Week (May 13-19, 2025) and Operation Impact (October 10-13, 2025), which focused on impaired driving, distracted driving, aggressive driving, and seatbelt offences. 	<ul style="list-style-type: none"> • District Commanders • Public Affairs • BCACP Traffic Safety Committee • CACP Traffic Safety Committee • ICBC • Road Safety BC • Media
<p>5.2 - Ongoing intelligence-led enforcement action at high collision and other strategic locations.</p>	<p>☑☑☑</p>	<ul style="list-style-type: none"> • The Traffic Section Inspector meets monthly with the Traffic Analyst to review month-end activity and collision reports. • Meetings are held with Traffic Enforcement Team (TET) sergeants to review the allocation of resources based on month end reports. • Focused enforcement efforts targeting speeding, distracted driving, impaired driving, and no seatbelt during the May and Thanksgiving long weekends yielded a total of 457 violation tickets. • The Commercial Vehicle Team (CVT) conducted 1,289 commercial vehicle inspections in 2025. • Throughout 2025, meetings were held with patrol district commanders and the Traffic Section Inspector in order to enhance and review patrol efforts aimed at maximizing road safety. • Patrol conducted a total of 22 road safety enforcement projects in 2025. • The Traffic Section is participating in the CoV / VPD working group to address challenges and educate the public about E-Scooters. The VPD continued to enforce laws related to the safe use of E-scooters and electric powered transportation devices. The CoV examined by-law changes for these devices, and there is potential for amendments to by-laws. 	<ul style="list-style-type: none"> • Patrol Districts • CPCs

5.3 - Provide traffic enforcement training to operational members.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> • In 2025, 18 additional members were certified in Standardized Field Sobriety Testing (SFST). • In 2025, four additional members were certified as Drug Recognition Experts (DRE). The VPD has a total of nine certified DREs. 	<ul style="list-style-type: none"> • Patrol Teams
5.4 – Enhance road safety education and public awareness.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> • The Traffic Section Inspector and Staff Sergeant participate in regularly scheduled meetings with all road safety partners to address road safety matters. • The Community & Road Education Safety Team (CREST) delivered 35 road safety presentations in 2025. In addition to CREST, School Liaison Officers were leveraged to assist in providing road safety presentations. • Public Affairs produced vulnerable road-user education materials, which were regularly posted on the VPD's Instagram account. • The Traffic Section provided public messaging regarding distracted driving, restricted lane use, and the impact of speeding. • In 2025, there were 80 posts on X @VPDTrafficUnit handle relating to road safety tips, road safety provincial campaigns, traffic enforcement, and commercial vehicle safety concerns. 	<ul style="list-style-type: none"> • City of Vancouver • PACs • Traffic-related community associations • Media • ICBC
5.5 - Leverage technology to enhance road safety.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> • In 2025, the Traffic Section used Automated Licence Plate Recognition System (ALPR) technology resulting in 67,298 vehicle recognitions, 797 “hits” for possible enforcement, and 65 enforcement actions in 2025. • The VPD utilized speed readers and signage, provided by ICBC, at Community Policing Centre (CPC) road safety volunteer deployments. • Two portable radar units were deployed nine times in response to complaints submitted by the public. • The Traffic Section has acquired three additional portable radar units that will allow placement of a device, as required, in all five patrol districts to further road safety and respond to road safety complaints. 	<ul style="list-style-type: none"> • ICT • City of Vancouver • Road Safety BC • BC Police Services

Appendix E – Supporting Our People

Goal: SUPPORTING OUR PEOPLE Champion – Superintendent Sally Davies			
2025 Strategy 1: Enhance supports offered for employee health and wellness at various career stages.			
ACTIVITIES	STATUS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
1.1 - Ongoing retirement planning support and recognition through seminars and individualized support.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> The VPD provided staff with retirement planning and support. A retirement seminar and a municipal pension plan seminar were held. Additionally, financial planning strategies were brought up during combined parade briefings, reaching 424 sworn members in patrol. The achievements of both sworn and civilian employees were recognized in their respective ceremonies with 180 civilians professional and 55 sworn members being recognized. In addition, 19 employees were recognized in 2025 Departing with Distinction ceremonies. 	<ul style="list-style-type: none"> PERASU CAPSSU ICT Municipal Pension Plan External Psychologists Retirement Transition Coach
1.2 - Ongoing mental health resiliency training and improve individualized supports.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> The VPD delivered trauma resiliency training to all recruits prior to their Block II deployment. It is planned to be expanded to all others within the department. This training compliments the existing supports and programs in place which include other training courses and annual check-ins for those working in high-stress/high-risk areas. In 2025, 107 employees took place in the annual wellness check program, a 45% increase from 2024. The Peer Support Team has 35 active volunteers who ran a total of 59 defusing sessions reaching a total of 389 employees. This is the highest usage of this resource in VPD history. In addition, the Peer Support Team reached out to 1,053 employees and their families in 2025. 2025 saw the VPD and Vancouver Police Union (VPU) support a resolution to the Union of British Columbia Municipalities (UBCM) to support the BC First Responder Resiliency Program (FRRP). The resolution was passed in September, 2025 and lobbying is underway to fund this program. 	<ul style="list-style-type: none"> CISM C-CISM PERASU EWU CAPSSU VPU BCPA PSS
1.3 - Enhance access to physical health treatment.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> The Employee Wellness Unit (EWU) provided ongoing communication to encourage members to utilize their services. The EWU also planned a 2026 expansion to and Annex and Cambie facilities to allow for easier access of their services. Two shingles and tetanus vaccination clinics were held in 2025, with 186 members receiving vaccinations. 	<ul style="list-style-type: none"> PERASU Facilities Services CAPSSU EWU

		Additionally, the annual Covid-19 and flu clinic administered 779 vaccines.	
1.4 - Improve workplace health and safety infrastructure and safety practices.	☑☑☑	<ul style="list-style-type: none"> The Joint Occupational Health & Safety Committee (JOHSC) held monthly meetings to discuss and further organizational health and safety. The VPD added an additional 5 automated external defibrillators (AEDs) in specialty unit vehicles, adding to the previous 17 that were in patrol supervisor vehicles. The Health & Safety Unit (HSU) conducted 41 ergonomic assessments in 2025 and installed an additional 60 adjustable workstations. The individual first aid kit program was completed, all marked vehicles now have a first aid kit. Members will continue to receive these kits every three years after they renew their training. 	<ul style="list-style-type: none"> HSU HR Facilities Services Employee unions / associations EWU PR&A
1.5 - Improve return to work supports and processes.	☑☑☑	<ul style="list-style-type: none"> The Human Resources Section (HR) reached out to employees who were off with long-term illness or injury every six months to determine their status and if any supports are required. In 2025, there were 282 employees who returned to work. 64% of employees who were off due to work-related injuries returned within four weeks, an increase from 46% in 2024. HR and Training Services began work on refreshing the reintegration program. HR continued to seek feedback from employees on the quality of services provided to them. 	<ul style="list-style-type: none"> CAPSSU WSBC Case Management Unit PERASU
1.6 - Expand or adapt future wellness programming.	☑☑☐	<ul style="list-style-type: none"> A resiliency program was hosted in 2025 for VPD employees. The program was intended to reduce stress and improve sleep quality. HR is continuing to look for and develop wellness programs for employees. There were additional programs and workshops planned for 2025, but they were delayed as funding to put the session on continues to be sought. 	<ul style="list-style-type: none"> EWU Specialty teams
2025 Strategy 2: Enhance equitable, diverse, and inclusive work environments.			
ACTIVITIES	STATUS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
2.1 - Enhance the ability of HR to improve equitable, diverse, and inclusive work environments.	☑☑☑	<ul style="list-style-type: none"> Respectful and inclusive workplace training continued to be mandatory training for all new hires in 2025. Rank specific training was provided as employees were promoted. In total, as of 2025, 1,410 employees have taken the 2 hour course Training and HR manuals were reviewed for any changes to address inclusivity. Similarly, the Vancouver Police Union (VPU) 2025-2027 collective agreement will be reviewed for inclusive language. 	<ul style="list-style-type: none"> HR CDU Facilities Services External labour process training provider PSS

2.2 - Improve and standardize all lateral competitions within the VPD for constable and sergeant positions.	☑☑☐	<ul style="list-style-type: none"> In 2025, HR communicated the changes to the tenure policy and the impacts for sworn members through a variety of avenues including emails and in-person combined parades. Pre-selection courses for specialty sections continued to be identified and evaluated for content and relevancy. This will continue into 2026. 	<ul style="list-style-type: none"> All VPD sections CDU VPU A&T EDU
2.3 - Ongoing career consultation for members on modified duties.	☑☑☑	<ul style="list-style-type: none"> In 2025, 91 sworn members were on modified duties. HR engaged with them to ensure that they were assigned to positions that aligned with their personal goals for professional development and the needs of the organization. 	<ul style="list-style-type: none"> PERASU CDU OSU MCSU VPD A&T
2.4 - Develop an updated safe, respectful, diverse, and inclusive workplace plan.	☑☑☑	<ul style="list-style-type: none"> The VPD fully implemented a respectful workplace training program from the practitioner level to the Senior Leadership Team. HR ensured the respectful workplace training is robust at all levels including recruit orientation, employee onboarding, field trainer development, the Acting Supervisor Program, and the Sergeant Education Program. The VPD supported members that are part of Out on Patrol (OOP). Multiple VPD members sit on the organization's board. The VPD supported the British Columbia Women in Law Enforcement Association (BCWLE). Multiple VPD employees sit on the organization's board. 	<ul style="list-style-type: none"> PR&A CAPSSU HSU Out on Patrol BCWLE IWC
2.5 - Improve Human Rights Awareness.	☑☑☑	<ul style="list-style-type: none"> The VPD required all new employees to complete the British Columbia Human Rights eLearning course. Additionally, human rights training modules are present in mandatory training for employees who are promoted. All new recruits continued to receive Fair and Impartial Policing training, and any experienced officers that did not have the Fair and Impartial Policing course upon their hiring receive it as part of their onboarding to the VPD. The Professional Standards Section (PSS) trained members on the Restorative Complaint Resolution Process and the Indigenous Relations Coordinator (IRC) consulted on all complaints involving Indigenous complainants. 	<ul style="list-style-type: none"> IWC

2025 Strategy 3: Enhance the growth and development of VPD members.

ACTIVITIES	STATUS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
3.1 - Improve and modernize employee administrative and management software solutions.	☑☑☑	<ul style="list-style-type: none"> In 2025, HR assisted employees with their performance reviews and introduced them to the SuccessFactors (SF) platform through briefings, one-on-ones, drop-in sessions, and employee orientations. Work was ongoing in 2025 to implement new HR and payroll software known as Employee Central. It is projected to go live in Q2 2026. 	<ul style="list-style-type: none"> CDU HR Senior Business Analyst IWC

		<ul style="list-style-type: none"> To aid recruiting efforts, the VPD implemented new applicant tracking software. 	
3.2 - Improve civilian developmental processes.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	<ul style="list-style-type: none"> The Learning and Development Unit continued to identify opportunities to attend career fairs to recruit civilian professionals. HR encouraged departing civilian professionals to participate in exit interview conducted by a third party. HR communicated career development opportunities to new hires as well as current employees. In addition, HR encouraged the use of the Civilian Education Fund, to support civilian professionals further develop their skills for future roles within the VPD. The development of a civilian supervisor training module is rescheduled to for 2026 due to competing priorities and resources. 	<ul style="list-style-type: none"> CAPSSU Teamsters City of Vancouver Recruiting Unit
3.3 - Enhance assistance provided to sworn members in preparing for lateral and promotional processes.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> The Career Development Unit (CDU) provided individualized support to 127 members to prepare them for lateral transfers and promotional processes. In addition, the CDU put on four sergeant information sessions and 10 combined parade briefings in relation to the new tenure policy. Members were made aware of opportunities for secondments through combined parades and posters. Approximately 400 members were reached via the combined parades. Training Services continued to identify, develop, implement, and communicate 'stepping stone' training initiatives To support the professional development of sworn members. 	<ul style="list-style-type: none"> CDU Secondments Partner agencies
3.4 - Continue to improve ways to integrate new employees (on-boarding).	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> The civilian onboarding process was improved by Civilian Orientation Sessions and Tours with three sessions and three tours occurring in 2025. These sessions and tours exposed new employees to all areas of the department to give them a greater understanding of how their work fits into the greater work done by the VPD. HR completed the Civilian Orientation Manual which was made available on the BlueZone website. 	<ul style="list-style-type: none"> CAPSSU Teamsters
3.5 - Enhance capabilities of sworn members in HR and the Professional Standards Section (PSS). <small>UPDATED</small>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> The VPD added two dedicated investigations sergeants to the HR to provide specialized expertise, create efficiencies, and add consistency to HR investigations. In addition, HR staff received specialized training to aid in workplace investigations. HR updated their website to include the most up to date information on recent BC Human Rights Tribunal (BCHRT) decisions and leading cases for easy reference. 	<ul style="list-style-type: none"> HR

2025 Strategy 4: Enhance employee communication and engagement.

ACTIVITIES	STATUS	RESULTS & CHALLENGES	PARTNERS & LINKAGES
<p>4.1 - Enhance communication between VPD Executive and the frontline.</p>	<p>☑☑☑</p>	<ul style="list-style-type: none"> • Executive members leveraged opportunities to engage with VPD staff in a variety of manners. Including during combined patrol parades and inspections. Additionally, the Chief Constable has personally engaged with various patrol teams during the year. • The Operations Division Deputy Chief hosted regular Patrol Advisory Committee meetings with representatives from across the Operations Division. • Executive members participated in operational shifts during varied events throughout the year. • The Chief Constable visited or contacted every sworn member that was involved in a traumatic or significant incident in the workplace, injured on the job, or dealing with a significant personal matter. • The VPD recognized Police Officer and Civilian Professional of the Year. In addition, employees of the department continued to receive various commendations and citations for recognition of exemplary work. • To ensure broad, multi-platform reach to all staff from the Chief Constable, significant organizational updates were communicated through bulletins, combined parade and scheduled briefings, and department-wide emails. 	<ul style="list-style-type: none"> • Executive Team • Public Affairs • All VPD members • Public Affairs • Information and Privacy
<p>4.2 - Continue to improve communication between the VPD's four Divisions.</p>	<p>☑☑☑</p>	<ul style="list-style-type: none"> • Training Services and World Cup Integrated Safety & Security Unit (WC-ISSU), worked together to update and provide clear instructions and access to training related to FIFA World Cup deployments. • Important information about training opportunities was disseminated daily via television info-monitors located in multiple police facilities. • The VPD adopted a four-division model, adding the Strategy and Innovation Services Division and a fourth Deputy Chief promote the efficient implementation of new technology and modernise existing initiatives. • In 2025, there were a total of 52 member mentorships and four on-loan assignments across divisions. These cross divisional assignments help broaden the understanding of work done by other members and brings skills back to members' home teams. 	<ul style="list-style-type: none"> • Executive Team • SLT • All VPD Sections
<p>4.3 - Further educate members on conduct investigation processes.</p>	<p>☑☑☑</p>	<ul style="list-style-type: none"> • PSS conducted briefings with all operational teams to educate members on the various processes involved in disciplinary and labour investigations, including the benefit of opting for the Complaint Resolution/Restorative Resolution Process. • PSS delivered presentations to officers working in patrol and the jail on the new <i>Police Act</i> amendments and common trends in misconduct investigations, highlighting preventative measures. 	<ul style="list-style-type: none"> • PSS • Labour and Employee Relations • VPU • Teamsters • IIO • OPCC • HR

		<ul style="list-style-type: none"> • PSS conducted training sessions with VPU agents regarding several aspects of the internal investigation processes. Additionally, they continued to work with union representatives to ensure members are aware of supports available. • Members delegated as Discipline Authorities received <i>Police Act</i> training and ongoing guidance regarding labour relations. • The VPD internal Discipline Rules were reviewed and updated. Furthermore, PSS worked with the VPU and the OPCC to streamline some <i>Police Act</i> processes. 	
4.4 - Raise awareness of the availability of Departmental resources.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> • HR raised employee awareness of resources through employee orientations, parade briefings, email communication, and general announcements. • The new Chief Constable sent four emails informing all employees of the ongoing organizational changes. 	<ul style="list-style-type: none"> • HR • SLT • Supervisors • CDU • CAPSSU • Labour and Employee Relations