



Vancouver Police Board Strategic Plan: 2017-2021

Mission

To provide independent civilian oversight, governance, and strategic leadership to the Vancouver Police Department, reflecting the needs, values, and diversity of Vancouver's communities.

Vision

To be a leader in police governance, through excellence in civilian oversight.

Guiding Principles and Values

Independence: Our decisions are strategic and policy-oriented, and free of political or partisan influence.

Integrity: We promote and exhibit the Departmental values of integrity, professionalism, accountability, and respect.

Objectivity: We support the Department through critical oversight, advocacy and strategic direction, all in the best interests of the Department and the community.

Accountability: We hold the Department accountable by monitoring, measuring and challenging. We are accountable to the community.

Diversity: We embrace diverse views, skills and backgrounds, both on the Board and in the Department.

Fiscal

Responsibility: We advocate for the Department's budget and oversee the effective allocation of resources.

Innovation: We seek innovative and creative solutions and are not constrained by traditional approaches;

Strategic Focus

In 2017-2021, the Vancouver Police Board will focus on the following:

- improving the safety, care, and quality of life for those living with mental illness and addiction in the community.
- building a diverse workforce whose makeup ultimately mirrors the community we serve.
- ensuring meaningful communication, understanding and collaboration between the police force and the community.
- promoting a healthy workforce, which encompasses both physical and mental wellbeing.
- advocating for physical facilities which optimize the efficiency and effectiveness of the VPD.

Actions

Improved safety, care, and quality of life for those living with mental illness and addiction in the community:

- Support and monitor Chief's "treatment on demand" initiative
- Continue work with Vancouver Coastal health and other partners on:
 - Treatment Facilities / beds
 - HUB site
 - St Paul's re-design
 - Walk-in treatment facilities
 - Access & Assessment Centre at VGH
- Support and monitor work to identify where service gaps for mentally ill and addicted are (Street to Home)
- Increase focus on treatment, along with harm reduction & enforcement
- Support and monitor the fulfilment of the VPD mental health strategy
- Support outcomes from the Mayor's Roundtable on Mental Health & Addictions
- Promote understanding of how the role of police has transformed to encompass social issues like addiction and mental illness (crime is less than 23% of calls)
- Work with partners to promote education and understanding of the need for more resources to address this area

A diverse workforce whose makeup mirrors the community we serve:

- regularly monitor demographics within the VPD against community demographics
- support HR policies and initiatives which target underrepresented groups

A very high level of communication, understanding and engagement between the police force and the community:

- Annually review the VPD community engagement initiatives
- Monitor and assess the value of various community programs in terms of prevention (eg Cadet and Aboriginal Cadet programs)
- As Board members, participate in community events whenever possible
- Consider new ways to engage with the community
- Continue to recognize and engage community partners/programs, such as Community Safety Offices, School Board, Block Watch, Citizens Crime Watch

A healthy workforce- both physically and mentally:

- Support and monitor the VPD's mental wellness programs to ensure employees have access to appropriate services
- Continue to promote best practices in mental health treatment within the VPD
- Work with the Union to monitor results of programs
- Advocate for "right sized department" to minimize stress associated with under-staffing
- Support and monitor HR recruitment policies which recognize mental resilience

Facilities which optimize the efficiency and effectiveness of the VPD:

- Advocate for VPD police facilities which accommodate co-location of all VPD functions to ensure efficient, effective operations