Greater Sudbury Police Service
STRATEGIC DIRECTION
2024-2027

Our Priorities, Goals, and Objectives

OUR MEMBERS

MEMBER CENTERED WORKPLACE

- Healthy culture through transparency, fairness, and equity
- Member acknowledgement, succession planning, development, and retention
- Authentic inclusion and support for physical & psychological safety and well-being

OUR SERVICE

POLICING WITH EXCELLENCE

- Culturally responsive service-delivery that is fair, equitable, and human-rights centered
- Community engagement and input in services, supports, accessibility, and recruitment
- Crime prevention and strategic enforcement to reduce crime and social disorder

OUR SAFETY & WELL-BEING

WORKING TOGETHER

- Collaborative community and academic partnerships for sustainable solutions
- Promote community safety initiatives focused on the reduction of violence, crime, and victimization
- Focus on priority populations with acutely elevated risk, including vulnerable adults, children, and young persons

OUR RESOURCES

OPTIMIZING & STREAMLINING

- Use data & analysis, research & strong evidence base for responsible resource deployment & risk mitigation
- Leveraging innovation & technological advancements for improved function and efficiency
- Fiscal prudence for reasonable & sustainable resource development and investments

HARM FOCUSED HUMAN CENTERED

- COMMUNITY MOBILIZATION & CRIME PREVENTION
- ENFORCEMENT & CRIME SUPPRESSION
- COMMUNITY ENGAGEMENT & LIAISON
- COMMUNITY SAFETY & CONSULTATION

Vision – Ensuring the safety and well-being of Greater Sudbury.

Mission - We will ensure a culture of trust through professional service while empowering our community to enhance safety.

Values - Proudly, we pursue our vision while living our "R.I.C.H." values;

Respect
Inclusivity
Courage
Honesty

MEMBER CENTERED WORKPLACE

Healthy culture through accountability, transparency, fairness, and equity

- Ensure adequate staffing and equal distribution of work
- Develop communication strategies with broad and inclusive corporate reach
- Expand methods of internal consultation and engagement in corporate decision making
- Leverage the knowledge, skills, and expertise of our members

Member acknowledgement, succession planning, development & retention

- Expand internal recognition programs and acknowledgment practices
- Support continuous self education as well as corporate learning and development
- Support resource development and continuous training to meet changing policing demands

Authentic inclusion and support for physical and psychological safety & well-being

- Promote safety, health and well-being as our first consideration in all that we do
- Continued development & implementation of a contemporary Equity, Diversity and Inclusion (EDI) strategy
- Adopt trauma-informed prevention, rehabilitation, and reintegration programs

POLICING WITH EXCELLENCE

Culturally responsive service-delivery that is fair, equitable, and human-rights centered

- Ensure trust via initiatives, policies, and service-delivery that are unbiased and barrier free
- Promote and support transparency and accountability in everything we do
- Provide a robust high quality accessible public communication strategy
- Evolve and adapt to our diverse communities

Community engagement & input in services, supports, accessibility, and recruitment

- Develop and maintain recruitment programs that engage and attract diverse talent
- Ensure corporate visibility at events through cross-sectional representation

Crime prevention and strategic enforcement to reduce crime and social disorder

- Focus on prevention and intervention efforts to promote safety and prevent victimization
- Deploy informed strategic enforcement initiatives to promote safety and reduce crime
- Promote public accountability through police contact as a pathway for community treatment and support
- Support and develop multi-jurisdictional and multi-agency approaches to serious and complex crimes

WORKING TOGETHER

Collaborative community and academic partnerships for effective and sustainable solutions

- Leverage knowledge and experience of community agencies, experts, and service providers
- Work collaboratively with multi-agency police partners
- Consult with community stakeholders and partners in collaborative problem solving/prevention

Promote community safety initiatives focused on the reduction of violence, crime, and victimization

- Support multi-agency approaches to empower people to protect their own safety
- Embrace partners and organizations in addressing root causes of crime and social disorder
- Create systems and processes that are holistic in addressing violence and crime

Focus on priority populations and those with acutely elevated risk, including vulnerable adults, children and young persons

- Continue partnerships with school boards, academics, and community advocates for informed approaches
- Invest in initiatives that build resiliency and support people to thrive

OPTIMIZING & STREAMLINING

Use research, and strong evidence base for responsible resource deployment and risk mitigation

- Advance data-driven initiatives and solutions to effectively deploy resources
- Identify individuals with greatest risk & needs through objective measures for appropriate support
- Leverage information and research to create crime reduction initiatives that are well informed

Leveraging innovation & technological advancements for improved function and efficiency

- Remain committed to improving data quality to inform our work
- Embrace technological resources and partners to create workload efficiency
- Utilize innovation, technology, and partnerships to target rapidly changing complex crimes

Fiscal prudence for reasonable & sustainable resource development and investments

- Ensure sufficient staffing, equipment, facilities and infrastructure for adequate & effective policing
- Ensure fiscal scrutiny and accountability practices in all decision making
- Leverage research and data analysis to effectively deploy resources
- Continue to pursue and secure alternate funding envelopes and streams

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