

2023-2025 York Regional Police Business Plan Consultation Strategy

Presentation to the Police
Services Board

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Presentation Overview

- Legislative and policy requirements
- Plan integration and alignment
- Our planning process
- Consultation strategy
- Research, surveys, consultation components
- COVID adjustments
- Next steps

Business Plan Requirements

Provincial Adequacy Standards

- Every board shall prepare a business plan at least once every three years.
- The business plan shall address:
 - the objectives, core business and functions of the police force, including how it will provide adequate and effective police services
 - quantitative and qualitative performance objectives and indicators
 - information technology; resource planning; and police facilities

Police Services Board Business Planning Policy

- Board shall prepare a consultation strategy in consultation with the Chief
- Board shall consult with:
 - municipal councils
 - school boards
 - community organizations and groups
 - businesses
 - members of the public

Community Safety and Policing Act

39 (1) The police service board shall, in accordance with the regulations, if any, prepare and adopt a (4 year) strategic plan for the provision of policing.

In preparing or revising the strategic plan, the police service board shall consult with:

- the chief of police
- municipal councils
- First Nations band councils
- groups representing diverse communities
- school boards, community organizations, businesses and members of the public
- any other prescribed persons, organizations or groups

Alignment and integration with other plans

- Alignment with the Vision of York Region: To Create Strong, Caring, Safe Communities
- Alignment with the Region Strategic Plan and other supporting plans and strategies, which include:
 - Departmental Plans, Official Plan, Community Safety & Well-being Plan, Human Services Planning Coalition priorities
- Alignment with York Regional Police Vision: To Make a Difference in Our Community
 - Supported by other internal plans and strategies including youth, seniors, inclusion, anti-racism, organized crime, traffic safety, etc.

Business Planning Process

- Our business planning process is three year continuous cycle.
- To create our business plan, we take the following steps:
 - Conduct an environmental scan of policing challenges, regional issues and demographics, crime, and current and emerging policing trends
 - Hold consultations and survey our members and the public about their issues and needs
 - Develop plan priorities, objectives, actions, timelines and measures
 - Approve the business plan and related implementation activities
 - Monitor and review progress, report our outcomes annually to the Board, and make any required adjustments.

Developing Our New Plan

- We consult with a large variety of stakeholders to develop our plan. Our list includes:
 - Internal YRP members including the Police Services Board, the YRP Association, the command team and senior management, officers, civilians, internal support networks, and volunteers
 - Externally, we engage residents, youth, media, policing and criminal justice partners, education leaders, seniors, victims, businesses, diverse communities and newcomers to Canada, amongst others.

Research and Consultation Strategy

- Environmental Scan
- Consultation components include consulting with our members and the public by way of:
 - Business, community and member surveys.
 - Focus groups and meetings
 - Workshop with service agencies and community partners
 - Virtual public town hall
 - Leverage information from other unit and partner engagements
- Each cycle typically includes over 20 consultation sessions and 3 major surveys

Environmental Scanning

- For our environmental scan we consider the following elements: Demographics, language, religion, ethnicity, regional growth and development, local and national crime trends, policing trends, legislative, political and global impacts
- Data sources include Statistics Canada crime statistics, Census data, YRP occurrences and calls for service data, reports from the Region of York and other open source data.
- We have adapted by using other data sources and population projections in the absence of detailed 2021 Census data
- We have enhanced information sharing with the Region, community groups, YRP subject matter experts, and other partner agencies

Our Surveys

- We send out 4 main surveys to our community, YRP members, community and policing partners, and businesses
- We use a random stratified sample of 12,00 resident across the region for our community survey, and are able to compare results and benchmarks to track progress
- Some of our challenges include: anonymity concerns, ensuring population representation, database accuracy, response rates. In-house administration is resource intensive.
- We have adapted by conducting all surveys online to reduce workload and eliminate data entry errors
- We use new outlets to reach partners and obtain up to date information and directories. We send out reminders and have developed a communication strategy
- Our surveys are available in multiple languages

Internal and External Consultations

- We consult with our members, YRP community advisory committees, youth, seniors, persons with disabilities, people who appear to have a mental illness, newcomers to Canada, racialized communities including Black and Indigenous, spiritual leaders and members of religious communities
- Techniques include focus groups, workshops, facilitation and process improvement tools, customer journey mapping, and Crowd-sourcing tools (Thought Exchange)
- We have moved many activities online, are expanding our reach to a more “grassroots” level, and partnering with others including our Diversity, Equity and Inclusion Bureau, and Community Services
- We also gain information from our Chief’s organizational visits, internal project team research, and continue to explore new technologies

Social Media & Other Engagement

- Social media and other engagement is through Town Halls via Twitter, Facebook live and Instagram. We also utilize the Region's Community Safety & Well-being Plan partners and roundtables, and collaborate with other partners, committees, working groups
- We always conduct a Twitter Town Hall with our Chief and Executive with pre-recorded videos, live chat and polling questions. We gain additional information through social media campaigns on community generated topics of interest
- We have developed new partnerships and monitor social media trends, posts and replies from our large number of followers
- Our Business Plan and Annual Report are built on digital platforms

Next Steps

- Complete all consultation strategy components in Q1 & Q2
- Compilation and analysis of all scan, survey and consultation data Q2
- Present high level findings to the PSB in Q2 for further input
- Public report to the PSB in September that provides highlights of all findings
- Creation of draft objectives and actions for 2023-2025 (or 2023-2026) Strategic Plan in Q4
- Release of approved plan Q1 2023

Conclusion

- Thank you. If you have any questions or input please contact:
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