



2023-2025 Business Plan



Consultation Summary

Presentation to the
Police Services Board

October 5, 2022

Deeds Speak





Presentation Overview

- Legislative and policy requirements
- Consultation and Research
- Our People (Internal) Consultations
- Our Community (External) Consultations
- Environmental Scan overview
- Next steps



Legislative and Policy Requirements

Provincial Adequacy Standards O.Reg. 3/99

30(1) Every board shall prepare a business plan at least once every three years.

Police Services Board Planning Framework

The Board shall prepare a consultation strategy in consultation with the Chief and consult with:

- municipal councils
- school boards
- community organizations and groups
- businesses
- members of the public



Consultation and Research – Methodology

- **Thought Exchange** – A virtual crowd sourcing software was used to gather thoughts and experiences.
- **Surveys** – Participants accessed an online survey link to provide input on priorities, needs, and levels of satisfaction.
- **Focus Groups** - Virtual and in-person brainstorming and discussion sessions were conducted to explore ideas on future priorities.
- **Virtual Town Hall** – A virtual public town hall event was delivered through social media
- **Secondary Sources** – Information was gathered by analyzing secondary source reports from committees and working groups.



Consultations and Research – Groups Consulted

Consulted with:

- Our members
- York Regional Police Association (YRPA)
- YRP community advisory committees
- Youth
- Seniors
- 2SLGBTQ+ community members
- Persons with disabilities
- People who appear to have a mental illness and service providers
- Newcomers to Canada
- Black, Indigenous and other racialized communities
- Spiritual and religious community leaders



Our People – Top Consultation Themes

1. Learning and professional development
2. Communication
3. Member support and wellness
4. Flexible work arrangements
5. Staffing
6. Facilities and equipment
7. Inclusive policies and processes



Member Survey Improvement Opportunities

- **Promotional and hiring processes** – Develop more streamlined processes that consider the best fit and ensure community representation.
- **Member support** – Continue to enhance trust, compassion, respect, and appreciation.
- **Resources** – Ensure adequate staffing in growth areas of the organization and where capacity is constrained.
- **Facilities and equipment** – Provide work spaces, meeting rooms and parking that can accommodate future growth, ensure up-to-date equipment, technology, and comfortable uniform and patrol vehicles.
- **Communication** – Enhance organizational communication in all directions; up, down and across service areas and units.



Our Community – Top Consultation Themes

1. Community engagement
2. Police visibility
3. Road safety and enforcement
4. Training and awareness
5. Recruitment
6. Communication
7. Public trust



2022 Community Survey Highlights

- **Level of Satisfaction** – **92.1%** were very satisfied or satisfied with the service provided by York Regional Police; only slightly down from 2019.
- **Level of Confidence** – 92.3% have confidence in York Regional Police, which is down slightly (-1.7%) from 2019 when the confidence level was 94.0%.
- **Level of Trust** – **93.1%** agreed or strongly agreed that York Regional Police has the trust of the public; a slight decrease from 2019.
- **Community Safety** – **91.0%** stated that they felt very safe or reasonably safe in their community; this rate has remained stable since 2019.



2022 Community Survey Highlights – Top Results

Top Overall Policing Priorities:

- Property crime
- Auto theft
- Fraud
- Traffic safety
- Violent crime

Top Traffic Safety Concerns:

- Aggressive driving
- Speeding
- Distracted driving
- Impaired driving
- Pedestrian safety



2022 Policing and Community Partners Survey Priorities

Priorities to enhance engagement between YRP and agencies:

- Increased/improved communication and involvement
- Continue participating in events and programs
- Consultation on disaster and emergency response
- Partner on new initiatives and joint training opportunities
- Increase education to YRP employees on mental health, human rights, anti-oppression, anti-racism, and outreach
- Improve timeliness of front-line responses



Virtual Public Town Hall

What does YRP do well?

- Community engagement, social media and communication, community safety and protection, professionalism and respect, quality service.

What can YRP improve upon?

- Road safety, increased transparency with public, patrol and officer visibility, training in mental health, public relations, de-escalation, staffing and hiring.

What should be YRP's top priorities?

- Road safety in residential areas, gun control, mental health training and awareness, combating distribution and consumption of illegal drugs, community engagement and communication.

How can YRP better collaborate with the community?

- More officers dedicated to community policing initiatives, host sport activities, engage in community events, social media presence, interaction with youth.



2022 Environmental Scan Overview

Political

- Polarization of Canadian and foreign politics
- Increase in anti-police and anti-government sentiments
- Provincial majority government elected June 2022

Economic

- Inflation rates at a 30-year high
- Rising cost of fuel, goods and services
- Potential reallocation or reduction in available grant money
- Crisis in home ownership affordability

Social

- Impacts of COVID-19 pandemic on mental health
- Aging population profile in York Region.
- Continued growth in number of refugees into the GTHA
- Heightened concerns over rise in local and national hate crime incidents



2022 Environmental Scan Overview cont'd

Technological

- New methods of service delivery; more alternate and virtual avenues
- Use of social media and mobile apps for community engagement
- Social media influence over social and political discourse
- Rise in distracted driving, fraud, and cybercrimes

Legal

- *Community Safety and Policing Act, 2019*
- *Emergencies Act* (rescinded) enacted during the COVID-19 pandemic
- *Bill 67 – Racial Equity in the Education System Act, 2022* (proposed)

Environmental

- Growing prevalence of extreme weather patterns due to climate change
- Increasing need for emergency preparedness and business continuity planning

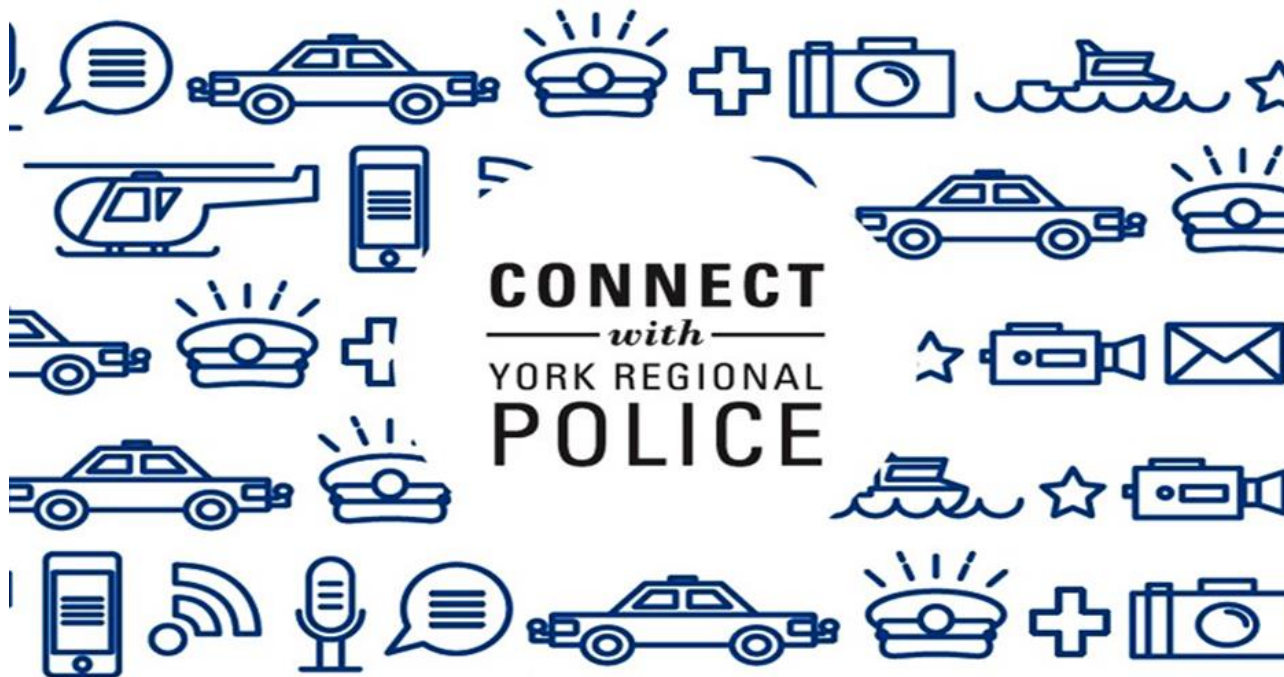


Next Steps

- October Police Services Board strategy session
- Develop priorities, draft objectives and actions in Q4 2022
- Present final draft plan to Board for approval
- Release final plan in Q1 2023
- Track objectives and implement activities
- Report progress to the Board and public in Q1 of each year



Thank you - Questions?



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