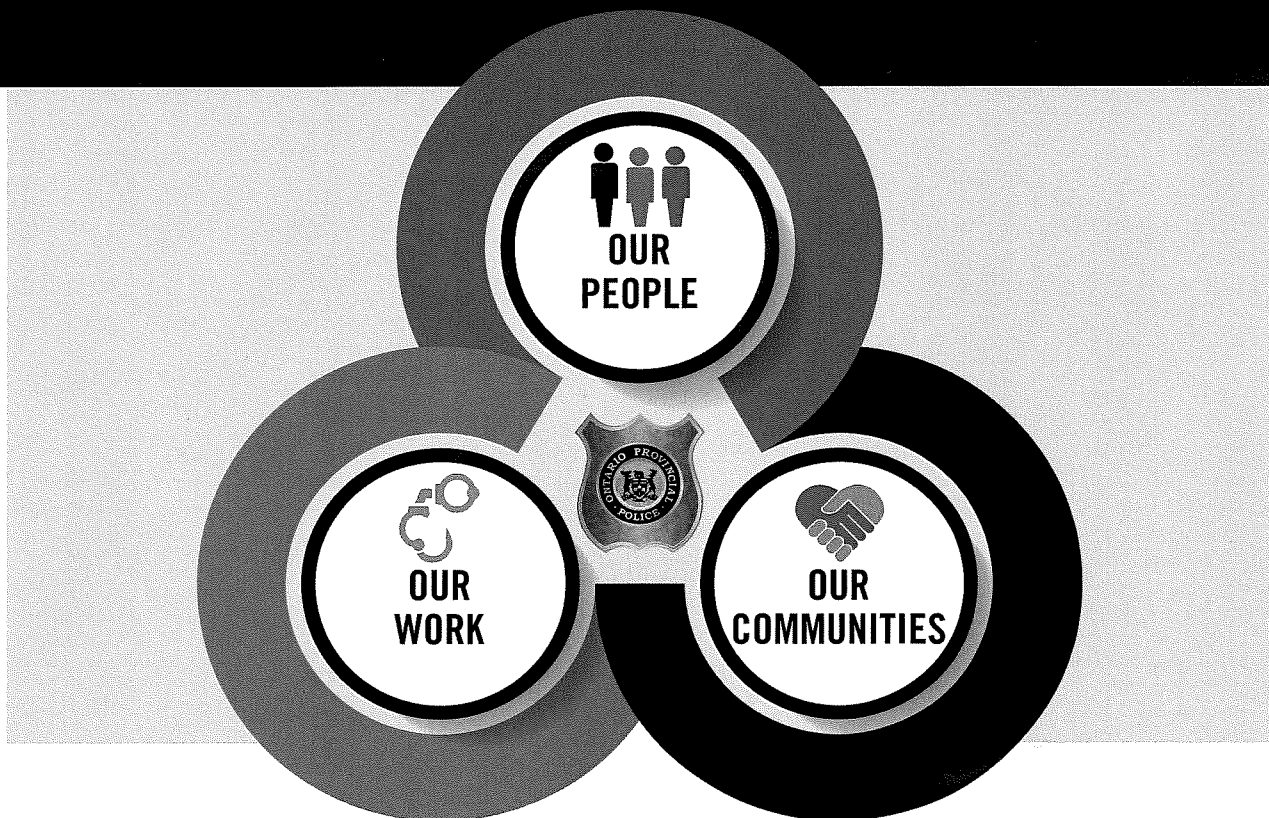


2020-2022 STRATEGIC PLAN

Priorities and Commitments



OUR PEOPLE

A healthy and resilient OPP

We will strive to support all members in achieving their professional and personal best.

OUR WORK

A responsive and evolving OPP

We will empower our members to ensure the best possible policing services are delivered to Ontarians.

OUR COMMUNITIES

A collaborative and progressive OPP

We will partner and build relationships with a shared vision for safety and well-being.

WHAT ARE THE PRIORITIES?

Our People – A healthy and resilient OPP



Commitment: We will strive to support all members in achieving their professional and personal best.

PRIMARY AREAS OF STRATEGIC FOCUS:

1. Employee health and well-being.
2. Promotion, selection and performance management processes.
3. Leadership and professional development.

LONG-TERM OUTCOMES:

1. Members are supported in developing the resiliency and capabilities necessary to mitigate the psychological and physical demands of their work.
2. Sustainable people-centred processes, policies and programs that are fair, equitable, transparent and inclusive.
3. Members are valued and empowered with the skills essential to their work.

STRATEGIC CHANGE INITIATIVES:

1. Embed meaningful and people-centred solutions for workplace health and well-being.
2. Redesign people-centred processes, policies and programs to be values-based and meet emerging workplace needs.
3. Deliver relevant and current training and education to promote the development of essential skills and leadership.

What does it mean?

This priority is about actively promoting resiliency and a healthy workplace to mitigate the challenges that are consistent across the policing community and other similar environments. This includes normalizing mental health and reducing stigma in our organization and in our communities. It is about supporting members in fulfilling their roles and equipping them with the knowledge to do so. In addition, this priority is about ensuring the OPP and its leaders are characterized by trust, compassion and integrity.

WHAT ARE THE PRIORITIES?

Our Work – A responsive and evolving OPP



Commitment: We will empower our members to ensure the best possible policing services are delivered to Ontarians.

PRIMARY AREAS OF STRATEGIC FOCUS:

1. Staffing and deployment.
2. Frontline operations and investigations.
3. Information and technology.

LONG-TERM OUTCOMES:

1. Modern and alternative scheduling, deployment, operational and service delivery models are developed that meet demands and balance operational and employee well-being benefits.
2. Excellence in frontline operations and investigations is sustained and opportunities to enhance cooperation, information-sharing and decision-making are actioned.
3. The best available evidence is at hand to inform program development; systems and processes are streamlined and the greatest possible efficiencies are realized.

STRATEGIC CHANGE INITIATIVES:

1. Modernize staffing, deployment and operations to optimize resources.
2. Streamline the organization to support effective and timely decision-making.
3. Advance information, digital and technological solutions to support the frontline and achieve optimum effectiveness.

What does it mean?

Looking ahead, this is about maximizing what we have, to achieve what we must. This focuses on smart solutions to systems and operations. Furthermore, this means opportunities to realign or reallocate resources will be leveraged to manage and balance the increasing volume and complexity of investigations. This includes evaluating programs and services, who delivers them, and how. Finally, it is about renewal, to facilitate cooperation and information-sharing.

WHAT ARE THE PRIORITIES?

Our Communities – A collaborative and progressive OPP



**Commitment: We will partner and build relationships
with a shared vision for safety and well-being.**

PRIMARY AREAS OF STRATEGIC FOCUS:

1. Community engagement.
2. Integrated response models.
3. Victim assistance.

LONG-TERM OUTCOMES:

1. Public and private sectors and community stakeholders come together in a coordinated way and are increasingly effective at sharing information and devising solutions for positive outcomes.
2. A decreased demand for police response to non-police/social disorder issues as we build upon and expand new and existing partnerships to develop alternate approaches to service delivery.
3. A trusted and victim-centric approach is entrenched in processes, policies and programs.

STRATEGIC CHANGE INITIATIVES:

1. Cultivate and preserve relationships and engagements that are inclusive, meaningful and valued.
2. Build and promote integrated response models for issues of operational and strategic importance.
3. Enhance programs and service delivery to better understand and assist victims.

What does it mean?

This is about underscoring our commitment to building and maintaining relationships and partnerships that share a common vision for public safety, countering exploitation and victimization, and protecting those most vulnerable in our communities. This includes a coordinated approach to defining policing issues and shaping solutions to meet the unique and evolving needs of our communities. It means renewing our focus on core policing responsibilities and working in collaboration to address the social disorder and root cause issues of crime. Ultimately, partnerships are mutually and culturally sensitive and founded upon trust, information-sharing and cooperation.