



STRATEGIC DIRECTION 2023-2025

Mission:

Supporting police professionals through innovative and inclusive police leadership to advance the safety and security of all Canadians.

Vision:

Be the voice of police leaders in Canada and a leader in police excellence.

SUPPORTING OUR PEOPLE: BUILDING CAPACITY AND RESILIENCE

Law enforcement teams are under enormous pressure. They are dealing with an unprecedented demand in calls for service, persistent public scrutiny, and ongoing exposure to crisis situations and trauma. As a result, police leaders are dealing with disturbing levels of sick leave in a workforce struggling with mental health and wellness issues.



As police leaders, we are responsible for the physical and mental health of our personnel.

DEVELOPING OUR LEADERS: BUILDING A PROGRESSIVE PATHWAY TO POLICE LEADERSHIP POSITIONS



In policing, there is a significant difference between assuming operational versus leadership roles. Many members who have made this transition have expressed concerns with the significant gaps that exist to be appropriately prepared to assume these management positions.

As police leaders, we are responsible for succession planning which involves meeting the training and development needs of Canada's current and future police leaders.

PROMOTING OUR PROFESSION: RESTORING PRIDE IN OUR OFFICERS AND ENCOURAGING CANADIANS TO CHOOSE POLICING AS A CAREER

The image of policing as an honourable and desirable profession in Canada has been tainted by negative police interactions around the world and the resulting negative narratives expressed by social movements, social media campaigns, mainstream media coverage, elected officials, etc. As a result, public confidence in policing has been eroded and police services across the country are dealing with significant challenges to recruit and retain personnel.



As police leaders, we are responsible for managing the image and reputation of our teams, police services, and profession. We are responsible for increasing awareness and understanding of police practices and for influencing and guiding the evolution of policing in Canada.

PROTECTING OUR COMMUNITIES: RECOMMENDING NATIONAL BEST PRACTICES AND POLICING STANDARDS IN CANADA



There are several policing and public safety issues affecting all communities across the country. Most of these issues are long-standing and tend to evolve over time: drugs, electronic crime, guns, gangs, organized crime, road safety, terrorism, etc. There is also an expressed desire by critics, the public and even some of our members for the police to adopt a standardized approach to dealing with these issues. However, because policing falls under the provincial jurisdiction, there are sometimes regional differences in how police services are delivered in Canada.

As police leaders, we are responsible for ensuring the safety of our officers and of the communities we serve by ensuring efficient, effective and progressive police operations.

VALUES

Courage | Integrity | Respect | Transparency | Inclusiveness | Excellence | Compassion