

Action Plan to Enhance Trust and Confidence in the DRPS

1. Strengthen transparency in decision-making

Actions:

- a. Conduct community consultation on this Action Plan, and on the Chief of Police selection criteria and competency profile
- b. Strengthen Board policy related to diversity, inclusion and anti-racism and seek ongoing community and expert advice in this continuous process
- c. Publish reports and decisions related to discipline, where possible
- d. Adopt body-worn cameras and seek community input into relevant policy and procedures governing their use

2. Increase and improve communication with the community and members of the DRPS

- a. Direct the Chief of Police to enhance internal communication to strengthen understanding and awareness of organizational decisions
- b. Direct the Chief of Police to enhance external communication on proactive policing and community partnerships to promote the visibility and approachability of members of the DRPS
- c. Move the Board's on line presence to a separate and distinct web site from the DRPS
- d. Enhance the Board's engagement with the public on matters such as the police budget and its governance and oversight policies and practices

3. Improve diversity and inclusion practices with the DRPS internally and externally in the delivery of community safety

Actions:

- a. Direct the Chief of Police to ensure that education and training for members accentuates anti-racism learning
- b. Direct the Chief of Police to ensure that processes for recruitment, selection, promotion and performance management of members include and emphasize diversity, equity and inclusion
- c. Ensure that the selection of deputy chiefs and chiefs of police includes an expert and qualified assessment of commitment and achievement in the areas of diversity, equity and inclusion

4. Strengthen service delivery related to mental health calls and prioritize de-escalation where the circumstances warrant

Actions:

- a. Expand mobile crisis response team and ensure effective coverage for mental health related calls for the entire Region

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- b. Direct the Chief of Police to examine the potential for call diversion in instances where a police response may not be necessary
- c. Ensure that mental health training for members is prioritized, including de-escalation techniques

5. Support the Equity and Inclusion Strategic Plan and the 4 initiatives to Address Systemic Barriers

Actions:

Hold the DRPS accountable to:

- a. Collect race based data and apply analysis of data to improve policing practices
- b. Investigate the potential to involve qualified community members in recruitment and promotional processes and relevant reviews of policy and procedures, while respecting the privacy and confidentiality of candidates, and implement changes accordingly
- c. Implement Peer Intervention Training
- d. Conduct an organizational census, publish results and take necessary steps to ensure diverse representation at all levels,
- e. Support merit-based recruitment and promotion
- f. Achieve commitments in the 2020-2022 Strategic Equity and Inclusion Plan and draft plan for future years

6. Ensure accountability for the actions stated in this Plan

Actions:

- a. Develop an accountability framework to monitor and evaluate progress on the actions committed to in the Plan
- b. Implement quarterly reporting to the Board on the status of the actions committed to in the Plan, with monthly communication to the Board on steps taken
- c. Conduct a follow up survey of trust and confidence levels within a reasonable time period to determine if desired changes have occurred