

2022-23 North Cowichan/Duncan RCMP Annual Performance Plan (APP)

Division priorities:

Strategic priorities for the Division for the 2022/23 year for which you will be required to report on. There are 3 themes with associated initiatives under them:

1. **Reconciliation:** Advance reconciliation with Indigenous communities and persons through relationship-building, education, and partnerships while respecting the principles of the United Nations Declaration on the Rights of Indigenous Peoples.
2. **Employee Wellness:** Develop and embed a culture of physical and mental wellbeing that supports our employees and empowers them to adapt as their situations and needs evolve.
3. **Crime Reduction:** Continue to engage in and provide crime prevention and reduction programs, initiatives, and services to effectively address community concerns and crime trends.

North Cowichan/Duncan Priorities:

Enhanced Public Safety

- 1) Increase Use of Restorative Justice

Initiative	2021/22 Target	Achieved	New Target Proposal 2022/23
Increase use of Restorative Justice Referrals	12	23	16 (Increased based on past years performance)

- 2) Service Delivery to Vulnerable Groups

Initiative	2021/22 Target	Achieved	New Target Proposal 2022/23
Chemainus/Crofton Patrols	700 hrs	1958 hrs	1200 hrs (Increased based on past years performance)
Opening Community Policing Office in Chemainus	1	1	Removed as objective achieved as CPO opening in May 2022.
Foot Patrols	9000	9557	9000 (To remain the same as on target and effective)
Face to Face Contact with Youth	500	6137	Removed from APP as quality of youth contact not measurable. Being replaced with Youth School Contacts
Bike Patrols	10	104	120 hrs (Increased as CEU with bike trained members now operational).
LCLA Enforcement on Cowichan Tribes	50	243	50 To be modified to track enforcement with goal of 50 written LCLA enforcement actions on Cowichan Tribes Land.

New Initiatives			
Youth School Contacts	N/A		Members to conduct monthly school visits to build positive youth/police relationships. (120 hrs/year) To be tracked by Guardroom.

3) Initiatives with Local Partners

Initiative	2021-22 Target	Achieved	New Target Proposal 2022/23
Situation Tables	12	15	12
Intercultural Society Meetings	4	0	Removed as no meetings achieved during period.
New Initiatives			
Community Policing to establish Business Watch check-in program.			Community Policing to establish volunteer run business check-in program and establish crime prevention by urban design assessment program for businesses.

4) Public Health and Harm Reduction

Initiative	2021-22 Target	Achieved	New Target Proposal 2022/23
ICAT Files	18	21	18
Mental Health Initiatives	120	138	120 This includes Car 60 patrols.
CAP Unit Review of Sexual Assault Investigations	100%	100%	100%

5) Prolific, Priority and Chronic Social Offender Management

Initiative	2021/22 Target	Achieved	New Target Proposal 2022/23
Property Crime Intel Bulletins	60	63	60 To include an identification of 2-3 active hotspots following crime trends.
Curfew Checks	450	286	365 (Reduced due as target no achieved and case law change on requirements for curfew checks).
Priority Offender Projects	12	4	8 (Reduced due to SCU Staffing levels)

6) Downward Trend in Violence, Organized Crime and Gang-related Activities

Initiative	2021/22 Target	Achieved	New Target Proposal 2022/23
Substance Abuse Projects/Initiatives	10	7	10
Drug Related Compliance and Enforcement Actions	150	274	200 (Increased due to results and public safety concerns of toxic drug supply)

7) Road Safety

Initiative	2021/22 Target	Achieved	New Target Proposal 2022/23
Motor Vehicle Act Enforcement Action	960	528	700 (Reduced due to results and decreased Watch staffing levels)
Distracted Driving and Impaired Driving Campaigns	65	49	60
Impaired Driving Enforcement Action (IRP, CC, 215)	200	236	200
School Zone Safety Patrols	1000	2085	1600 (Increased due to performance and public safety)

8) Reconciliation

Initiative	2021/22 Target	Achieved	New Target Proposal 2022/23
IPS Participation at Youth and Community Events	12	55	36 (Increased)
FNCP Foot Patrols on Cowichan Tribes Lands	600	352	400 (Reduced due to current reduced staffing levels on IPS Unit)
New Initiatives			
Development and facilitation of local Indigenous Education Program to employees			Local indigenous training program to be facilitated to Detachment employees by VIU.
Coffee with a Cop			Detachment to organize 4 opportunities for public to meet with police officers in a local venue to increase public trust and positive interaction with police.

Accountability and Governance

9) Accountability and Governance

Initiative	2021/22 Target	Achieved	New Target Proposal 2022/23
Consult with Local, Municipal and Regional Government	4	23	12 (Increased)
Consultations with Indigenous Leadership/ Council	12	27	12 (Monthly contact to remain)

10) Excellence and Workplace Culture

Initiative	2021/22 Target	Achieved	New Target Proposal 2022/23
Equity, Diversity and Inclusion training/events	3	5	4
Employee Wellness and Engagement – CIC	1	3	Removed from APP.
Ensure members are current in mandatory training	100%	100%	100%
New Initiatives			
Conduct ongoing Quarterly Employee 1+1 Check-ins	100%	100%	6 check-ins per year per member.