Winnipeg Police Board



Winnipeg Police Service

STRATEGIC PLAN 2026 – 2030

Partners in Community Safety



Contents

Land and Water Acknowledgement 3
Introduction 4
Implementation and Ongoing Accountability 4
The 2026-2030 Strategic Plan 5
Vision, Mission, Values and Beliefs 5
Priorities, Goals, and Strategies. 6
Roles and Responsibilities 10
Informing the Plan 12
Community Engagement. 12



Land and Water Acknowledgement

Winnipeg is located in Treaty One Territory, the home and traditional lands of the Anishinaabe (Ojibwe), Ininew (Cree), and Dakota peoples, and in the National Homeland of the Red River Métis. Our drinking water comes from Shoal Lake 40 First Nation, in Treaty Three Territory.

We recognize the importance of First Nations, Inuit, and Métis Peoples connected to Winnipeg's history, and the vibrant, diverse people who make up Indigenous communities today.

We acknowledge the harms and mistakes of the past, and are dedicated to upholding Indigenous rights, and to moving forward in partnership with Indigenous communities in a spirit of truth, reconciliation and collaboration towards a safe community for all.

Introduction

The Winnipeg Police Board (the Board) has a mandate to provide civilian governance over law enforcement, crime prevention, and the preservation of the public peace in the City of Winnipeg. The Board provides the administrative direction and organization required to provide an adequate and effective police service in the city.

2026 is the first year in a new five-year strategic plan cycle. The Board establishes a Strategic Plan for the Winnipeg Police Service (the WPS) that guides the WPS to ensure that the needs, values, and expectations of the community are reflected in police operations.

This plan has been informed by community engagement, environmental scans, data, and the numerous factors that influence public safety and policing. In consultation with the Chief of Police, the Board has established this plan to guide the WPS for 2026-2030.

The priorities and goals established in this plan are accompanied by specific, measurable, and tangible performance indicators that will reflect progress towards success in achieving our vision – *Partners in Community Safety.*

Implementation and Ongoing Accountability

The Board and WPS are committed to ensuring that this Strategic Plan brings demonstrable success through the delivery of an effective police service that meets the needs, values, and expectations of our community.

In response to this Strategic Plan, the Chief of Police will prepare an annual Business Plan that sets out the programs and initiatives designed to achieve the priorities and goals herein, along with specific performance indicators to track their implementation. Updates of the Business Plan metrics and progress towards implementation are continually monitored by the Board and published quarterly. The Board may provide direction to the Chief of Police to better achieve the implementation of these priorities and goals.

This Strategic Plan will be updated and reported on annually to ensure that it continues to reflect the priorities of our community.

The Board welcomes all members of the community to engage, share your thoughts and observations, and contribute to the Board's civilian governance role. More information on how to connect can be found on the Board's website: www.winnipegpoliceboard.ca.

The 2026-2030 Strategic Plan

Vision

Partners in Community Safety

Mission

Serving Winnipeg through excellence in policing, trusted partnerships and a healthy organization

Values

- Integrity
- Compassion
- Courage
- Accountability
- Collaboration



Beliefs

- Everyone has the right to safety and security at home, work, and throughout our community.
- Community-centred services that support individual and community needs are critical to achieving positive outcomes.
- Collaboration with partners is necessary to reduce demands on police resources.
- Excellence in policing is achieved through innovation, evidence-based decision making, and a commitment to continuous improvement as individuals and across the organization.
- Every person police interact with deserves to be treated with dignity, fairness, and respect that recognizes the rights, backgrounds, cultures, and experiences of each person.
- The health and wellness of Winnipeg Police Service sworn members and professional staff is critical to the delivery of effective policing services.
- Policing services must be guided by the principles of reconciliation, informed by the Truth and Reconciliation Commission, the Aboriginal Justice Inquiry, the National Inquiry into Missing and Murdered Indigenous Women and Girls, and the United Nations Declaration on the Rights of Indigenous Peoples.
- Addressing the root causes of crime, in partnership with governments, health and social services, and other partners is essential to improving community safety.

Priorities, Goals, and Strategies

Priority: Protect the Safety and Security of Our Community

The safety of everyone in our community is paramount. Whether at home, at work, or in the community, the security of people, public spaces, and property are key elements of a healthy community. Core policing functions — including preserving the public peace, preventing crime, assisting victims, and apprehending offenders — are critical in maintaining that safety. The effective and efficient delivery of these functions reinforces public confidence and allows the police to meet their legal responsibilities and community expectations.

Goals

- Effective execution of core policing activities that produce demonstrable results in responding to crime and community concerns.
- Increased perceptions of safety throughout our neighbourhoods.
- Increased awareness of police activities and safety initiatives.

Strategies

- Deliver a visible and accessible police presence across the City of Winnipeg.
- Target and apprehend offenders who victimize and exploit members of our community.
- Take action on crime and disorder that impacts homes, businesses, and communities.
- Enforce traffic laws to improve road safety for all who walk, bike, ride, and drive.
- Respond to incidents of intimate partner violence and provide assistance to victims.
- Inform the public of factors that contribute to crime, and solutions that decrease and mitigate risks.

Performance Indicators

- Trends in crime reporting.
- Enforcement statistics for violent, property, and traffic-related offences.
- Changes in Crime Severity Index and Weighted Clearance Rates.
- Community perceptions of safety, effectiveness, and quality of service – measured through surveys and engagement.
- Community perceptions of police communications and news – measured through surveys and engagement.

Priority: Build Community, Relationships, and Advance Reconciliation

Building a safe community is a shared responsibility. Police must work collaboratively with governments, community organizations, and partner agencies to deliver services that are responsive to the needs of our diverse community. Through strong relationships and trustworthy leadership, police can leverage collective knowledge and deliver programming that supports a safer community for everyone.

Recognizing the harms caused by historical and ongoing injustices, and the continued overrepresentation of Indigenous peoples in the justice system, police must take deliberate and meaningful action to advance the applicable recommendations of reconciliation frameworks. Policing practices must be fair and promote trust and confidence in our Service.

Goals

- Strong relationships and productive collaboration that support positive outcomes in the community.
- Increased awareness and reliance on non-emergency and alternative response services that reduce demands on enforcement resources.
- Community members and partners report higher satisfaction with police interactions.

Strategies

- Develop and sustain collaborative relationships with partners to address crime, support victims, and promote safety.
- Strengthen relationships with First Nations, Métis, Inuit, and urban Indigenous peoples while ensuring equitable engagement and support for all segments of Winnipeg's diverse community
- Deliver programming that supports marginalized groups, racialized peoples, youth, and other groups that face inequities.
- Refer individuals to social services, community-led programs, culturally-grounded programs, and restorative justice pathways.
- Deliver bias-free policing practices and opportunities to build relationships outside of enforcement activities.
- Inform the community on partnerships, prevention initiatives, and services that contribute to safety and effective responses to persons in need.

Performance Indicators

- Community satisfaction with police interactions and trust in policing – measured through surveys and engagement.
- Community awareness of non-emergency and alternative response services – measured through surveys and engagement.
- Proportions of calls for service diverted to collaborative or alternative responses.
- Referrals to social services, restorative justice, and diversion programming.

Priority: Deliver Responsive and Effective Services

As Winnipeg continues to grow, and new challenges and trends in criminal activity emerge, the WPS must be responsive and dynamic. Using data, intelligence, and community insight to focus resources where they are needed most will help police to meet the needs and expectations of our city.

By engaging with community members, understanding local concerns, and adapting strategies to reflect changing conditions, the WPS can balance immediate enforcement needs with long-term prevention and partnership-based approaches to safety.

Goals

- Police services are timely and responsive to the community's evolving needs.
- Increased use of technology and tools that provide efficient and effective services.

Strategies

- Respond promptly to calls for service.
- Deliver evidence-based operations and resource allocation.
- Utilize technology to provide effective and efficient services to the public.
- Ensure professionalism and respect in every interaction between the police and the community.
- Continually modernize and adapt training, tools, and practices to keep pace with best practices.

Performance Indicators

- Trends in calls for service.
- Answering times to calls for service.
- Median response times for emergency dispatched events.
- Trends in Dispatched and Non-Dispatched Events.
- Community perceptions of police activities and effectiveness – measured through surveys and engagement.

Priority: Provide a Healthy and Accountable Workplace

Police work is inherently demanding. WPS members are exposed to high-stress situations and traumatic events. The wellbeing of employees is critical to their ability to effectively serve the community.

Only by prioritizing their mental and physical health can they remain able to respond to complex situations with empathy, professionalism, and integrity. Trauma-informed practices not only strengthen workforce resilience but also improve the quality of interactions with the community, particularly in situations involving vulnerability, victimization, or crisis. Public trust and confidence grows when the community see members demonstrating exemplary conduct and being accountable to the public they serve.

Goals

- Members are healthy, engaged, and able to deliver effective services.
- Community members have trust and confidence in the WPS.

Strategies

- Provide resources and tools to support individual and organizational growth, learning, and wellness.
- Employ a workforce that reflects Winnipeg's evolving community makeup.
- Provide timely and meaningful communication and engagement opportunities inside the WPS to share information, ideas, successes, and challenges.
- Provide the tools necessary for members to deliver compassionate and professional services.

Performance Indicators

- Employee wellness and satisfaction – measured through workplace engagement.
- Community satisfaction with police interactions, effectiveness, and confidence – measured through surveys and engagement.
- Proportion of hires and promotions for women, racialized people, and Indigenous Peoples.
- Participation in training, development, and leadership programs.

Roles and Responsibilities

Winnipeg Police Board

Providing effective civilian governance by:

- Ensuring that policing is consistent with the community's needs, values and expectations.
- Communicating and consulting with the community to inform priorities and objectives for the WPS.
- Setting the strategic priorities and goals for the WPS.
- Allocating the WPS budget provided by city council and monitoring the expenses and revenues of the WPS.
- Hiring the Chief of Police and evaluating their performance.
- Promoting transparency and accountability by publicly reporting on policing programs and strategies.
- Monitoring the implementation and progress of the WPS Business Plan.
- Receiving training and support to understand the demands on policing and the resources required to deliver adequate and effective policing.
- Understanding the broad range of factors that impact and influence policing in the City of Winnipeg.

Chief of Police

Leading the Winnipeg Police Service by:

- Enforcing the law, preventing crime, and preserving the public peace.
- Managing, administering, and operating the WPS.
- Maintaining discipline in the WPS.
- Ensuring that the WPS meets all requirements imposed by law.
- Implementing policies established by the Board respecting the WPS.
- Implementing a Business Plan that operationalizes and achieves the priorities and goals set out in this plan.
- Demonstrating public accountability by providing the Board with reporting on budgets, emerging issues, innovation, risks, critical incidents, and progress towards achieving the priorities and goals set out in this strategic plan.
- Stewarding financial and human resources within the WPS.
- Forming partnerships with organizations, governments, rights holders, and the entire community that promote public safety.

Winnipeg Police Service

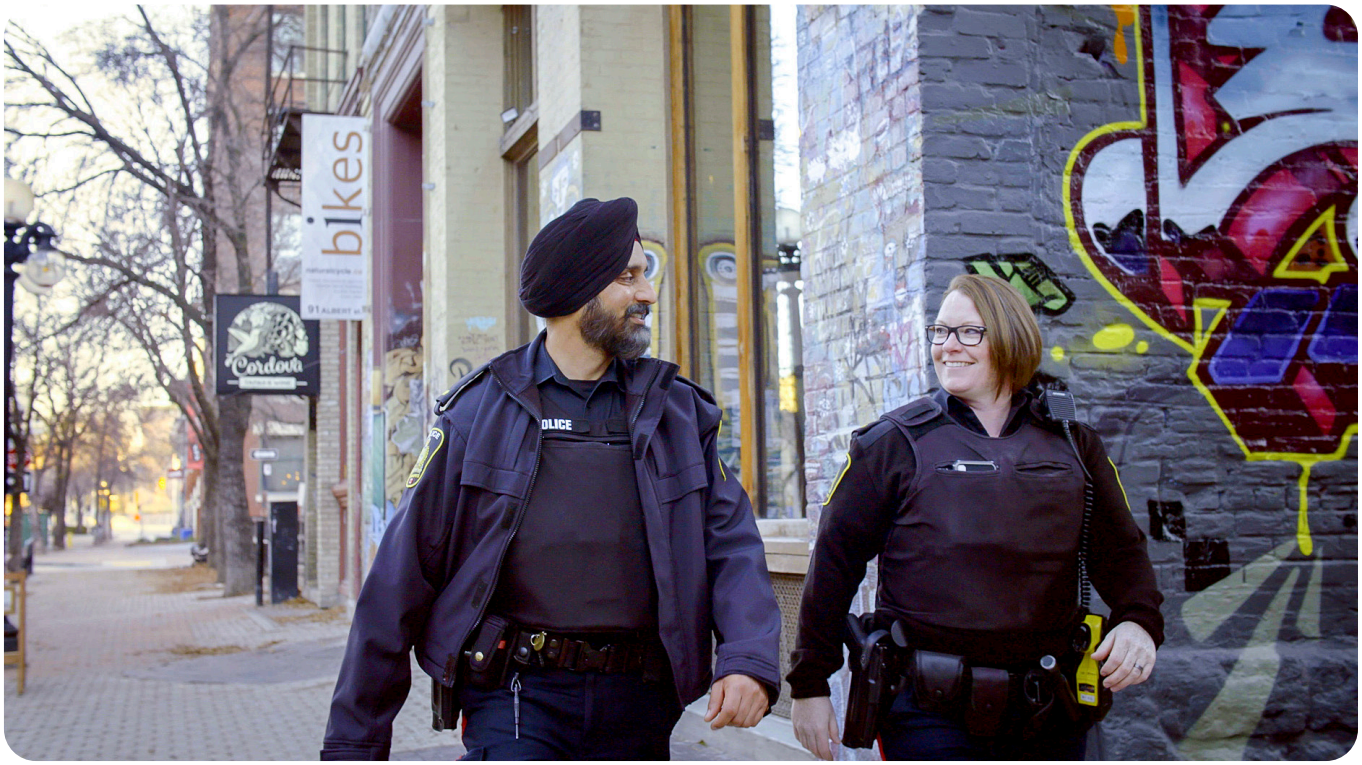
Delivering effective policing in the City of Winnipeg by:

- Preserving the public peace, enforcing the law, and preventing crime.
- Apprehending criminals and others who may lawfully be taken into custody.
- Assisting victims of crime and vulnerable people.
- Educating the community on matters of safety, crime prevention, protection, intervention, enforcement and investigation.
- Demonstrating utmost professionalism and commitment to community service in every interaction.
- Acting in a manner that recognizes and upholds the needs and rights of each individual and community.

The Community

Promoting and nurturing community safety by:

- Reporting crimes, suspicious activity, or safety issues to help police respond effectively.
- Working collaboratively with police to strengthen relationships based on respect, understanding, and accountability.
- Staying connected with your neighbourhood, building relationships, and supporting initiatives that address the root causes of crime.
- Engaging in community meetings, consultations, and sharing your experiences and perspectives to help shape policing priorities.



Informing the Plan

Community Engagement

In spring 2025, the Board announced the launch of our community consultation process on the development of the 2026-2030 Strategic Plan for the Winnipeg Police Service. The process focused on five key questions to inform the development of actionable priorities, goals and strategies:

1. How would you describe your level of trust and confidence in policing, and what could the Winnipeg Police Service do differently that would increase your trust and confidence in policing?
2. What do you think the Winnipeg Police Service does well?
3. What would you like to see the Winnipeg Police Service accomplish over the next five (5) years?
4. What changes do you believe are needed to achieve those accomplishments?
5. What role do you believe police should play in contributing to public safety and wellbeing?

The Board received input and responses from:

- Community members through an online survey.
- Organizations and individuals that attended focused roundtable discussions representing a significant array of our diverse community.
- Written submissions from individuals, organizations, and businesses.
- Open house forums for community members.
- Municipal government leaders.
- Indigenous organizations and rightsholders.
- Youth with lived experience.

The Board is grateful to all those who took part in this process. A comprehensive report on the results of the Board's consultation process can be found on the Board's website.

During our community engagement process, the following key themes were raised:

- Collaboration with community, health, and social service partners is critical to addressing root causes of crime.
- Relationships with Winnipeg's diverse community are important to build trust and confidence.
- Visible and accessible services are expected across the city.
- Crime prevention and deterrence efforts promote perceptions of safety.
- Treating everyone fairly and equitably builds trust.
- Enforcement should target violence, illicit drugs, guns, gangs, and dangerous driving behaviours.
- Police are valuable sources of public education, communication, and outreach.

Environmental Factors

In developing this plan, the Board has taken notice of factors that influence the demands for policing services in Winnipeg. The 2025 Environment for Policing in Winnipeg Report provides an overview of the various statistics, research, and the social, economic, legal, and political conditions that influence crime, perceptions of safety, and the way policing is delivered.

