

**Draft Strategic Plan - Version as November 21st, 2023 -**

<b>Vision</b>
A trusted partner in building an inclusive, equitable, safe Ottawa.

<b>EDI* - Strengthen our Commitment to Human Rights</b>	<b>Enhance Community Safety</b>	<b>Advance &amp; Support a Resilient Thriving Membership</b>	<b>Build Trust Through Strong Partnerships</b>
<p>Deliver culturally sensitive services that address varied member and community concerns.</p> <p>Build trust in all communities, with a focus on Indigenous, 2SLGBTQQA+, Black, faith-based, and additional racialized and marginalized communities through a commitment to mutually developed solutions.</p> <p>Support diversity and inclusion within the workforce by respecting the individual skills and experiences of every employee and providing equitable access to opportunities.</p> <p>Continue to evolve our culture through best practices, measurements and inclusive internal processes.</p>	<p>Develop a community policing model that is (more) responsive to unique geographical and community priorities.</p> <p>Work with partners to deliver alternative responses that address root causes of crime and disorder, in alignment with the City’s Community Safety and Wellbeing Plan.</p> <p>Modernize the use of technology and data to enhance community safety, operations and equity.</p>	<p>Stabilize the workforce by appropriately staffing the Service.</p> <p>Invest in OPS member wellness.</p> <p>Cultivate a workplace where Members feel valued and morale is high.</p>	<p>Work with community partners to support effective service delivery and promote better outcomes.</p> <p>Engage with the community and act on feedback, inspired by proven solutions and successful best practices.</p> <p>Improve communication and openness around our people, activities and processes.</p>

\*Equity, Diversity, and Inclusion