

Stl'atl'imx Tribal Police Service

Strategic Plan 2023-2027

Vision

To provide a policing service that is uniquely St'at'imc

Mission Statement

The Stl'atl'imx Tribal Police provides a community-based service that reflects the needs, culture, customs, and rights of the St'at'imc people, and is committed to the safety and security of our communities and ensures that the St'at'imc people, and others, are always treated with dignity and respect.

Our Values

Culture and Tradition	Our People	Employees	Relationships	Service	Communications	Accountability
We incorporate our culture and traditions into our policing practices	We are committed to developing healthy communities for our people	We recognize the professionalism of our officers and staff	We build relationships to support integrated solutions to community challenges	We are committed to always providing a professional policing service	We recognize clear, open, and honest communication as the cornerstone for lasting relationships	We are accountable for our actions to our people, our organization, our partners, ourselves, and under law

Message from the Stl'atl'imx Tribal Police Board Chair and Chief Officer

On behalf of the Stl'atl'imx Tribal Police Board and Chief Officer, it is our pleasure to introduce the STPS 2023-2027 Strategic Plan.

This Strategic Plan reflects the profound link and relationship between our police service and the communities we serve. As part of our work to build upon these relationships, the Police Board reached out to communities by asking questions focused on your public safety concerns and your relationship with the women and men of the Stl'atl'imx Tribal Police Service. The community's responses and views regarding the policing services you would like to see in your community were heard

by the Police Board and form an integral part of our way forward for the next five years.

We believe the five priorities that focus on governance, human resource management, service delivery, relationships, and communication firmly position us to face today's challenges and prepare us to adjust for an ever-changing world while keeping our communities safe.

This plan reflects the values of both our communities and the STPS. The priorities, goals, and strategies contained in the plan will serve as our foundation for service delivery in the years to come.



Rebecca Barley
Police Board Chair



Deborah Doss-Cody
Chief Officer

Role of the Stl'at'imx Tribal Police Board

The role of the Police Board is to provide good governance and oversight of the Stl'at'imx Tribal Police Service.

Core to our responsibilities, the Board will ensure that the STPS is guided by appropriate policies and is sufficiently funded to provide the necessary resources to meet community public safety expectations.

Through our external and internal consultations, the Board has established several priorities that are core to delivering upon our obligations.

In addition to our overall governance priority, the Board will also focus on the following priorities:

- Human Resource Management
- Service Delivery
- Relationships
- Communications

Each of these priorities includes several goals and strategies that will turn words into action.

The Board is committed to working with all STPS employees to meet and exceed all our goals contained in this plan.

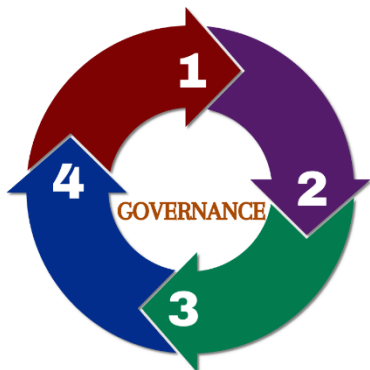


Community Engagement The Cornerstone of our Strategic Plan

Community engagement starts with asking questions and listening to the answers. When developing this strategic plan, we made every effort to hear from as many community members as possible. An independent consultant was hired to survey community members online, garnering 65 responses. We would like to recognize and acknowledge those who participated in our strategic planning process, sharing their thoughts and ideas on how the STPS can best serve the needs of our numerous communities.

STPS staff were brought together and surveyed for their knowledge and input. The diversity and work experience in the room proved to be of great value in sharing corporate expertise and suggestions to enhance future service delivery.





GOVERNANCE

We will provide sound governance and leadership through trust, knowledge, development, commitment and understanding.

1. Accountability.

- Committed to a sustainable police service through sufficient human and financial resource management.
- Making our Board committees more effective.
- Conduct relevant reviews on police equipment and computer infrastructure.

2. Foster Relationships with governments & our communities.

- External Stakeholders such as St'at'imc Chiefs Council, Province of BC, and Canada.
- Local Band Councils and Chiefs for each community we serve.

3. Modernize STPS computer infrastructure to meet current and future demands.

- Create a central in-house LAN and e-mail server system that adequately serves both STPS offices and the Board.

4. Modernize STPS policies to reflect current policing governance standards.

- Set up a review framework and policy review schedule.
- Complete the review of all current STPS policies.



HUMAN RESOURCES

We value and respect our officers and staff and recognize their dedication and commitment to serving the St'at'imc people.

1. Making the Health and Wellness of all STPS employees a priority.

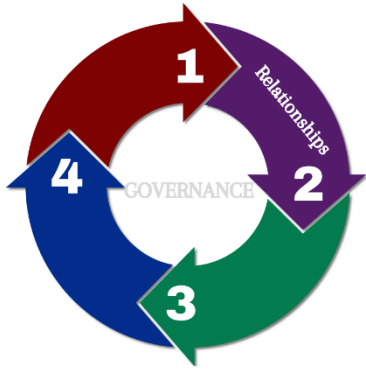
- Systems to be put in place for Critical Incident debriefings.
- Implement resiliency training and peer support training for STPS employees.
- Continue to support ongoing fitness training and provide employees benefits and adequate and supportive physical therapy.
- Supporting the well-being of all employees by supporting effective employee engagement in our internal & Board communications.

2. Enhance current strategies to maintain employee retention and recruitment.

- Implement strategies to bridge salary and benefit gaps between the STPS and other police services within BC.
- Prepare and engage with employees with personal training goals and leadership succession planning.
- Explore secondment opportunities with other BC police agencies.

3. Employee Growth and development.

- Provide equal access to training and professional development opportunities in keeping with service experience.
- Ensure the STPS promotion system for the Sergeant., Chief Officer and Senior Operations Assistant positions are fair and transparent.



RELATIONSHIPS

We will develop relationships and strengthen our collaborative partnerships to the benefit of the St'at'imc Nation.

1. Building trust and confidence in our police service through community outreach.

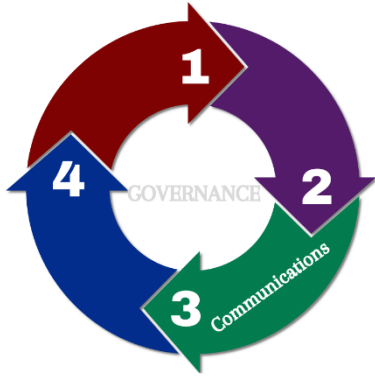
- Collaborate with social service and health agencies to mitigate the impact of drug and alcohol dependency within our communities.

2. Sharing our Indigenous policing expertise with other public safety stakeholders.

- Sharing our expertise in Indigenous policing with other police agencies through in-house education and training.
- As a best practice, we will share our policing model to assist other communities to establish their own Indigenous Policing model.
- As subject matter experts, we will work with police educators to develop training standards focused on Indigenous policing skills.

3. Developing relationships amongst our elders and youth.

- Reduce crime victimization through education within our school system.
- Work with elder groups in communities to promote crime prevention and victimization.



COMMUNICATIONS

We will engage our officers and staff, communities, stakeholders, and partners with open, transparent, and effective communications.

1. Encourage community engagement.

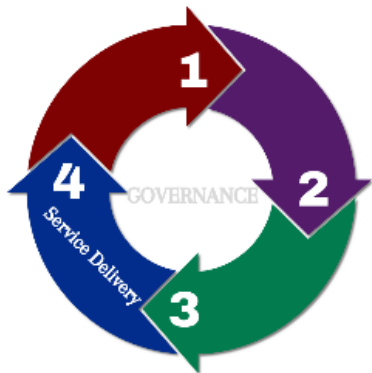
- Enhance social media presence by creating an STPS Twitter and Facebook account.
- Support appropriate media releases related to pertinent public safety matters and promote significant accomplishments of the STPS.
- Engage with the community through attendance at community events.

2. Enhance information sharing with all Chiefs and Councils, the St'at'imc Chiefs Council, and Provincial and Federal funding partners.

- Meet with SCC regularly to inform them of governance and community safety matters.
- Meet with provincial and federal funding partners to provide appropriate updates on STPS policing matters.

3. Provide a broader range of information to the public through the STPS Website platform.

- Support education, awareness and response strategies for vulnerable people and victims of cybercrime, domestic violence, and the drug/ opioid crisis.
- Chief to do appropriate video messages to the community and posted on the website.



SERVICE DELIVERY

We will strive to deliver a professional, proactive, culturally sensitive, and community-based police service at all times.

1. Enhance social well-being through community partnerships.

- Engage with community partners to deliver programs that will minimize the criminalization of our citizens.
- Support the establishment of alternatives to traditional court systems, including a Restorative Justice Program for all St'at'imc Communities.

2. Promote prevention & education as a valued tool in reducing crime and victimization.

- Prevent crime through proactive work, enhancing community engagement, and effective and timely information sharing.
- Implement strategies to minimize cybercrime and internet exploitation of our seniors and young people.

3. Reducing violent crime.

- Focus on solutions to underlying issues leading to incidents of domestic violence.
- Undertake strategies to reduce drug trafficking and gang recruitment within our communities.

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