



# 2024-2027 Strategic Plan

## Our Vision

A safer community together.

## Our Mission

Committed to community safety and well-being through progressive, innovative and inclusive service excellence.

## Our Values

Fostering trust through:

- Accountability and transparency
- Respect, equity, diversity and inclusion
- Integrity and compassion
- Duty to protect the rights and well-being of all

## Our Strategy

### Our Community



### Our People



### Our Work



### Goals

Achieve community safety and well-being in collaboration with partners.

Foster an inclusive, engaged and progressive workplace.

Ensure accountability, equity and innovative service excellence.



1. Identify and respond effectively to citizen calls for service and community crime trends.
2. Implement and evaluate crime prevention initiatives.
3. Follow the *Mental Health and Addiction Strategy* to guide response to and support for mental health related calls.
4. Align with the Community Safety and Well-Being Plan to implement strategies and initiatives identifying and supporting victims, offenders and priority populations.
5. Work with emergency management partners to ensure readiness through emergency management planning.
6. Support awareness, education, response and advocacy for partners, related to intimate partner and family violence.
7. Develop strategies to strengthen engagement with and supports for positive outcomes among young people in Peel.
8. Use education, enforcement and proactive strategies to focus on road safety.
9. Collaborate with community partners on opportunities for enhanced information sharing and integrated service delivery.

1. Promote initiatives to support the cultural, physical and psychological well-being and safety of our employees.
2. Develop and monitor a *Wellness Strategy*.
3. Support continued growth of employees by providing resources and development opportunities.
4. Attract and retain qualified employees who represent our community
5. Create and evaluate recruiting initiatives.
6. Keep employees informed through internal communication systems.
7. Systems exist to collect and respond to employee feedback.

1. Use the *Equity, Diversity and Inclusion Strategy* to guide initiatives to support equity, diversity and inclusion in our workplace and community.
2. Implement a multi-year Human Rights action plan in collaboration with the Ontario Human Rights Commission.
3. Ensure effective and sustainable resource planning through the annual budget, financial reporting, and service delivery reviews.
4. Foster public trust and confidence.
5. Identify, implement and evaluate innovative processes, combining technology and risk mitigation, guided by the Information and Technology Plan.
6. Identify and engage in sustainable environmental practices.
7. Use the Facilities Plan to guide facilities related projects supporting a healthy and safe workplace.
8. Ensure communication methods and strategies support community awareness and engagement.