

Protecting Our Protectors

**POLICE LINE
DO NOT CROSS**

Presented by Chief Paul Pedersen
October 21st, 2019



Agenda

- **Police Services' Role in our Community**
- **Police Members and Organizational Roles**
- **The Leadership Challenge**
- **Safety in the Workplace**
- **Looking Forward**



Roles of Policing in Modern Society

Vision

We ensure community safety and well-being (CSWB) through collaborative partnerships, innovation and community engagement

Mission

Ensuring a culture of trust through professional service while empowering our community to enhance safety

RICH Values

- Respect
- Inclusivity
- Courage
- Honesty



Public Trust and Internal Trust

Why does it matter?

What does it look like?



Strategic Priorities

Our Members & Our Inclusive Workplace

Public Trust & Accountability

Collaborative CSWB for Greater Sudbury

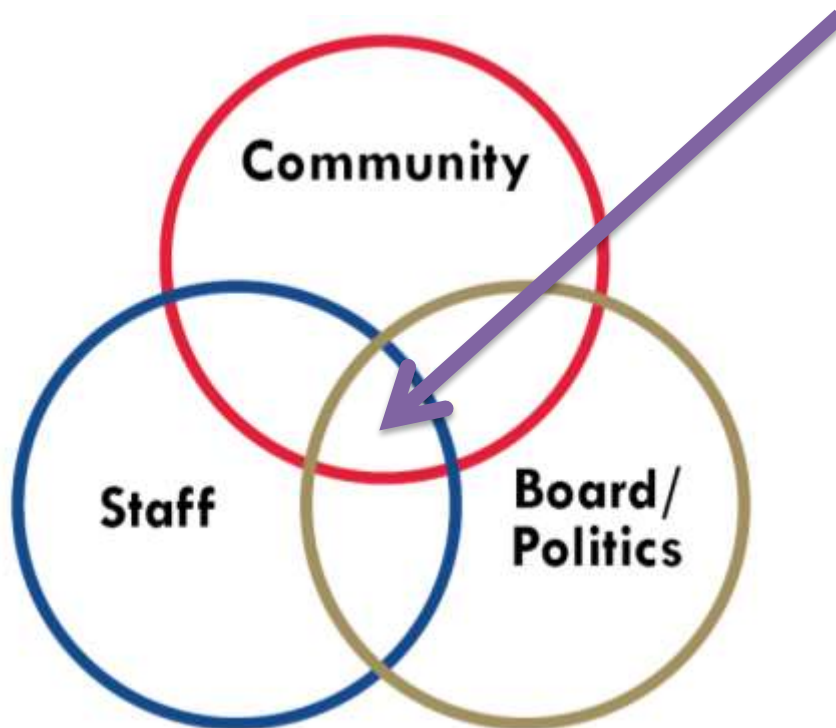
Policing with Excellence & Professionalism



Leadership

Getting people to go where they wouldn't otherwise go...

VOLUNTARILY and WILLINGLY



Our People

Our people can't sustain the safety and wellbeing of the community if they aren't well themselves.

Ontario government to review OPP workplace culture after recent suicides

PTSD: 'The Dirty Little Secret of Law Enforcement'

'Where do they get help?' PTSD and stress in the police force

NIAGARA REGION POLICE OFFICER CHARGED WITH ATTEMPTED MURDER

\$600M class-action lawsuit claims police mistreatment in N.W.T., Yukon and Nunavut

RCMP's sexual harassment suit bigger and more expensive than predicted



Our Communities

Police Costs

- “Unsustainable”
- “Broken trust”

Pride Toronto members won't allow uniformed police to march in the parade

I was racially profiled, roughed up, & detained by police for being Indigenous

Lack of police co-operation 'slowed' work for MMIWG inquiry, says chief commissioner

Surveillance video may shed light on Ferguson police shooting of Michael Brown

Black Lives Matter Ithaca Says Local Police Have Displayed 'Pattern of Abuse' to People of Color



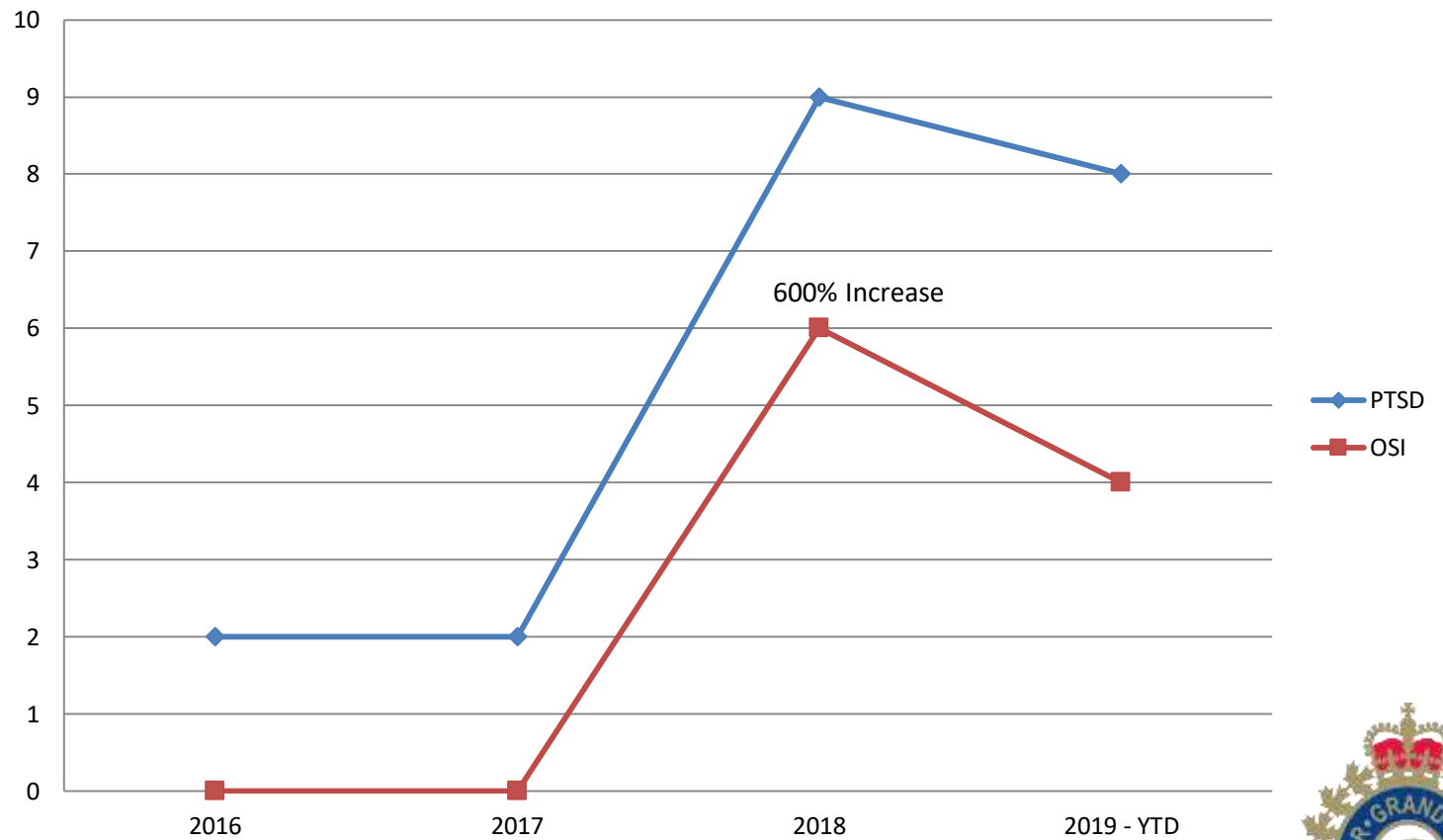
The Standards

- Split second perfection
- Safety of self and others simultaneously
- Standards we place on ourselves
- Heroes
- Mistake vs Misconduct



The Impacts

Number of Claims Submitted



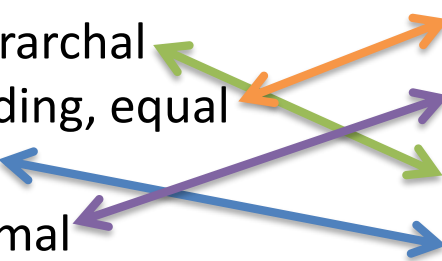
Five Generations of the Workforce

- Traditionalist - born before 1945
- Baby Boomers – 1945–1964
- Gen X – 1965-1980
- Millennials – 1981-2000
- Gen Z – 2000 -



Leadership Challenge

Match the Leadership Style with the Generation

- **Directive** – Commanding, Hierarchal
 - **Democratic** – Consensus building, equal
 - **Participatory** – Visionary, fun
 - **Collaborative** – flexible, informal
- Baby Boomers
Millennials
Traditionalists
Gen X
- 
- The diagram shows four colored arrows connecting leadership styles to generations: an orange arrow from 'Directive' to 'Baby Boomers', a green arrow from 'Democratic' to 'Traditionalists', a purple arrow from 'Participatory' to 'Millennials', and a blue arrow from 'Collaborative' to 'Gen X'.

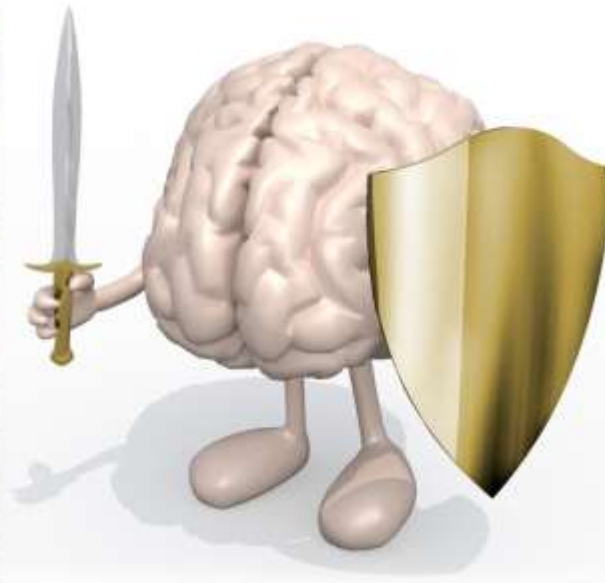
Can one size ever fit all?
Can one person ever be all?



Safety

- Community Safety & Well-Being
- Internal Safety & Well-Being
- Physical Safety
- Mental Safety

What does body armour for the mind look like?



Change

What Linus feels like when his blanket is in the dryer...



Change Resisters

What do we all hate?



Police Officer Deaths by Suicide

7 Pathways to Better Outcomes
14 Recommendations for Action



Joint Ownership & Collaboration



What does GSPS have in place?

- Professional Psychologists
- Employee Assistance Program (EAP)
- Training and Awareness
- Health and Wellness Committee
- Orientation
- Inclusion Team
- Road to Mental Readiness (R2MR)
- Peer to Peer Support
- Coaching Supervision
- Reward and Recognition
- Benefits, Income Protection Plan, Early and Safe Return to Work
- Wellness Coordinator Officer
- Critical Incident Stress Management
- Police Association
- Mental Health
- Respectful Workplace
- Chaplaincy



Leadership Defined



Hierarchy



Looking Forward

- Focus on Prevention
- Support for Intervention
- From They to We
- Harmony between employer and employee



The Unwritten Contract

“Bring value, *feel* valued”

