



Coquitlam RCMP Strategic Plan

2023–2026



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A Message from the Officer in Charge



On behalf of the dedicated team at the Coquitlam RCMP Detachment, it is my privilege to present the 2023–2026 strategic plan to you, the communities we serve.

These are challenging times for us all, characterized by an increased demand on policing resources, rising public safety costs, and rapid changes associated with unpredictable events. In the face of these challenges, we remain committed to the RCMP's core values: we act with integrity, respect, compassion and accountability, and we serve with excellence. As we execute this plan, you will see these values at the heart of what we do, everyday, to keep our communities safe.

During the consultation process for this plan, our police officers and municipal staff were heartened by the expressions of appreciation from citizens and community groups alike. Only by working with you will we succeed in the implementation of this plan, and it is through your continued collaboration and feedback that we can continue to meet your needs.

Keith Bramhill

Superintendent Keith Bramhill
Officer in Charge, Coquitlam Detachment

About this Plan

The RCMP Coquitlam Detachment is the fourth-largest RCMP detachment in Canada. Our team proudly provides policing and public safety services to the communities of Coquitlam, Port Coquitlam, Anmore, Belcarra, and the k̓w̓ik̓w̓əł̓əm First Nation.

The plan was developed with recognition that the Detachment’s operating environment is impacted by a broad, intersecting range of economic, population, demographic, social, political and environmental factors that shape community policing and public safety needs.

Supporting our people is the foundational priority which allows us to meet all commitments. Our effectiveness in promoting public safety, targeting criminal activity and partnering with the community relies on the skills, experience, knowledge and dedication of our police officers and municipal employees.



Our Process

The strategic plan is the culmination of months' worth of preparation, research, consultation, writing, and iterative planning. The first stage involved preparing a context report to consolidate the municipal, provincial and federal strategic plans, summarize the cost-shared budget, and gather demographic information. By engaging internal staff and municipal partners, the finalized 40-page report lays out the foundation for the plan's goals and objectives.

Next, the strategic planning team consulted with the community, seeking views and the perspectives of interested parties on policing and public safety priorities. The team conducted Interviews with representatives from a broad range of community partners and organizations. Group consultation sessions with Coquitlam and Port Coquitlam city councils were held alongside citizen advisory groups and employee focus groups. The findings, compiled and laid out in a consultation report, were then used to guide a full-day workshop to build out the framework for the new strategic plan.

Afterward, the strategic planning team began building the plan. Taking the information gleaned from both the context and consultation reports, as well the discussions from the workshop, the team identified four primary commitments for the Detachment to focus on over the next four years. The team also developed a list of accompanying activities and key performance indicators to guide their progress toward meeting these commitments.



Strategic Plan in Summary

The strategic plan lays out the priorities and objectives we will pursue between now and 2026 to maintain public safety and enforce the law in the communities of Coquitlam, Port Coquitlam, Anmore, Belcarra and the kʷikʷəłəm First Nation. This document outlines the focus of our work in four priority areas, selected to address the unique local contexts of our community:

- Partner with the Community
- Promote Public Safety
- Target Criminal Activity
- Support Our People

Our Mission

To preserve the peace, uphold the law, and provide quality service in partnership with our communities.


Our Vision

The RCMP is a healthy and inclusive organization trusted by employees, partners and the public that keeps citizens safe by consistently delivering exceptional policing services and continually striving to grow and improve.



Partner with the Community

- Deepen collaboration, trust and community engagement
- Learn and adapt to meet changing community needs
- Demonstrate accountability and effective resource use



Promote Public Safety

- Focus on road and traffic safety
- Enhance visible presence
- Reduce crime through public education and engagement



Target Criminal Activity

- Enforce the law and gather intelligence on criminal activity
- Apply crime analysis to target prolific offenders
- Develop strategies for response to new and emerging crime types



Support Our People

- Create an inclusive workplace that is committed to equity, diversity and respectful interactions
- Support employees' mental and physical wellness
- Facilitate safe and timely return to work
- Promote effective internal communication



Partner with the Community

Our first priority of our strategic plan highlights our commitment to collaborate, engage and work with the diverse communities that constitute our service area.

As a valued public service, your local Detachment is keenly aware of its duty to continue to maintain effective budget management and resource use.

Operating costs for the Detachment are shared by Coquitlam and Port Coquitlam, with an additional contribution from senior levels of government for provincial and federal policing in Anmore, Belcarra and the Kʷikʷəłəm First Nation. This strategic plan is just one tool we employ to ensure that the significant resources allocated to policing and public safety are invested prudently and effectively.

We report the following information to City Councils on a regular basis:

- Financial reporting and budget management
- New Initiatives implemented in response to changing or emerging trends



Objectives	Examples of Activities
Deepen collaboration, trust and community engagement	<ul style="list-style-type: none"> • Plan and implement enhanced external communication and community engagement strategies • Support diverse communities and kʷikʷəłəm First Nation
Learn and adapt to meet changing community needs	<ul style="list-style-type: none"> • Continue to consult with the City Councils of Coquitlam and Port Coquitlam • Educate community on emerging crime types
Demonstrate accountability and effective resource use	<ul style="list-style-type: none"> • Continue to maintain effective budget management and resource use • Advocate effectively for increased resources to ensure support for modernization of equipment and policing practices • Regular internal review of strategic plan (i.e., update annually or as necessary); and report out on its implementation



Promote Public Safety

The Detachment conducted multiple consultative sessions with community members and organizations in preparation for strategic planning, exploring and confirming a range of public priorities for the Coquitlam RCMP. Citizens were complimentary about RCMP service and responsiveness, and demonstrated clear understanding that the RCMP cannot independently address mental health, substance use and related challenges. We heard that priority public concerns in our service area include:

- Road and traffic safety
- Desire for increased police visibility and outreach
- Continued efforts to reduce crime in the community
- An appetite for improved communication and more police presence

This proactive work is the focus of the second priority in our plan, to promote public safety. This priority will result in a focus on three equally important objectives, each supported by a series of activities, encompassing road and traffic safety, crime reduction and enhanced police presence.

Successful implementation of the resulting activities will be monitored and reported including:

- Annual crime rate; monthly analysis of persons and property crimes
- Serious vehicle collisions
- Proactive patrols; public education activities; and public satisfaction surveys



Objectives	Examples of Activities
Focus on road and traffic safety	<ul style="list-style-type: none"> • Traffic enforcement • Cst. Scarecrow/Black Cat • Speed Watch Program • Enhance road safety in school zones and pedestrian walkways
Enhance visible presence	<ul style="list-style-type: none"> • Increased police presence at public events • Promote police-public interaction events • Increase proactive patrols
Reduce crime through public education and engagement	<ul style="list-style-type: none"> • Plan and implement enhanced public education and engagement activities • Targeted online education programs • Development of outreach programs in partnership with other community partners to focus on at risk-youth



Target Criminal Activity



The consultation confirmed widespread appreciation for the Detachment’s responsiveness and the reassuring presence of our members. Citizens recognize that we have been instrumental in keeping crime rates low across our service area, overall and in comparison to neighbouring jurisdictions.

Much of our success in reducing the incidence of crime is attributable to proactive efforts. Our proactive work in promoting public safety is complemented by an equally strong focus on targeting criminal activity. By gathering and analyzing criminal intelligence, we identify priority areas for proactive patrols and target prolific property offenders. Furthermore, we are responsive to new and emerging criminal activities to enable the efficient allocation of resources.

Objectives	Examples of Activities
Enforce the law and gather intelligence on criminal activity	<ul style="list-style-type: none"> • Continue targeted and proactive enforcement based on analysis of criminal intelligence • Continue to use data to inform decision making and patrol activity
Apply crime analysis to target prolific offenders	<ul style="list-style-type: none"> • Engage in crime analysis to identify patterns and trends • Focus on prolific offenders
Develop strategies for response to new and emerging crime types	<ul style="list-style-type: none"> • Focus on response to new and emerging criminal activity such as fraud, online crimes, and hate crimes • Participate in decreasing Lower Mainland gun and gang activity



Support Our People



This priority recognizes the stressful and demanding nature of modern policing, and seeks to ensure that the Detachment provides an effective and supportive work environment for its people.

The Coquitlam Detachment’s workforce includes two major subgroups: police officers (federal employees) and municipal employees, complemented by the efforts of volunteers. Communities across the Detachment service area also rely on coverage by a number of RCMP integrated teams that provide specialized services across the Lower Mainland District, such as the Emergency Response Team and Police Dog Services.

The first objective is a reflection of our commitment to Equity, Diversity and Inclusion (EDI) programming that establishes the foundation for a respectful, diverse and inclusive organization and provides mandatory training for all employees.

The second and third objectives within this priority address the need to ensure that our people maintain both mental and physical wellness, and that if they do encounter illness or injury, they are supported to make a safe and timely return to duty. The final area this priority targets is internal communication: supporting everyone to work as a knowledgeable team, including recognition for exemplary service and outstanding achievements.

Objectives	Examples of Activities
Create an inclusive workplace that is committed to equity, diversity and respectful interactions	<ul style="list-style-type: none"> • Commitment to a respectful, diverse and inclusive organization • Mandatory training for all employees • Provision of resources to staff to support EDI programming
Support employees’ mental and physical wellness	<ul style="list-style-type: none"> • Provision of increased mental health supports to employees • Effective integration of new team members • Promote healthy lifestyle activities/fitness • Enable cross-training for developmental and growth opportunities
Facilitate safe and timely return to work	<ul style="list-style-type: none"> • Improve local disability management support systems with the creation of a wellness support team • Enhance support for employees and those on graduated return to work schedules during long term absences • Provide timely critical incident and trauma counselling support
Promote effective internal communication	<ul style="list-style-type: none"> • Communicate our strategic plan and ensure all employees understand their role in its implementation • Plan, implement and measure impact of enhanced internal communication strategies across all units and employees • Provide regular employee recognition and awards



Coquitlam RCMP

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