

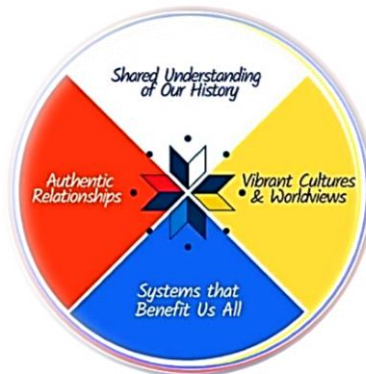
01 POLICY REVISION, REFORM & STRATEGIC PLAN

1. Create a strategic priority advancing Truth, Reconciliation & Treaty Implementation.
2. Revise internal policies to encourage all employees attend Indigenous ceremonies.
3. Strengthen SPS' strategy to increase Indigenous Peoples working in the police.
4. Expand strategic planning, programs & policies to include anti-racism elements.
5. Revise internal policies to increase cultural safety.
6. Advocate for transparency within complaint procedures made by the public against police misconduct.



02 CAPACITY BUILDING

7. Ensure all new SPS employees are provided with training to create a clear understanding of the importance of Treaties and the land.
8. Create a TRTI Professional Development Learning Program for SPS employees.
9. Expand SPS' capacity to offer services and materials in Indigenous languages.
10. Include Treaty and Territorial Land Acknowledgements in SPS meetings, gatherings and events, as well as physical and digital spaces.

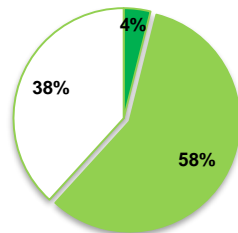


03 SERVICES & ACCESSIBILITY

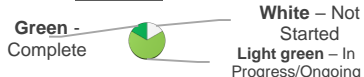
11. Continue the analysis of the role policing (and the SPS specifically) play in the over-incarceration of Indigenous Peoples, ensuring actions are initiated that address identified areas for reduction.
12. Develop a client-centred process for victims reporting crimes of a sexual or sensitive nature at the SPS.
13. Develop mechanisms for the continuous improvement of case closure processes.
14. Adapt physical and digital spaces within the SPS to make them more inclusive, safe, and welcoming.



Overall Progress



LEGEND



04 COLLABORATION & ENGAGEMENT

15. Create a comprehensive Community Engagement Strategy.
16. Renew ongoing partnerships, deepen engagement with key community partners, based upon the principles of reciprocity and mutual help.
17. Increase capacity to build and maintain respectful relationships with First Nations, Métis and Inuit communities.
18. Increase and expand the participation of all divisions within Indigenous ceremonies, events, and gatherings.



05 COMMUNICATION

19. Create & implement an internal TRTI Communication Strategy.
20. Create & implement an external TRTI Communication Strategy.
21. Create an ongoing communication plan that shares SPS' efforts and successes in community engagement, cultural responsiveness, TRTI processes, and anti-racism initiatives (both internal and external measures).



06 EVALUATION AND ACCOUNTABILITY

22. Establish measurement frameworks to analyze and determine the advancement of SPS' Truth and Reconciliation commitments.
23. Commit to an annual monitoring, review, and reporting of all SPS actions that address the recommendations from the MMIWG Calls for Justice, the TRC Calls to Action, and the Stonechild Inquiry (as well as recommendations from other relevant national policing inquiries/reports such as Thunder Bay Police Report).

