



POLICE

POLICE

22

CORNWALL POLICE SERVICE

ANNUAL REPORT



*“THE CORNWALL POLICE SERVICE RESPECTFULLY ACKNOWLEDGES THAT WE ARE LOCATED ON LANDS THAT HAVE BEEN INHABITED BY INDIGENOUS PEOPLES FROM THE BEGINNING.*

*AS SETTLERS, WE ARE GRATEFUL FOR THE OPPORTUNITY TO BE HERE AND WE THANK ALL THE GENERATIONS OF PEOPLE WHO HAVE TAKEN CARE OF THIS LAND BEFORE US.*

*WE ACKNOWLEDGE WE ARE LOCATED ON THE TRADITIONAL TERRITORY OF THE AKWESASNE MOHAWK AND THEIR ANCESTORS. THESE LANDS AND WATERWAYS CONNECT TO THE VAST TRADITIONAL AREAS OF THE HAUDENOSAUNEE (IROQUOIS), ALGONQUIN, HURON-WENDAT, AND ABENAKI PEOPLES.*

*THESE TRADITIONAL TERRITORIES WERE NEVER WHOLLY SURRENDERED. AS WE MOVE TOWARD HEALING PAST INJUSTICES WE MUST ACKNOWLEDGE THE WRONGS THAT HAVE BEEN DONE AND WORK TOWARDS A UNIFIED PATH OF CO-EXISTENCE AND PROSPERITY.*

*WE RECOGNIZE AND DEEPLY APPRECIATE THEIR HISTORIC CONNECTION TO THIS PLACE.*

*WE ALSO RECOGNIZE THE CONTRIBUTIONS THAT MÉTIS, INUIT, AND OTHER INDIGENOUS PEOPLES HAVE MADE, BOTH IN SHAPING AND STRENGTHENING THIS COMMUNITY IN PARTICULAR, AND OUR PROVINCES AND TERRITORIES WITHIN THE COUNTRY AS A WHOLE.”*



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# MESSAGE FROM THE BOARD



## MICHEL PAYETTE

Chair of the Cornwall Police Services Board

On behalf of the Cornwall Police Services Board, I am pleased to present the 2022 Cornwall Police Service (CPS) Annual Report.

This report serves as a valuable resource that not only provides a detailed overview of the achievements and challenges faced by the police service, but also showcases the progressive measures taken to enhance public safety.

You will read many strategic accomplishments of the Service throughout 2022, along with crime statistics and some of the many initiatives that are taking place to create a safer community.

Firstly, I want to commend every member of the CPS for their unwavering commitment to maintaining law and order, ensuring public safety, and upholding the principles of justice. Their tireless efforts and professionalism are essential in fostering a secure and harmonious environment for our citizens.

I understand that the past year has presented numerous challenges and we have witnessed firsthand the evolving landscape of policing. In response, the Police Board has been actively engaged in evaluating our policies, and procedures to ensure they align with the ever-changing needs of our community.

We have initiated several important initiatives that aim to promote community trust and engagement.

These include enhanced community policing programs, cultural sensitivity training, the establishment of channels for open dialogue and feedback and continued community work in Equity, Diversity and Inclusivity (EDI).

In addition, I want to acknowledge the significance of mental health and well-being within our department. Policing can be emotionally demanding and we must prioritize the support and care of our officers. We have implemented various wellness programs, counselling services, and peer support networks to ensure they have the resources necessary to navigate the unique challenges of their profession.

Chief Spowart and the Senior Leadership Team have consistently demonstrated a commitment to the safety and security of our community. Her dedication, professionalism, and strategic approach to law enforcement have yielded remarkable results, making a profound and positive impact on our society.

Finally, I want to express my sincere appreciation for the exceptional work the CPS and the members of the Board continue to do in protecting our community. Your dedication and commitment are commendable, and I am proud to serve alongside every one of you. Together, we can continue to make a positive impact and foster a safe and inclusive environment for all.

Thank you once again for your unwavering commitment to public service. Stay safe, take care of yourselves and one another.

### THE BOARD:



**MAYOR JUSTIN TOWNDALE**  
City Council Appointee



**MS. AMANDA BRISSON**  
Provincial Appointee



**MR. MAURICE DUPELLE**  
City Council Appointee  
Vice-Chair



**MR. STEPHEN SCOTT**  
Community Representative



**MS. DIANE BROWN**  
Board Secretary



SERVICE DE POLICE DE  
**CORNWALL**  
POLICE SERVICE

*Integrity, Respect, Empathy*



SERVICE DE POLICE DE  
**CORNWALL**  
POLICE SERVICE

*Integrity, R*

*Integrity, Respect, E*

*Respect, Empath*

  
AWARD OF EXCELLENCE  
TEAM ACHIEVEMENT  
PRESENTED TO  
Constable  
Karley Pilon  
October 24, 2019

*Chair of the Police Services Board, Michel Payette (left) with Constable Karley Pilon (right) at the 2019 CPS Awards & Recognition Evening*



*Chief Spowart pictured with a local youth at the 2022 ONAM Celebration hosted by the Cornwall Malayali Association*





# MESSAGE FROM THE CHIEF

## SHAWNA SPOWART

Chief of the Cornwall Police Service

It is with great pleasure that I present to you the 2022 Annual Report.

2022 was a year that embodied a number of new challenges, as well as numerous great accomplishments. As you reflect on this year's annual report, which highlights much of our progress and many of those achievements, it is important to remember that this was also the year of the unprecedented Freedom Convoy movement. Our already stretched resources were put to the test with the added pressures of planning for and responding to the many protests within our City. For the policing sector, the significance of this movement was less about vaccine mandates and more about balancing the rights for peaceful protest, while also ensuring the rights of others and safety of everyone. 2022 will go down in the history books as the year that, in our Country, our approach to planning and responding to such events was forever changed.

When we engaged CPS employees in the development of the 2021-2023 Strategic Plan, it was evident that one of the greatest strengths of our organization is how resilient our people are. Policing across the province has faced challenges with recruitment, new and sophisticated methods of organized crime, the prevalence of illicit drugs, such as opioids affecting our communities, as well as an overall ever-increasing demand. Cornwall is not unique to any of these pressures and challenges, yet our people have continued to prevail and show up each day to continue to work towards our vision of, "A Safer Cornwall."

I am grateful for the dedication of all of our employees, both sworn and civilian, who commit so much of

themselves to serve the City of Cornwall. I am also grateful to their families and support systems at home, who continue to help keep them healthy and cared for. Policing has shifted over the years, and now more than ever is the time that we need to support one another and promote psychological safety and well-being.

As you will find captured in this report, despite some of the above-noted challenges, we as a Service have pushed ahead with many new initiatives and continue to complete the objectives set forth in our Strategic Plan.

Some of the highlights include the addition of a new Crime/Data Analyst, a Joint-Force Operation which resulted in significant drug and weapon seizures, a focus on traffic safety, the development of a modern-day neighbourhood watch program called "Paws on Patrol," the return of popular events that were on hiatus due to the pandemic, including Bikes & Badges and the Youth Symposium, modernization of the CPS fleet and technology, enhancements to employee wellness programs, as well as ongoing work to build trust and relationships with diverse communities.

As I reflect on 2022, I would like to thank the Cornwall Police Services Board for their continued oversight and governance of the CPS. I would also like to thank all of the community partners who continue to assist the CPS with executing many of the initiatives that you will read about in the 2022 Annual Report. We are so proud to work in collaboration with such a variety of organizations branching across various sectors in our community.

Finally, I would like to thank our community for their support and willingness to work with us to ensure the City of Cornwall remains a safe and vibrant place to live, work and visit.

Please enjoy the contents of the 2022 Annual Report. Stay safe.

# OUR SERVICE

**146 employees**



**96 sworn officers**



**39 civilians**



**11 special constables**



**10 part-time employees**



**10 auxiliary members**



## THE COMMUNITY WE SERVE:



**47,845  
RESIDENTS**



**777.9  
PERSONS  
PER SQ. KM**



**21,214  
HOUSEHOLDS**



**61.5  
SQ. KM IN SIZE**



*Pictured are Heaven McIntyre and Dominic Paquette, both Special Constables in the CPS Court Bureau.*



## CPS BOARD APPOINTS NEW DEPUTY CHIEF OF POLICE

The Cornwall Police Services Board welcomed Mr. Vincent Foy as the newly appointed Deputy Chief of the Cornwall Police Service in 2022.

Foy, who was born in Cornwall, joined the CPS with an extensive background in policing, possessing over 26 years of experience. As an experienced bilingual Superintendent with the Royal Canadian Mounted Police (RCMP), he has demonstrated his adaptability through his numerous deployments across the country in a leadership capacity.

Foy commenced his career as a police officer with the RCMP in 1996. From 1996-2007, he held various roles, while working in municipal and provincial policing.

In 2007, as a Corporal, Foy returned to the Cornwall area where he was posted to the Cornwall-Valleyfield

RCMP detachment. While working in Cornwall, he led an integrated response team with the Cornwall Regional Task Force. During this period, he conducted marine enforcement along the shared waterways in and around the Cornwall area. In December 2011, Foy was seconded to the Massena Border Enforcement Security Task Force, investigating trans-national organized crime.

Progressing through the ranks of the RCMP, Foy has worked in several specialty areas of policing, including drug enforcement, organized crime, national security and war crimes. Most recently, Foy held the position of Officer in Charge of Major Crimes for the province of Saskatchewan, where he oversaw multiple units, including General Investigations, Child Exploitation Unit, and the Sex Offender Registry.

A Business Administration graduate of the University of Ottawa, Foy has continued to apply himself academically and was enrolled in the Executive Development in Policing Program through the Canadian Police College. In 2021, he was awarded with the Long Service Medal by the RCMP for 25 years of service, along with Team Commander Accreditation in Saskatchewan. In 2017, he was awarded the Team Commander Accreditation in Ontario, as well as Air Incident Commander Designation.

“The Cornwall Police Services Board is very pleased to welcome Vincent Foy as the new Deputy Chief of Police and anticipate that his personal strengths, broad experience, and formidable skillset will compliment the excellent work performed by our current staff,” said [former] Chair of the Police Services Board, Elaine MacDonald. “Given Mr. Foy’s experience in Cornwall and area, we look forward to a seamless transition.”

Foy also has volunteer experience, having served on the Board of Directors for the Children’s Aid Society of Stormont, Dundas and Glengarry from 2008 to 2015. He has also been a civilian instructor for the Army Cadets in British Columbia, in addition to being a proud soccer coach for his two sons.

Deputy Chief Foy was officially sworn in on January 13th, 2022 at the Cornwall Police Services Board meeting.

# CHIEF SPOWART ELECTED TO OACP BOARD OF DIRECTORS

In June 2022, Chief of Police, Shawna Spowart, was elected as a Vice-President on the Board of Directors for the Ontario Association of Chiefs of Police (OACP). The announcement was made on June 14th, 2022 at the Association's 2022 Annual Conference.

Chief Spowart proudly joined six other Chiefs of Police from across the province in order to govern the affairs of the OACP and actively discuss ongoing policing matters being experienced across Ontario.

Established in 1951, the OACP was developed to provide a voice for Ontario's police leaders. The Association provides a channel for sharing ideas and working collaboratively in order to develop solutions for challenges being faced in policing. Chief Spowart assists in providing leadership for the 1200+ OACP members across the province, including law enforcement professionals from the rank of Staff Sergeant and above, as well as members from associated law enforcement organizations.

“On behalf of the Cornwall Police Services Board, I want to congratulate Chief Spowart on this outstanding accomplishment,” said [former] Chair of the Police Services Board, Elaine MacDonald. “This opportunity is a credit to our Chief and our Police Service, that will undoubtedly help advance any local issues at the provincial level.”

The Cornwall Police Services Board congratulated Chief Spowart on this new and exciting opportunity and thanked her for her ongoing commitment and dedication towards serving the City of Cornwall.



# CELEBRATING PHYSICAL WELLNESS

In 2022, the CPS launched our #HumansofCPS campaign, to introduce the community to our members, allowing residents to get to know some of our people, their backgrounds, and why they have chosen a career with the Cornwall Police Service.

## CST. TYLOR BOILEAU

As part of our Annual Report, we've chosen two of our employees to feature as people who are truly prioritizing their mental and physical wellness.

Pictured to the right is Constable Tylor Boileau, who competed in the Can-Am 2022 Police Fire Games in Windsor, Ontario, where he brought home three silver medals.

Constable Tylor Boileau was born and raised in Cornwall, Ontario. Upon completion of high school, Cst. Boileau attended trade school and became a Gas Technician. In 2015, he decided to attend St. Lawrence College – Cornwall Campus where he took the Police Foundations Program to pursue a career in policing to serve the community. He graduated from St. Lawrence College in 2017 and received the President's

## TASHA MALLETTE

Tasha has been a member of the Cornwall Police Service since 2014, launching her career as a Data Inputter in our Records Bureau. She currently holds a civilian position in our Criminal Investigation Division, providing support services to the detectives in our Criminal Investigation Division, Sexual Assault and Child Abuse Unit, Street Crime Unit and Intelligence Unit.

Tasha is an inspiration to many of our own employees, prioritizing her own mental and physical wellness.

While she grew up playing team sports, she began the individual sport of running in 2010. Since then, she has evolved into an endurance athlete, beginning with 5km-marathon distances, which eventually grew into Tasha challenging herself to compete in triathlons (sprint, Olympic, half ironman 70.3 km distances).

List Award. In 2017, he joined the CPS in a volunteer capacity as an Auxiliary Constable. In 2019, he was hired as a Police Constable.

Growing up in Cornwall, Cst. Boileau fell in love with track and field in grade school with his best event being the high jump. He continued track and field through high school while attending Holy Trinity Catholic Secondary School. While at St. Lawrence College, he began cross country running. Cst. Boileau enjoys the competitive nature and comradery of track and field events. When he isn't competing, you will find him cheering on his competitors.

On July 30th, 2022, Cst. Boileau, attended Windsor to compete in the Can-Am 2022 Police Fire Games. He competed in three track and field events, being the high jump, triple jump and the long jump. He represented our service proudly and won three silver medals.

The CPS is pleased to have Cst. Boileau a part of our team. His ability to connect with members of the community is where he demonstrates the CPS core values of Integrity, Respect and Empathy.

In August 2022, Tasha became an Ironman, completing the Subaru Ironman event in Mont Tremblant, involving a 3.8km swim, 180km bike and 42.2km run.

In addition, Tasha was the first civilian employee of the CPS to receive her Ontario Police Fitness Award Pin.

Tasha associates her positive mindset with her ability to conquer so many of her athletic achievements. She is also the proud mother of two children, who are her best cheerleaders on the sidelines when she competes.

Tasha is a great example of some of the many amazing humans working behind the scenes at CPS who help us work towards our vision of "A Safer Cornwall" while motivating her co-workers to become active and achieve their goals.



*Pictured above is Cst. Tylor Boileau after competing in the Can-Am 2022 Police Fire Games. Pictured right is Tasha Mallette during the 2022 Subaru Ironman event in Mont-Tremblant.*

# STRATEGIC PRIORITIES







# PILLAR 1: COMMUNITY ENGAGEMENT

The Community Engagement pillar of the CPS Strategic Plan is a key piece of how the CPS is able to connect with the amazing communities we serve. It contains high-level objectives, such as enhancing service to the vulnerable sector, expanding and diversifying partnerships, providing service excellence and modernizing youth engagement strategies, to name a few. The following will highlight some of the ways the CPS has been able to mobilize initiatives that align with this major pillar of our Strategic Plan.



*Pictured above are members of the CPS, CPS Auxiliary Team and Executive Director of the Agapè Centre Cornwall, Lisa Duprau at the “Cram the Cruiser” event at Freshco.*

## **OBJECTIVE: INCREASE VISIBILITY AND PRESENCE**

In the CPS’ Strategic Plan public survey that was issued in 2021, we heard that the public would like to see more police presence and visibility. 64% of respondents felt it was important or very important to see police visibility on foot or bicycle, while 77% of respondents felt it was important or very important to see police visibility in police vehicles.

Throughout 2021, the CPS met with members of the Renaissance Association to hear about concerns prompting police attention in the Renaissance/Le Village areas of the City. Between April and October 2022, members of the CPS Community Patrol Division and Crime Reduction and Community Partnerships Bureau completed approximately 44 beat deployments in the Renaissance area, where they were either walking or bicycling through neighbourhoods and streets.

During these deployments, officers reported interacting with residents and business owners and also checked on businesses during the night hours to ensure they were secure.

Additionally, during the summer months, police identified approximately 16 drivers who were operating a motor vehicle in the Renaissance area, despite having a suspended licence. Other Highway Traffic Act charges issued included speeding, careless driving, unnecessary noise from vehicle, drive without proper headlights, operate a motor vehicle without insurance and using a plate not authorized for vehicle.

In 2022, police also made a point of increasing police visibility in other areas of the community, including presentations in schools, seniors homes, and at key locations throughout the City, such as the Cornwall Square, giving police officers the opportunity to interact with the public and discuss common crime concerns and crime prevention tips. Members of the CPS also participated in a number of community events, including food drives such as “Cram the Cruiser” to help benefit the Agapè Centre.



Coming out of the pandemic in 2022, officers also had the opportunity to re-engage in events such as our Annual Open House. The 2022 Open House was the first opportunity to host the event since 2019, where members of the public were invited to attend our Crime Reduction and Community Partnerships Bureau to meet with different representatives of our police service, view police vehicles, as well as engage with some of our community partners, such as the Ontario Provincial Police, Royal Canadian Mounted Police and Canada Border Services Agency.



In 2022, the CPS launched a new “neighbourhood watch” inspired program called “Paws on Patrol.”

Paws on Patrol is a community-based program that encourages dog walkers to be the eyes and ears of our neighbourhoods in an ongoing effort to prevent crime.



Many residents of Cornwall walk their dogs daily. By having these volunteers assist the CPS through keeping an eye out for suspicious or criminal activity, our police service can better assist and serve the public, while creating safer neighbourhoods.

Similar to the Neighbourhood Watch program, Paws on Patrol gives volunteers the ability to become more familiar with their neighbourhoods and recognize when something appears to be suspicious. While out during their regular walks with their four-legged friend, if they notice anything out of the ordinary or suspicious, they will have a direct line to police to report their findings.



Anyone interested in joining as a Paws on Patrol Program Volunteer can submit their interest on our website at [www.cornwallpolice.com](http://www.cornwallpolice.com). All volunteers will be required to complete a Police Record Check and undergo a training program as an introduction to Paws on Patrol.

# OBJECTIVE: MODERNIZE YOUTH ENGAGEMENT STRATEGIES

The CPS is pleased to offer several initiatives that take place each year, providing local youth with unique opportunities to interact with members of our police service and gain important mentorship.

In 2022, members of the Crime Reduction & Community Partnerships Office kicked off the year with a virtual Youth Symposium in partnership with the Eastern Ontario Training Board.

The CPS was excited to welcome back JUNO Award & Canadian Screen Award-nominated singer-songwriter, Peter Katz, as a keynote speaker for the event.

Peter Katz has spent the past 15 years touring internationally and has been described by many of his fans and speaking clients as “a thunderbolt for the soul”. Renowned CBC radio host Tom Power described Peter’s music as “one of the most heartfelt, beautiful, and vulnerable records of the year... an astonishing record”. To date, his music has been streamed over 5 million times and his music videos have over 20 million views on YouTube. He has also provided countless workshops and presentations in schools and communities across the country. Drawing the direct correlation between the moments of greatest discomfort, fear and intimidation in his life journey to the greatest moments of discovery, growth and opportunity, Peter engages his audience through his songs and stories and leaves them feeling a renewed sense of courage and determination to see what’s on the other side of that discomfort and fear in their lives.

The 2022 Youth Symposium was accessed by over 3000 local students, reaching all of Cornwall’s high schools, in both French and English.

In 2022, the CPS also saw the return of the popular “Bikes & Badges” event, which was held on June 2nd. The event takes young cyclists through an obstacle course, after being taught important safety tips for riding their bikes by the officers. The event was attended by approximately 85 local youth, who also received a new bicycle helmet and safety equipment courtesy of the incredible sponsors who help make the event possible each year, including: - St. Lawrence College, Canadian Tire, The Happy Popcorn Co., Cornwall Transit, Cornwall Police Association, Burn Tucker Lachaine PC, Cowan’s Dairy Cornwall, Zumba® with Bubpha, Optimist Club of Cornwall, Dr. Rachel Navaneelan, Chris Burger and the Cornwall Police Services Board.



On May 11th, 2022, another exciting event returned, called “Racing Against Drugs.” The CPS joined several community partners through a virtual platform, to send an important message to over 2000 local Grade 6 students about the risks of using drugs and alcohol. Racing Against Drugs continues to be a successful platform to engage youth about the important risks associated to drug and alcohol use, while promoting healthy life choices.

Pictured left is Constable Dan Cloutier with five local grade nine students who received a tour of CPS facilities as part of Take Your Kid to Work Day in November.



In December 2022, the CPS launched a new campaign aimed at promoting community safety in a light and fun way.

On December 1, 2022, Officer Jingles was formally introduced to the community on social media. In the days leading up to Christmas, each day Officer Jingles was caught helping out around the office, and also sending out some important safety reminders, such as not to drive while impaired, to protect your parcel deliveries, and to remember to lock your vehicle. They also helped out with tasks, including conducting speed enforcement, answering calls in dispatch, processing online reports, and checking on businesses downtown to ensure they are locked and secured.

Officer Jingles was well received by both, members of the CPS and members of the public. During the successful social media campaign, Officer Jingles helped increase social media followers by 375% and had his important safety messages reach over 1.7 million Facebook users.



The CPS is hopeful to see the return of Officer Jingles in 2023!

## **OBJECTIVE: ENHANCE SERVICE TO THE VULNERABLE SECTOR**

The Vulnerable Sector Police Officer pairing with a Social Worker (Vulnerable Sector Mobile Acute Response Team - VSMART) continues to be a vital resource in our community to better serve those experiencing mental health issues. In 2022, the average apprehension rate by officers was 30%. This is a 12% decrease from 2021, highlighting that the training and support of VSMART is assisting with ensuring only those who need to be apprehended are being apprehended. The hospital wait time for officers has also decreased from 1hr37m to 1hr17m.

In May of 2022, Crisis Intervention Training was provided to an additional 12 members of the CPS, including, Constables, Dispatchers and Special Constables. This training equips frontline staff with the ability to intervene during times of crisis and to facilitate connections with community partners.

The CPS Vulnerable Person Registry continues to be an invaluable tool for police, providing officers with key information about some of the vulnerable members of the community who they may come in contact with during the course of their duties. In 2022, CPS increased the number of new registrants by 42.8% from 2021. This registry provides first responders with key information to know about the person in the event they have any involvement with police, go missing, etc. This information could include common places they frequent, best methods to approach the person, among other descriptor details.

In 2022, the CPS collaborated with the Alzheimer Society of Cornwall & District, as well as the Ontario Provincial Police and Akwesasne Mohawk Police Service to begin the research for a new initiative called Project Lifesaver, with an aim to protect and to quickly locate those living with dementia who go missing or are lost. Project Lifesaver uses technology to assist in the search and rescue efforts for those who wander and get lost. It has been proven to considerably reduce the search time for police, preventing risk for greater harm of those who may go missing. The research and implementation carried over into 2023 for full implementation in April 2023.



*Inspector of Field Operations, Chad Maxwell*

# PILLAR 2: ORGANIZATIONAL EXCELLENCE

The second pillar of the Strategic Plan focuses inward on how the CPS can excel as an organization. Some of the objectives under this pillar include investing in our people, enhancing capacity in data analytics, modernizing the deployment of resources, and promoting organizational wellness and resiliency, to name a few.

## **OBJECTIVE: ENHANCE CAPACITY WITH INVESTIGATIVE TECHNOLOGY**

One of the ways the CPS was able to enhance its capacity with investigative technology in 2022 was to train a quantity of officers on conducting “cell phone downloads” for investigative purposes. The detectives who are trained on this process are members of the Criminal Investigations Division, and require this ability in order to further investigations where critical evidence may be contained on, and even deleted from, cell phones. With technology being as prevalent as what it is today, this training provides the CPS with an added tool to assist officers with their investigations.

## **OBJECTIVE: MODERNIZE DEPLOYMENT OF RESOURCES**

In late 2022, the CPS engaged with PricewaterhouseCoopers (PwC) for the completion of a Frontline Resource Deployment Analysis. The company was provided with a multitude of data, relating to calls for service, staffing, scheduling, etc. to complete a review in order to determine recommendations for improving the current deployment model. The final report was received in early 2023, and its subsequent recommendations and the CPS implementation strategy will be reported on in next year’s Annual Report.

Other ways that the CPS has sought to modernize its resources is through the use of a “Community Patrol Support Unit,” in which officers who are assigned to modified duties, for various reasons, are able to perform police work in a modified capacity. In this Unit, they respond to lower-level “priority 4 & 5” type of calls, which can be investigated from the Community Patrol Support Unit Office. In 2022, this Unit was successful in diverting 676 incidents away from frontline Community Patrol members.

The modernization of CPS deployment models assists with our commitment to improving customer service and providing a timely response to those we serve.

# OBJECTIVE: MODERNIZE DEPLOYMENT OF RESOURCES (CONT'D)

In 2022, the CPS added three new hybrid vehicles to its fleet as a means of becoming a more environmentally conscious police service.

Three 2021 Hybrid Ford Explorers were added to the fleet, replacing older police vehicles that needed to be cycled out of circulation. These new vehicles are identifiable with a “Hybrid” logo on the back gate of the vehicle.

“The Cornwall Police Service recognizes the need to reduce our carbon footprint, while also being conscious of rising fuel costs and their budgetary impact,” said Staff Sergeant George Knezevic, Officer in Charge of Infrastructure Services. “This is a first step towards eventually transforming our remaining vehicle deployment to a fully-hybrid fleet.”

“We have a responsibility to be leaders in our community by making sure that we appropriately allocate our funds towards purchases that are sustainable and beneficial to the community we serve, while ultimately keeping officers and members of the public safe,” he added.

Though light on fuel, these vehicles are just as powerful and effective as the gas-powered police vehicles. The Hybrid Ford Explorers are specifically built for police, offering heavy-duty suspension and brakes, as well as a more robust powertrain.

The move towards hybrid vehicles aligns with the Cornwall Police Service’s strategic priority of organizational excellence through modernizing infrastructure, as we work towards our vision of “a Safer Cornwall.”

Another new addition to the CPS fleet in 2022 included the purchase of a new Armoured Rescue Vehicle (ARV) to enhance officer and public safety. The vehicle is intended to provide members of the Cornwall Emergency Response Team (CERT) greater capacity to handle high-risk situations that would require an elevated level of protection.

The CPS had previously received a loaned 1996 VIP

Armoured Vehicle from the Royal Canadian Mounted Police, which has come to the end of its lifespan and was in need of extensive and costly repairs.

In 2022, CPS purchased a demo-model ARV from Zodiac Engineering at a cost of \$95,000.00 before taxes. After comparing a variety of options, it was recognized that there would be significant savings as a result of it being a demo-model, with brand new ARV’s being sold at costs exceeding \$400,000.00. Despite being a demo, the vehicle joins the CPS fleet having never been deployed in any police operations.

The funds to purchase the ARV were taken from the existing 2022 CPS Fleet Budget, after learning that no new standard police vehicles were available for purchase due to supply chain delays. This created an opportunity to realign funds already contained in the 2022 Fleet Budget, and put them towards the purchase of the ARV; therefore, not incurring any additional costs to taxpayers.

Deployed in the Fall, the ARV is used by CERT in situations involving injured person rescue, citizen evacuation, negotiations, barricaded persons and when responding to high-risk warrants involving firearms and weapons. The ARV offers the necessary ballistic coverage to protect the occupants of the vehicle and is solely used for rescue purposes, without having any offensive capabilities. The vehicle is only used in high-risk incidents and for police training purposes. It will not be used for random or routine patrol calls for service.

“The ARV will provide officers and members of the public with an elevated level of safety,” said Officer in Charge of Infrastructure Services, George Knezevic. “With a changing climate in policing and public safety, officers need to be prepared for every possible scenario and require the necessary protection to keep themselves and others safe during rescue operations.”

The vehicle was officially presented to the Cornwall Police Services Board on September 1st, 2022.





911  
EMERGENCY

CORNWALL

HYBRID



POLICE INTERCEPTOR

CORNWALL  
PC



## **OBJECTIVE: BUILD CAPACITY IN DATA/CRIME ANALYTICS**

In the Fall of 2022, the CPS welcomed a new employee to its organizational deployment, being a Crime/Data Analyst, a position that had been vacant for a number of years. The fulfilment of the position, along with the additional purchase of software to support the position, has made a significant difference in enhancing the capacity of the CPS to respond to trends through an evidence-based approach.

## **OBJECTIVE: PROMOTE ORGANIZATIONAL WELLNESS & RESILIENCY**

A number of new wellness initiatives were introduced in 2022. In the Fall of 2022, all sworn officers and dispatchers were required to complete a training program offered in affiliation with Wounded Warriors, called “Before Occupational Stress (BOS).” The BOS program is divided into instructional modules targeting the critical factors that influence the impact of operational stress. The goal of the program is to help enhance employee resiliency, while integrating an authentic understanding and integration into their daily line of work. CPS members were able to participate in the program through the Service’s benefits administrator, Sun Life.

CPS also made strides with its Safeguarding Program, with additional positions in the Criminal Investigations Division being added to the program. Members selected for and assigned to Identified Units, such as Major Crime Investigators, Forensic Identification Investigators, Child Abuse and Sexual Assault Unit Investigators, participate in the Safeguard Wellness Program to ensure their suitability and continued psychological wellness.

A new Peer Support Program (PSP) was also launched in late 2022, providing all employees with a confidential, voluntary, non-clinical, support program that uses wisdom and insights developed from the lived experiences of the participants. Social and emotional support from a member with lived experience can inspire hope, and empower others in similar situations.

The PSP is available to all CPS members, regardless of rank or position, who are struggling with mental health challenges, and/or members who are in need of support. The program is activated by a CPS member contacting a Peer Supporter. Peer Supporters are CPS members who are willing to volunteer, who have lived experiences, either personally or through a family member, and are now in a positive state of recovery and/or readiness, and have successfully completed peer support training.

In addition, the CPS Wellness Committee continues to meet regularly to promote a culture of physical, psychological and emotional well-being by providing a holistic approach to prevention and support initiatives that strive to achieve a better quality of life for CPS employees and their families. The committee focuses on four key themes, being: Morale, Intellectual, Physical and Support.

Some of the outputs of the Wellness Committee in 2022 included coordinating resiliency training through the Canadian Mental Health Association for all employees, developing a wellness onboarding introduction for all new employees, introducing scheduled “wellness walks,” coordinating a family skate day, a lunchroom renovation which added additional equipment and books, as well as the continuation of a quarterly wellness newsletter, which captures ideas for wellness-related podcasts, healthy recipes, and general updates to help promote available resources and supports.



# PILLAR 3: CRIME REDUCTION & COMMUNITY SAFETY



# OBJECTIVE: STRENGTHEN ENFORCEMENT OF SYNTHETIC DRUG & OPIOID TRAFFICKING

In 2022, the Cornwall Police Service (CPS) and the Ontario Provincial Police (OPP) East Region Organized Crime Enforcement Bureau partnered to develop a joint-force Street Level Enforcement Team called, “Antagonist” to address drug and opioid trafficking, as well as gun-related incidents in the City of Cornwall and surrounding area.

On February 4th, 2022, members of the CPS and OPP Street Level Enforcement Team executed two Controlled Drugs and Substances Act Search Warrants in the City of Cornwall at a Baldwin Avenue residence and a First Street East residence.

A detailed search was conducted of the residences, resulting in the seizure of a quantity of fentanyl, methamphetamine, cocaine, Amphetamine (Adderall), and Suboxone. Additionally, a handgun, knives and a quantity of Canadian currency was located and seized by police. The total estimated value of the seized drugs is \$52,375.00, with approximately \$47,000 of the total value resulting from the seizure of fentanyl.

“The successful deployment of Joint Force Operation Antagonist demonstrates the ongoing commitment of the Cornwall Police Service and our law enforcement partners in preserving the safety of the public and preventing illicit drugs from reaching vulnerable citizens. We look forward to the continued work of the Street Level Enforcement Team in working collaboratively to dismantle these criminal operations.” - said Inspector of Field Operations, Chad Maxwell, Cornwall Police Service.

“Project Antagonist is an excellent example of cooperation and collaboration between law enforcement agencies committed to the overall safety and security of our communities. Our partnership with the Cornwall Police Service in this enforcement endeavour highlights our collective abilities to work towards the disruption of illicit drug trafficking and other related criminal enterprises. I am extremely proud of the success of this Project team and I look forward to its continued accomplishments” said Acting Deputy Director – O.P.P. Organized Crime Enforcement Bureau, Chris Kettyle.

The efforts of the Joint Force Operation Antagonist continued into the year, resulting in the following totals in 2022:



# OBJECTIVE: DISRUPT & SUPPRESS ORGANIZED CRIME GROUPS

In 2022, the CPS noted the prevalence of a form of organized crime that was hitting the City of Cornwall. Thefts of motor vehicles has become a sophisticated form of organized crime which has been targeting communities across the province of Ontario.

## IN 2022, THE CPS SAW A 53% INCREASE IN THE NUMBER OF STOLEN VEHICLES REPORTED TO POLICE, FOR A TOTAL OF 167 STOLEN VEHICLES IN 2022.

Many vehicle thefts are involving higher-end or newer-model vehicles with keyless entry and push start technology.

These vehicles are often stolen directly from residential driveways, usually during the overnight hours.

While police have been actively working with our Community Partners to help prevent these thefts from occurring, and have made numerous arrests, we continue to encourage the public to consider the following safety tips to help protect their vehicles:

- If possible, park the vehicle in a locked garage.
- If you have more than one vehicle, park the second vehicle of lesser value tightly behind the other motor vehicle to block it in your driveway.
- Consider purchasing a steering wheel locking device or an onboard diagnostic port (OBD) locking device (prevents thieves from reprogramming the vehicle's key fob).
- Consider leaving keys in a container that will block the keyless FOB's signal, such as a Faraday bag.
- Never leave your keys inside of your vehicle or unattended.
- Lock your vehicle at all times.
- Consider purchasing video surveillance for your residence.
- Inspect your vehicle regularly for any potential tracking devices.
- Always lock all of your vehicle's doors and windows after entering and exiting it.
- Never leave your vehicle unattended with the engine running, even for a few seconds. Turn off the ignition and take the keys with you.
- Vehicle Contents: Never hide a spare key in your car or outside your residence; never leave personal identification or valuables in your vehicle; and remove tech and other removable accessories from view when not in your vehicle.







# OBJECTIVE: IMPROVE ROAD SAFETY

Improving road safety continues to be an important priority for the CPS. Each year, our Traffic Unit produces an Annual Traffic Safety Plan, which contains monthly traffic initiatives that align with the feedback from the community. CPS often hears complaints relating to speeding, texting and driving, ATV's, as well as noisy vehicles. All of these traffic issues are captured in the Traffic Safety Plan, with a goal to prioritize enforcement and education surrounding each of these violations under the Highway Traffic Act.



**1179**

**collisions**

**12%**



**211**

**injuries**

**23%**



**2**

**fatal collisions**

**33%**



**24**

**collisions involving pedestrians**

**71%**



**223**

**fail to remain collisions**

**51%**



**1347**

**number of Provincial Offence Notices issued**

**27%**



**563**

**number of warnings issued**

**32%**



**151**

**impaired by alcohol**

**3%**



**15**

**impaired by drug**

**57%**



# PILLAR 4: EQUITY, DIVERSITY AND INCLUSIVITY



*Photo by Moment.Us Photography*

The year 2020 marked an important call to action among police services across the globe. The death of George Floyd, a 46-year-old black man who was murdered while in police custody, prompted a year of necessary change and awareness in policing.

Conversations surrounding Equity, Diversity and Inclusivity (EDI) began towards the latter part of 2019 for the CPS, and while the pandemic may have stalled some of these efforts, the death of George Floyd was a clear indication that EDI in policing must become a priority. His death greatly influenced the level of trust and confidence in police, resulting in a call to action for change.

In 2020, the CPS embarked on a journey to become an organization that is reflective and understanding of the communities it serves. As an organization, we are compelled to reflect on our values of equity, diversity and inclusion and the reality of the lived experiences of many diverse communities. In doing so, the CPS committed to developing an Equity, Diversity and Inclusivity Action Plan.

The following will highlight the actions that have been taken by the CPS since 2020 to become an organization that prioritizes Equity, Diversity and Inclusivity.

## **OBJECTIVE: ENSURE A CULTURALLY COMPETENT MEMBERSHIP**

Each year, the CPS invests in EDI-related training which is mandatory for all members to attend. In 2022, the CPS was pleased to offer two service-wide training sessions:

### **INTRODUCTION TO EDI - OVERVIEW OF INCLUSION AND UNCONSCIOUS BIAS TRAINING — HOSTED BY ANNEMARIE SHROUDER — JANUARY 2022:**

Annemarie Shrouder has spent more than 20 years in the field of Diversity and Inclusion as a facilitator, consultant, and international speaker. A Diversity & Inclusion expert with a Masters degree focusing on Bias Awareness, Ms. Shrouder assists in the creation of healthy workplace communities using her Signature Methodology: the ABCs of Inclusion.

### **INDIGENOUS AWARENESS TRAINING - LIFE-CIRCLE CONSULTING — NOVEMBER 22, 2022 AND NOVEMBER 29, 2022:**

Life-Circle Consulting provided CPS members with a unique approach to Indigenous Awareness. Based on the PhD work of Managing Partner Michael Gauthier, a survivor of the trauma caused by residential schools, the team of Mr. Gauthier and retired Senior Executive, Mr. Mark Ethier, recognize historical facts with today's realities with an emphasis of creating a positive collaborative future.

In addition to the service-wide training sessions, several senior members also participated in training specific to Indigenous Awareness:

**ONTARIO ASSOCIATION OF CHIEFS OF POLICE (OACP) INDIGENOUS AWARENESS TRAINING:**

The OACP hosted an Indigenous Awareness Training Conference in November of 2022, which was attended by senior leaders of the CPS. This course was designed to bring together police leaders to provide education, cultural awareness, and insight into issues impacting Indigenous peoples and policing in Ontario.

Some of the topics included, Indigenous history, Residential Schools, Indigenous policing, political structures in First Nations and issues impacting policing, as well as Missing and Murdered Indigenous Women and Girls.

**CANADIAN ASSOCIATION OF CHIEFS OF POLICE (CACP) EDI CONFERENCE:**

The CACP EDI Conference was attended by a member of the Senior Leadership Team from October 2-4, 2022.

The conference aimed to inform, train and collaborate on equity, diversity and inclusion best practices in the policing and other sectors, as well as to build leadership and organizational capacity by identifying and eliminating barriers to inclusive police organizations. At the conference, attendees also sought to identify current and emerging EDI trends that impact the health of organizations and quality of service delivery to our communities; while examining training and service delivery opportunities that help to maximize the health and effectiveness of police organizations. Finally, systemic racism and implicit bias within policing was also examined with an aim to work to eliminate both.

**OACP VISIT TO REMOTE INDIGENOUS COMMUNITIES**

In September of 2022, Chief Spowart, being a Vice-President on the Board of Directors of the Ontario Association of Chiefs of Police, attended various remote Indigenous communities in Northern Ontario, alongside fellow members on the Board of Directors.



The visit served as an opportunity to improve relationships with Indigenous Police Chiefs of Ontario (IPCO) and gain a better understanding of the challenges faced by police services in Indigenous communities. The visit was also an opportunity for those in attendance to bring back the learnings and apply them at a local level, recognizing how police services can ultimately better serve Indigenous communities. In addition to improving service to Indigenous communities in Cornwall and Akwesasne, Chief Spowart has made the commitment to enhance the partnership with the Akwesasne Mohawk Police Service, through greater collaboration.

Through this opportunity, Chief Spowart has also reflected on how this deeply impactful experience will have a lasting impression on her approach to leadership.

# OBJECTIVE: BUILD TRUST & RELATIONSHIPS WITH DIVERSE COMMUNITIES

In the 2021 CPS Strategic Plan survey, 75% of respondents who identified as belonging to a diverse community indicated that police presence at community events is important or very important to them. In 2022, the CPS actively worked with members of diverse communities to understand opportunities where police could be invited to attend and interact. Police were fortunate to be invited as guests to a number of various events throughout the year.

## **CORNWALL SPORTS FESTIVAL:**

Multiple members from the CPS, including the Chief of Police, Director of Human Resources, and numerous uniformed police officers and civilians attended the event held at Optimist Park on Saturday, September 4th. The event was organized by Saint Mary Sports and spearheaded by Cornwall City Councillor, Mr. Fred Ngoundjo. Representatives of the CPS were able to talk with diverse participants of the festival about the Service, as well as discuss recruitment opportunities. Members of the CPS also enjoyed interacting with the many youth who attended as spectators to support their family members playing in the tournament. The youth were able to interact with officers, check out police cruisers and become more familiar with the CPS.

## **FRANCO-ONTARIAN DAY:**

On September 25th each year, the CPS is pleased to join our local francophone population in celebrating Franco-Ontarian Day. In 2022, Deputy Chief Foy proudly attended the celebration at Lamoureux Park and met with students from École secondaire catholique La Citadelle and École secondaire publique L'Héritage.

## **CORNWALL MALAYALI ASSOCIATION – ONAM CELEBRATION:**

Chief Spowart was honoured to attend the Cornwall Malayali Association's celebration of Onam on Saturday, September 10, 2022. Chief Spowart enjoyed the opportunity to connect with our local Malayali community and learn more about this important cultural festival.

## **INTERNATIONAL DAY OF THE GIRL:**

The CPS was proud to be a participant in the International Day of the Girl event held in Cornwall on October 11th for girls aged 12 to 17. The event was held in partnership with Maison Interlude House, Seaway Valley Community Health Centre, Centre de santé communautaire de l'Estrie, Boys and Girls Club of Cornwall, as well as action ontarienne contre la violence faite aux femmes. Chief Spowart provided a virtual address to kick off the event, noting her own experiences as being a female Chief of Police, as well as the influences of today's world and how they impact young girls, such as the Chief's own daughter.

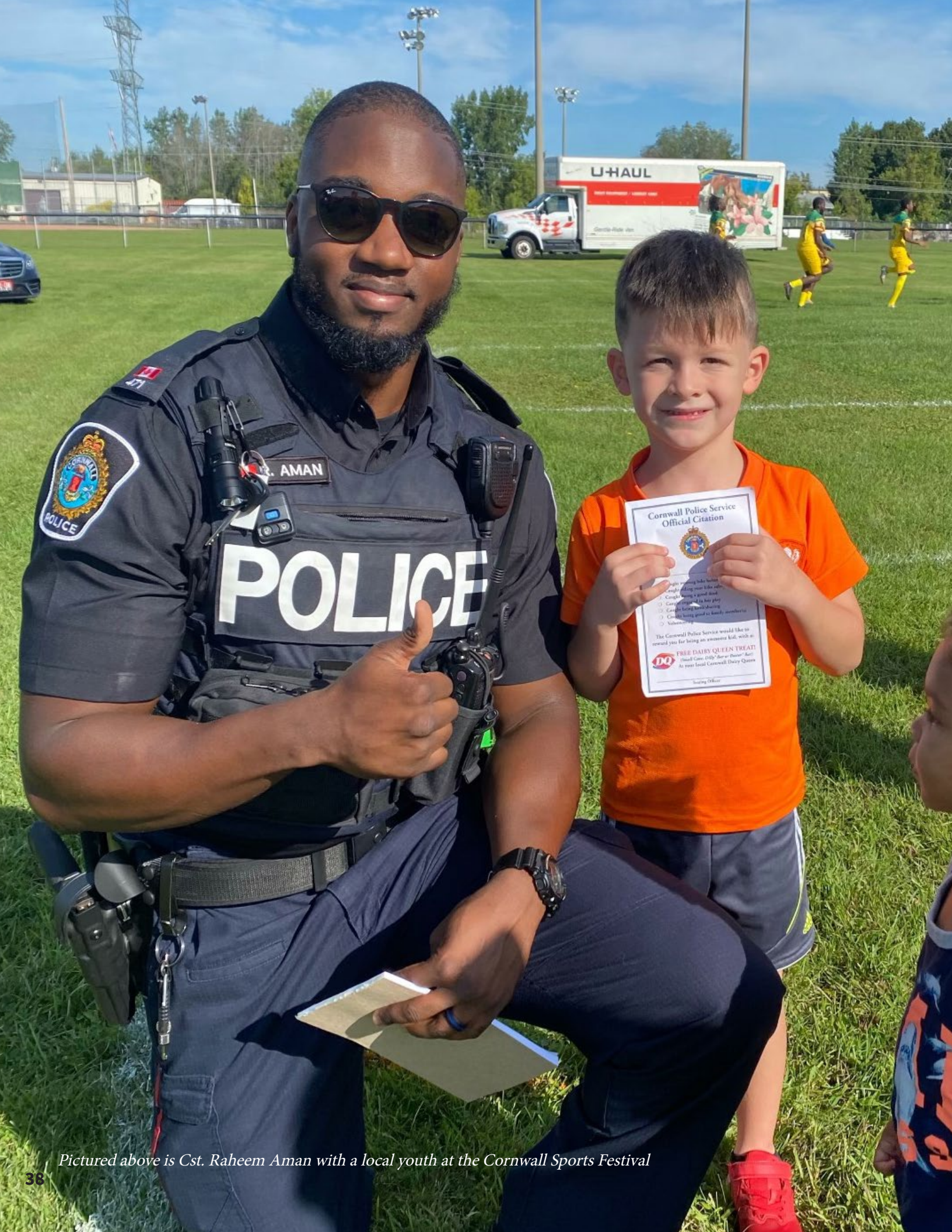
The event aims to celebrate girls, provide encouragement, and empower them to lead their lives knowing they can accomplish anything.

## **CORNWALL PRIDE FESTIVAL:**

On July 9th, 2022, members of the CPS, including the Deputy Chief of Police, were proud to participate in the Cornwall Pride Festival at Lamoureux Park. The CPS escorted participants in the Pride Parade before leading festival attendees to Lamoureux Park.



*(Pictured above, Deputy Chief Foy & Constable Melanie Chartrand at the 2022 PRIDE Festival. Photo courtesy of Moment.Us Photography).*



**Cornwall Police Service  
Official Citation**

Didn't smoking like before  
 Caught falling over like before  
 Caught being a good kid  
 Caught being a hot guy  
 Caught being funny/laughing  
 Caught being good to family members  
 Substantive

The Cornwall Police Service would like to reward you for being an awesome kid, with a:

**FREE DAIRY QUEEN TREAT!**  
 (Small Cans, 100% "Real or Better" Stuff)  
 At your local Cornwall Dairy Queen

Sending Officer

*Pictured above is Cst. Raheem Aman with a local youth at the Cornwall Sports Festival*

**TRUTH & RECONCILIATION DAY:**

Members of the CPS, including the Chief and Deputy Chief, proudly participated in the Day of Truth & Reconciliation, held on September 30th. Members wore Orange shirts as an important reminder to reflect and raise awareness to the harm caused through Residential Schools and honour all of the members of Indigenous communities who have been impacted. It is essential that we take time to listen, learn, and commit to the ongoing process of reconciliation.

CPS members attended the Orange Shirt/National Day of Truth and Reconciliation Community Gathering at Lamoureux Park that afternoon.

**BLACK HISTORY MONTH:**

In February of 2022, the CPS was proud to celebrate Black History Month, celebrating the achievements of Black Canadians and commemorating those who continue to advocate for change today.

Activities during Black History Month included promotion of community events, including a virtual event hosted by the African Caribbean & International Association of Eastern Ontario.

Various social media posts were shared, bringing attention to the month. The CPS also provided a spotlight biography on Constable Andrew Booth-Reddick, being a member of the Black Community. Cst. Booth-Reddick spoke about his journey in choosing a career in policing, and some of the reasons he enjoys serving the community.

**SUPPORTING THE AGAPE CENTRE:**

Throughout 2022, the CPS took part in several initiatives to help support our local Agapè Centre. Numerous food drives took place in partnership with local grocery stores, including Baxtrom's Your Independent Grocer and Food Basics on Second Street, to help encourage patrons to "Stuff the Cruiser" by donating non-perishable food items or making donations.

Additionally, Deputy Chief Foy participated in the Agapè Centre's "Empty Bowls" event on November 20, 2022, where attendees sampled gourmet soups and raised money to stock the shelves of the foodbank.

**SUPPORTING THE SPECIAL OLYMPICS:**

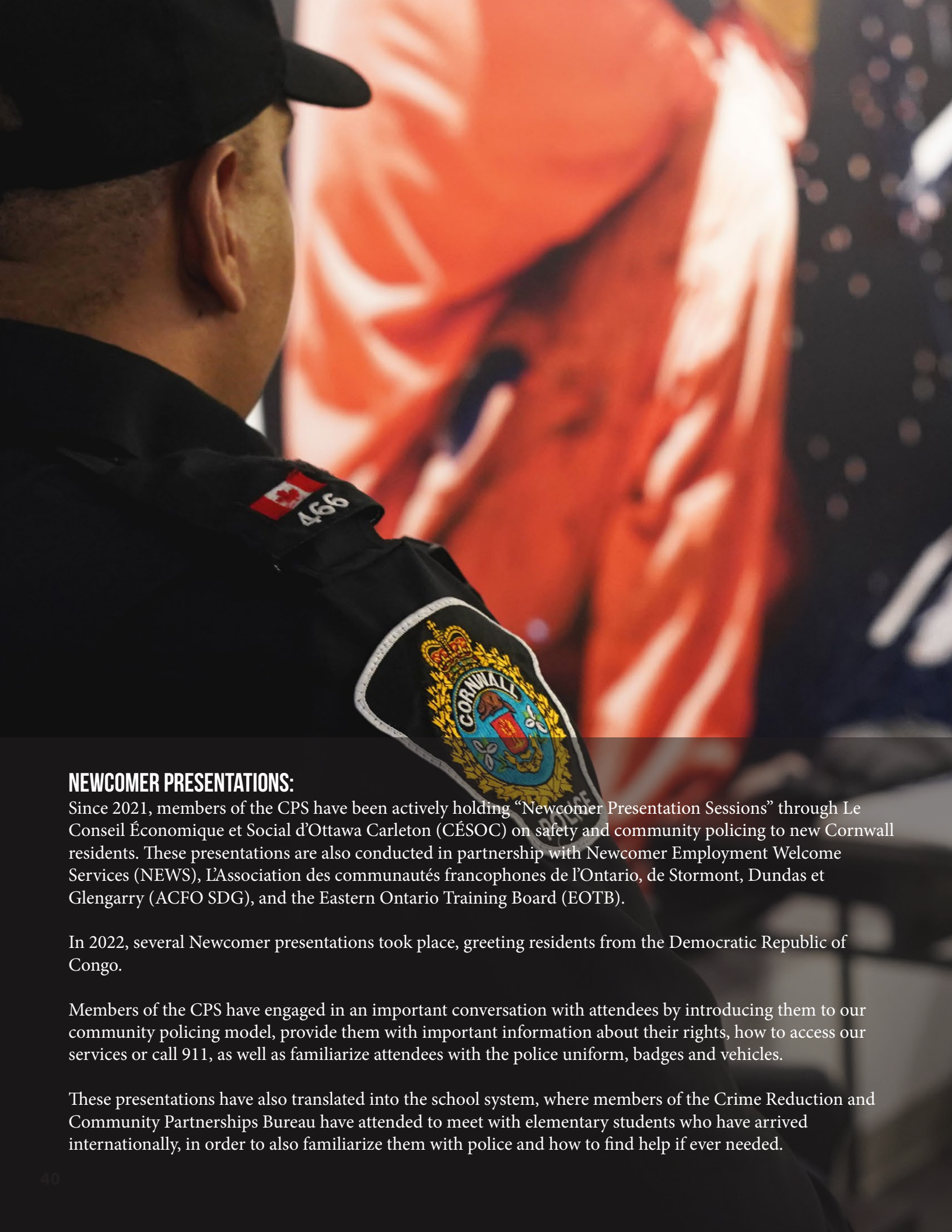
The CPS is proud to be an ongoing partner and supporter of Special Olympics Ontario. Special Olympics Ontario is dedicated to enriching the lives of Ontarians with an intellectual disability through sport.

Members of the CPS have been honoured to attend various Special Olympics events that have taken place at Cornwall schools. In 2022, officers attended the St. Matthew's Secondary School Open House-Special Olympics event in support of this important cause.

In January 2022, officers also attended Cornwall Collegiate and Vocational Secondary School to join in promoting the "Choose to Include" limited edition Tim Hortons Donut. 100% of the proceeds from sales of the donut went directly to local Special Olympics community programs, supporting more than 41,000 athletes with a developmental disability across Canada.

**TAKE YOUR KID TO WORK DAY:**

On November 2, 2022, the CPS invited six local Francophone youth to attend police headquarters for "Take Your Kid to Work Day." The Grade 9 students received a tour of police headquarters, the Court Bureau and Crime Reduction & Community Partnerships Bureau and were exposed to the behind-the-scenes work that takes place through the Cornwall Police Service.



## **NEWCOMER PRESENTATIONS:**

Since 2021, members of the CPS have been actively holding “Newcomer Presentation Sessions” through Le Conseil Économique et Social d’Ottawa Carleton (CÉSOC) on safety and community policing to new Cornwall residents. These presentations are also conducted in partnership with Newcomer Employment Welcome Services (NEWS), L’Association des communautés francophones de l’Ontario, de Stormont, Dundas et Glengarry (ACFO SDG), and the Eastern Ontario Training Board (EOTB).

In 2022, several Newcomer presentations took place, greeting residents from the Democratic Republic of Congo.

Members of the CPS have engaged in an important conversation with attendees by introducing them to our community policing model, provide them with important information about their rights, how to access our services or call 911, as well as familiarize attendees with the police uniform, badges and vehicles.

These presentations have also translated into the school system, where members of the Crime Reduction and Community Partnerships Bureau have attended to meet with elementary students who have arrived internationally, in order to also familiarize them with police and how to find help if ever needed.





**DEVCORE – ACFO SDG PARTNERSHIP:**

In late 2022, the CPS worked closely with the Association des communautés francophones de l’Ontario, de Stormont, Dundas et Glengarry (ACFO SDG) and Devcore Cornwall, after hundreds of asylum seekers began arriving in the community. The CPS has worked closely with these agencies in order to build relationships with the asylum seekers and familiarize them with how to access services and find help. Numerous presentations have been conducted with the asylum seekers, as well as police presence at multiple events and initiatives, including a Community event, alongside multiple community partners, and their Halloween Festival.

**DIVERSITY CORNWALL BOARD REPRESENTATION:**

In 2022, the CPS was pleased to have Constable Marie Nissan identified as a candidate for a vacancy on the Diversity Cornwall Board. Constable Nissan was interviewed and unanimously voted onto the Board, providing CPS with greater insight into how the CPS can better engage and become a better partner with Diversity Cornwall and their members.

## **HATE-BASED CRIMES/INCIDENTS**

As part of its EDI journey, the CPS identified the need to enhance its capacity in order to conduct investigations of hate-based incidents and crimes.

Since this time, the CPS has designated Detective Constable Gary Lee and Detective Constable Brian Langlois as the officers responsible for investigating and following-up on all hate-based incidents.

These officers have received specialized training, enhancing their ability to review all incidents that may be a criminal offence or a hate-based incident with a view towards supporting the victim, educating the offender and ensuring the incident has been properly classified in the police database. The officers are also responsible for working closely with dispatchers and police officers to provide education and training in order to ensure incidents are handled and fully-investigated using a holistic approach.

A hate or bias motivated crime is defined as a criminal occurrence committed against a person or property, which is motivated by hate/bias or prejudice based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation or any other similar factor.

Non-criminal hate incidents involve the same characteristics as hate/bias crimes, but do not meet the threshold to be classified as criminal under Canada's Criminal Code. Given the nature of these incidents and their potential to generate widespread fear in affected communities, police have an important supportive role to play when responding to such occurrences.

The collection of data related to race-motivated incidents is an area the CPS is actively looking to improve upon. These incidents are captured as a reportable statistic within the CPS Records Management System. One of the ways the CPS is improving the way we track these incidents, is by assigning the Hate Crime Investigator to review all incidents and ensure they are properly classified within our system.

The CPS has undertaken efforts as part of its Equity, Diversity and Inclusivity Action Plan to improve relationships with diverse communities and encourage the reporting of incidents to police. Designated Hate Crime Investigators continue to conduct presentations to diverse groups and inform them about the various ways they can contact police for assistance and the importance of doing so.

The Hate Crime Investigator is a critical role for ensuring the victim is receiving necessary support and resources, while also ensuring any involved individuals or suspects are educated, regardless of whether or not the matter is criminal in nature. It further allows for greater oversight in ensuring officers are investigating these incidents to the fullest extent.

As a result of numerous trust-building efforts, including presentations, public education, social media campaigns, etc., the CPS is reporting a 150% increase in hate crime/incidents reported to police in 2022 from 2021. This equates to a total of 35 unique incidents reported to police in 2022, with the majority of the incidents stemming from incidents of hate towards the complainant and/or victim's race/ethnicity, followed by religion, and then sexual orientation. In 2022, a total of 6 individuals were charged with hate crime-related offences.

The CPS is cognizant of the fact that there needs to be a lot of work done to improve our relationship with diverse communities and develop the relationship to a point where communities feel comfortable reporting to police; however, we are hopeful that the increase in reporting in 2022 represents a significant improvement.

# OBJECTIVE: CREATE A DIVERSE WORKPLACE

## RECRUITMENT

Diversifying talent acquisition has been a major focal point for the CPS over the last year and a half. The CPS continues to strive to promote and demonstrate the values of Equity, Diversity and Inclusivity. We are committed to reflecting the diversity of the community we serve and have been encouraging qualified candidates of all backgrounds and abilities to apply. We have adopted strategies to ensure that any new job postings reach members of diverse communities.

Through recruitment efforts in 2022, the CPS hired three experienced officers with previous policing experience in Indigenous communities. These officers have been able to offer their skills and experiences to the CPS and apply them in their interactions with our own Indigenous community to strive towards greater trust and service excellence.

In 2021, the CPS conducted an employee census to better understand the makeup of our police service. With significant strides over the last two years, we are eager to see the changes in our service's makeup, as we seek to better reflect the diversity of the community we serve.

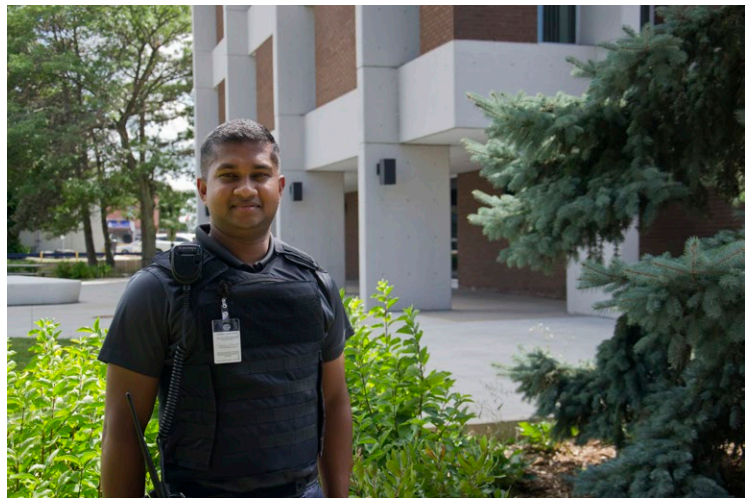
## STUDENT MENTORSHIP PROGRAM

Meet Rahul Gomez (*pictured right*).

Rahul joined the Cornwall Police Service as the successful candidate for our Student Mentorship Opportunity posted in the Spring of 2022.

Born in Trivandrum, Kerala, India, Rahul completed his Masters in Physics and was a high school teacher prior to moving to Canada in 2021 to pursue a diploma as an Environmental Technician at St. Lawrence College.

Since moving to Cornwall, Rahul also works as a security officer at the Cornwall Community Hospital, and maintains other part-time job opportunities. Outside of work, he coaches U18 soccer locally, is an active volunteer of the Canadian Red Cross and was formerly a board member for the St. Lawrence College Student Union.



When Rahul saw the posting for the student mentorship opportunity with CPS, he became eager to apply, as one of his aspirations is to pursue a career in policing.

Since beginning the mentorship program, Rahul was exposed to several areas of the CPS, including the Court Bureau, Records Department, Dispatch, Identification Unit, and Community Patrol to name a few. He indicated that it was an incredible experience and has helped him gain knowledge in various areas of policing, that he hopes to apply to his future career. Rahul has also been a voice in his community for helping to educate and share information about police, to help international students like him become more informed about laws and police activities.

While Rahul may have many takeaways from his experience with the CPS, our members have very much appreciated the opportunity to work with him and learn more about his experiences. An extremely charismatic individual, Rahul is known for putting a smile on the faces of employees across the Service with his great sense of humor and strong work ethic. His passion for helping others and becoming involved shined through during his time with the CPS and he will certainly be missed around the station!

The CPS would like to thank Rahul for all of his hard work and dedication. We wish you all the best in your future endeavors!



*Cst. Casey MacGregor (left) and Alevtin Pankov (right)*

## **JOINT EDI COORDINATOR POSITION**

In late 2022, the CPS and the Cornwall Community Hospital began discussions about an opportunity to partner and take measurable positive action in promoting Equity, Diversity and Inclusivity (EDI) through the recruitment of an EDI Coordinator.

This shared staff resource between CPS and CCH, two of our community's largest essential public service providers, will provide strategic guidance on EDI and help implement initiatives within both organizations, such as training, projects and outreach, to support the advancement of EDI in their respective workplaces and interactions with the public.

“During the development of the 2021-2023 CPS Strategic Plan, our Service named Equity, Diversity and Inclusivity as one of four core pillars, recognizing the need to interweave EDI into the day-to-day work of our members and ensure that it continues to be prioritized. Some of the goals within this pillar include building trust and relationships with diverse communities, addressing systemic barriers, creating a diverse workplace and ensuring a culturally competent membership. We value our partnership with CCH and look forward to the role of the EDI Coordinator in helping us better serve our community,” said Chief of Police Shawna Spowart.

Both organizations are hopeful that the new EDI Coordinator will greatly assist with advancing the work that has already been started, while recognizing there is still a lot of work left to do.

“Through our stakeholder engagement, during the development of our 2022-2027 Strategic Plan, we heard that the hospital needs to enhance its work on prioritizing the wellbeing of our people and responding equitably to the needs of our diverse patient population and staff,” said Jeanette Despatie, President and Chief Executive Officer of Cornwall Hospital.

“Cornwall Hospital is committed to delivering collaborative and compassionate care that is equitable and empowering for those it serves. This new EDI Coordinator will help ensure that CCH can deliver on our strategic priority of Building a Culture of Equity, Diversity and Inclusion, and Embracing Reconciliation. We look forward to working with the CPS on this important partnership that will see two of our region's essential service providers better meet the needs of our diverse community,” added Despatie.

The position was posted in late December for fulfillment in early January 2023.

## **OBJECTIVE: ADDRESS SYSTEMIC BARRIERS**

### **TRANSFERS/PROMOTIONS**

In 2021, the CPS implemented EDI into its internal transfers and promotions processes. This has been done by developing competency-based criteria as a means to ensure employees are competent in EDI and how it applies to their work, as a qualification for any promotion or transfer in the organization. This criteria continues to be embedded into all internal transfers and promotions.

This allows CPS employees to truly be cognizant of how EDI applies to the work that they do and how they execute the values of EDI in their everyday responsibilities.

### **DIVERSITY LENS IN POLICY**

Since undertaking training in order to review policies using an EDI lens, all policy development or modifications are completed by applying this lens. Practices are being established to review all policies and procedures through a Diversity Lens. Approximately 127 policies were reviewed while applying an EDI lens in 2022.

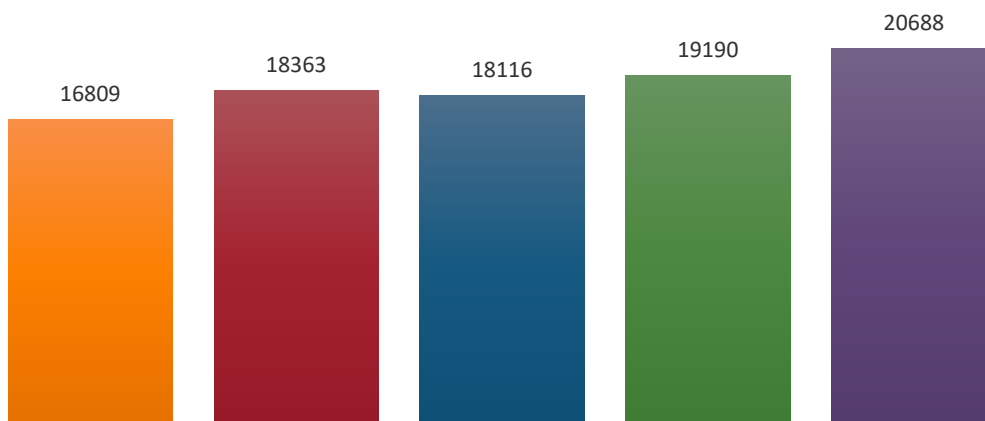
### **EMPLOYEE APPRAISALS**

In 2023, the CPS will be looking to implement a new electronic method for conducting employee appraisals. In 2022, a significant amount of work was conducting while in the planning stages of the system's development. Once it becomes active in 2023, supervisors and employees will reflect on how CPS employees have applied EDI into their day-to-day work and report on specific incidents, actions or behaviours in which the employee promotes it throughout the organization and within the community.

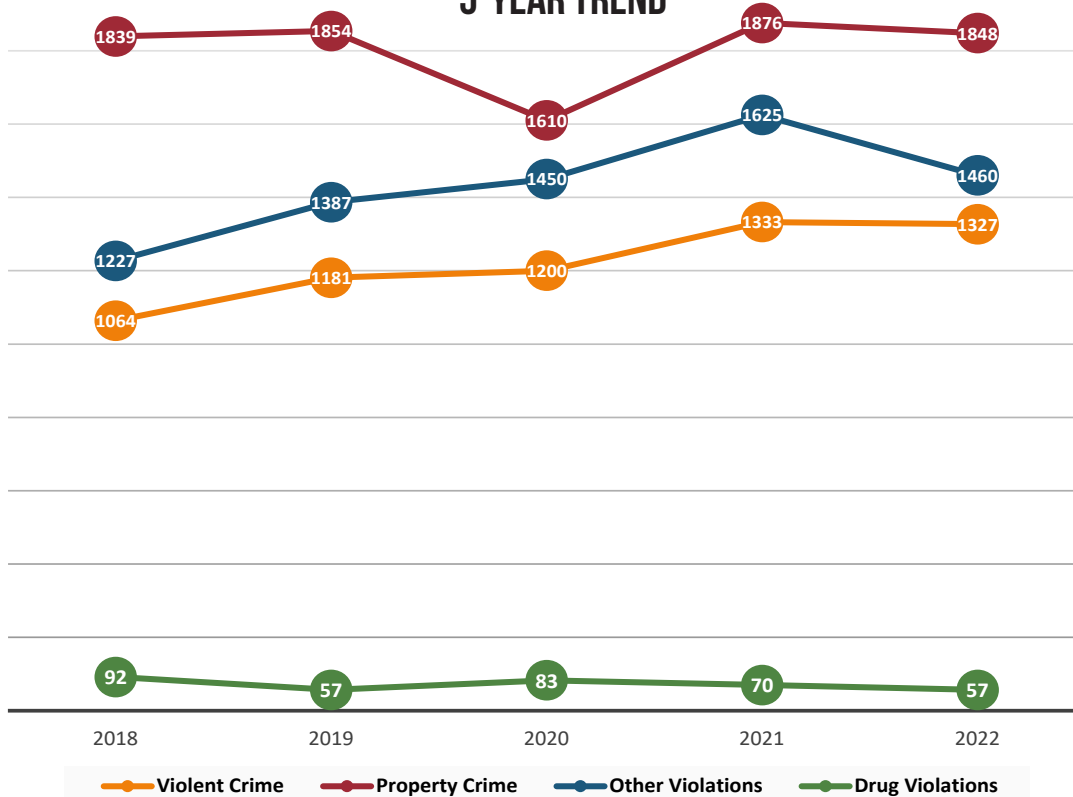
# 2022 IN NUMBERS

2018 2019 2020 2021 2022

## CALLS FOR SERVICE



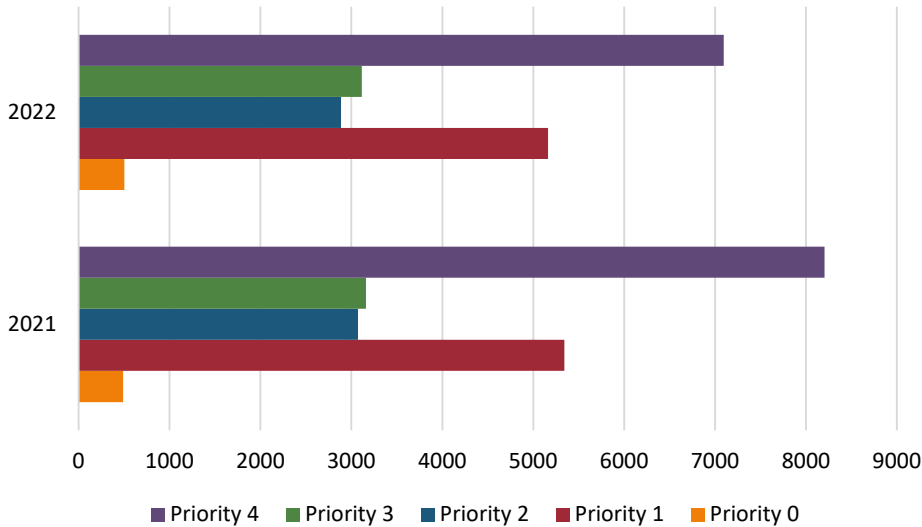
## 5-YEAR TREND



The overall annual calls for service continues to be trending upwards over the last five years. The year 2020 marked an exception, due to the COVID-19 pandemic which resulted in a slight reduction to call volume. The increase from 2018 to 2022 marks a 23% overall increase in call volume and a 7.8% increase from 2021.

Despite an increase in overall call volume, the CPS annually reports on Violent, Property, Other and Drug violations, per the requirements of the Statistics Canada Uniform Reporting Survey. In 2022, it is noted that each of these categories have lowered from 2021. Thought not drastically, it is possible that as we enter out of the pandemic, these statistics may be now somewhat “leveling-off.” Nonetheless, the CPS continues to work diligently to reduce all forms of crime and is hopeful to see continued decreases in these crime categories.

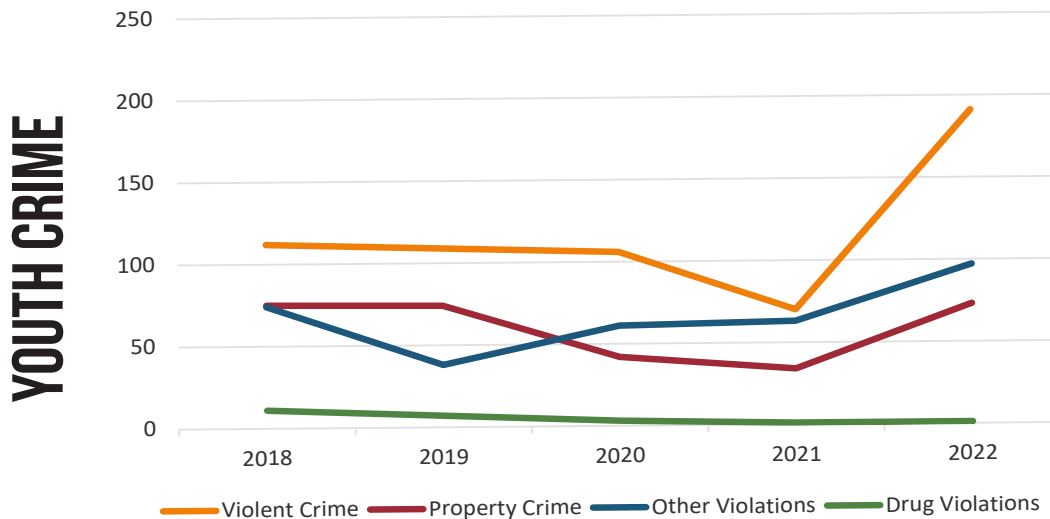
## CALLS BY PRIORITY TYPE



Another noteworthy statistic is the breakdown of CPS calls by their priority type. When CPS dispatchers send an officer to a call, they assign the incident a priority type, based on a number of factors and the level of urgency.

Priority 0 and Priority 1 calls require an immediate police response, involving incidents of an active assault, robbery, domestic dispute, etc. where there is an immediate threat to life or property and the suspect remains present or in the area. Priority 2 calls require an expedited response, while a Priority 3 or Priority 4 call is considered a delayed response (when other priorities exist). These lower priority calls are incidents where there is no immediate threat to people or property and may be reported after the fact. These incidents could include property damage, a theft where the suspect is not present, a fraud complaint, etc.

As demonstrated in the above chart, Priority 1 and Priority 4 calls account for the highest volume of call types to the CPS.



In contrast to the reduction in overall crime, it is important to note that youth crime is significantly on the rise. Violent crime committed by youth increased by approximately 173% from 2021, while property crime committed by youth increased by 115%. Youth crime accounts for 8% of the total violent, property, other and drug violation categories.

With youth returning to school after the COVID-19 lockdowns, police suspect that a greater number of incidents are once again being reported to police, accounting for some of the increases. Despite this, the CPS continues to work closely with local schools and community partners to work with youth, intervene early, and attempt to divert youth away from criminal behavior.

# 2022 IN NUMBERS



## CALLS FOR SERVICE

VIOLENT CRIME	2021	2022	INCREASE/DECREASE
Abduction Under 14	0	0	N/A
Aggravated Assault - Level 3	8	5	-38%
Aggravated Sexual Assault	0	1	N/A
Assault - Level 1	402	403	0%
Assault Peace Officer (Level 1 & 2)	34	10	-71%
Assault With Weapon or Causing Bodily Harm - Level 2	134	125	-7%
Attempted Murder	0	0	N/A
Bestiality - Commit/Compel/Incite Person	0	1	N/A
Criminal Harassment	216	159	-26%
Discharge Firearm with Intent	1	0	N/A
Extortion	22	30	36%
Forcible Confinement	5	10	100%
Indecent/Harassing Communications	38	89	134%
Intimidation of a justice system participant or a journalist	2	1	-50%
Invitation to Sexual Touching	1	2	100%
Kidnapping	1	4	300%
Luring a child via a computer	0	1	N/A
Non-Consensual Distribution of Intimate Images	6	8	33%
Robbery	23	25	9%
Sexual Assault	78	113	45%
Sexual Interference	14	10	-29%
Sexually explicit material to child with intent	0	2	N/A
Trafficking Persons	0	1	N/A
Using firearm (or imitation) in commission of offence	1	1	0%
Using/Pointing a Firearm	6	5	-17%
Utter Threats to Cause Death/Bodily Harm	331	318	-4%
Voyeurism	2	3	50%



PROPERTY CRIME	2021	2022	INCREASE/ DECREASE
Arson	6	7	17%
Break & Enter	206	157	-24%
Unlawfully in a Dwelling	4	8	100%
Theft Over \$5,000	24	12	-50%
Theft of Motor Vehicle	109	167	53%
Theft Under \$5,000	396	369	-7%
Theft From Motor Vehicles	141	88	-38%
Theft Under \$5,000 - Shoplifting	223	321	44%
Possession of Stolen Goods	21	8	-62%
Fraud	374	291	-22%
Personation with Intent	14	14	0%
Identity Fraud	32	51	59%
Mischief	354	258	-27%
Graffiti	6	25	317%
Mischief - Interfere Lawful Use/Enjoyment of Property	15	22	47%
Theft of Mail	18	25	39%



*Pictured is Margo MacIntosh, a member of the Records Department. The Records Department staff are responsible for entering data from incidents into the Records Management System, and classifying incidents in alignment with the Uniform Crime Reporting Survey via Statistics Canada.*

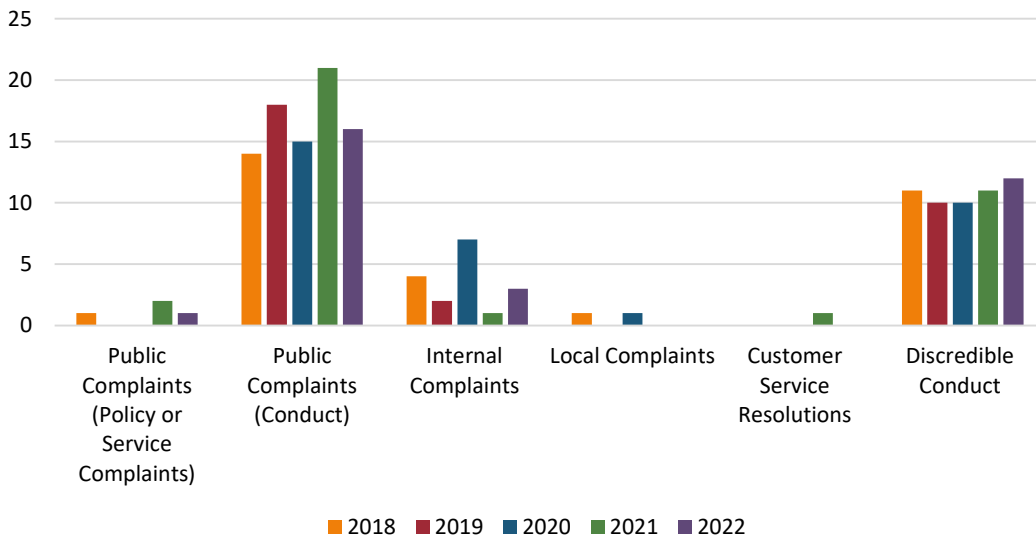
<b>OTHER VIOLATIONS</b>	<b>2021</b>	<b>2022</b>	<b>INCREASE/ DECREASE</b>
911 Call / 911 Hang-Up	2775	2686	-3%
Alarms	457	502	10%
Animal Complaints (Non-Criminal)	115	94	-18%
Animal Offences	4	4	0%
Bail Violations	721	584	-19%
Breach of Probation	129	160	24%
Child Pornography	25	30	20%
Counterfeit Money	6	11	83%
Custody Dispute	32	31	-3%
Disturb the Peace	401	428	7%
Domestic Disturbance	697	689	-1%
Fail to Attend Court	234	144	-38%
Family Dispute	314	286	-9%
Hate Bias Crime	2	4	100%
Hate or Bias Motivated Incident - Non Criminal	14	35	150%
Homeless Person	0	8	N/A
Human Trafficking	10	32	220%
Indecent Acts	7	6	-14%
Landlord / Tenant	194	116	-40%
Mental Health Act	749	727	-3%
Missing Person	145	209	44%
Neighbour Dispute	320	262	-18%
Noise Complaint	59	83	41%
Nudity - public/private property	1	4	300%
Obstruct / Mislead Peace Officer	7	13	86%
Person Check-In	458	511	12%
Police Assistance	1114	1320	18%
Police Information	451	565	25%
Prisoner Escort	56	47	-16%
Property Found/Lost	362	359	-1%
Sudden Death	94	83	-12%
Sudden Death - Apparent Overdose	17	17	0%
Suspicious Person	589	551	-6%
Suspicious Vehicle	128	157	23%
Trespass at Night	4	2	-50%
Trouble With Youth	260	312	20%
Unwanted Persons	336	331	-1%
Utter threats to property/animals	4	9	125%
Warrants	624	307	-51%
Weapons Offences	49	43	-12%

<b>DRUG VIOLATIONS</b>	<b>2021</b>	<b>2022</b>	<b>INCREASE/ DECREASE</b>
Drug Violations	70	57	-19%

TRAFFIC & CRIMINAL DRIVING INFRACTIONS	2021	2022	INCREASE/ DECREASE
Traffic Control	30	28	-7%
Traffic Complaints	700	731	4%
Dangerous Operation Causing Bodily Harm - Motor Vehicle	1	3	200%
Dangerous Operation - Motor Vehicle	20	14	-30%
Dangerous Operation - Evade Police (Pursuit)	16	20	25%
Impaired Operation (Alcohol) - Motor Vehicle	120	132	10%
Impaired Operation (Drugs) - Motor Vehicle	28	11	-61%
Operation while impaired (unspecified)	1	8	700%
Failure or refusal to comply with demand	6	2	-67%
Fail to Stop or Remain C.C. - Vehicle / Vessel / Aircraft	3	4	33%
Drive While Prohibited (Crim. Code)	19	31	63%
Abandoned Vehicle	15	17	13%

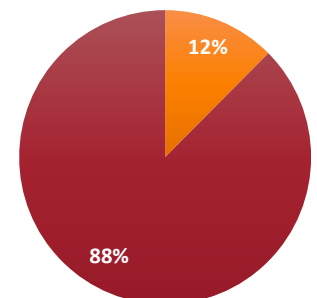
FEDERAL/PROVINCIAL STATUTES & BYLAWS	2021	2022	INCREASE/ DECREASE
Quarantine Act	20	9	-55%
Noise By-Law	358	232	-35%
Dogs By-Law	28	10	-64%
Firearms (Discharge) By-Law	2	2	0%
Loitering By-Law	1	1	0%
Other Municipal By-Laws	25	4	-84%
Fireworks By-Law	41	21	-49%
Traffic By-Law	51	36	-29%
Liquour Licence Act	159	99	-38%
Other Provincial Acts	6	3	-50%
Health Protection and Promotion Act	12	0	N/A
Re-Opening Ontario Act (A flexible Reponse to COVID-19), 2020 (ROA)	31	1	-97%
Motorized Snow Vehicle Act	1	1	0%
Trespass To Property Act	149	97	-35%
Compulsory Automobile Insurance Act	86	83	-3%

## COMPLAINTS



## 2022 DISPOSITIONS:

Unsubstantiated Screened out by OIPRD





*Pictured above is Sgt. Dave MacLean (left) receiving his 20-Year Medal for Police Exemplary Service from Member of Parliament, Eric Duncan (right).*

HOUSE OF COMMONS  
CHAMBRE DES COMMUNES  
CANADA



# AWARDS & RECOGNITION

# AWARDS & RECOGNITION

On the evening of Thursday, November 3rd, 2022, the Cornwall Police Service (CPS) and Cornwall Police Association (CPA) held its 27th Annual Retirement and Recognition Evening.

The event returned to an in-person event for the first time since 2019, featuring a tribute to retirees of the service, as well as honouring members for their years of service with presentations of Police Exemplary Medals and Long Service Awards. Awards of Excellence, including awards for Team Achievement, Excellence in Investigation, Preservation of Life, Innovation and Dedication were presented by the Cornwall Police Services Board. Approximately 60 employees were awarded at the event.



*Pictured above is A/Sgt. Matthew Lemire, CPA Vice-President (left) providing Mr. Alexander Dovas (right) with the CPA Community Hero Award.*

Some highlights of the event included the presentation of the CPA Community Hero Award, where recipient, Mr. Alexander Dovas was awarded for his quick instincts and courage during a robbery with firearms at his place of work on May 24th, 2022. The man stayed calm, ensuring the safety of other employees, and ultimately assisted police in locating the suspects by placing a GPS tracking phone in among the stolen items taken by the culprits from the business. Mr. Dovas received a standing ovation from the room of police personnel for his bravery and courage, during what was an obviously dangerous and distressing situation.

Also recognized by the CPA was Ms. Mylène Lacroix, receiving the CPA Award of Dedication for her continued effort to help others, both in her role as a Communications Dispatcher, as well as outside of the workplace. Mylène

routinely serves other by knitting warm clothing and donating to the less fortunate. She has also worked abroad with mission trips to Uganda through her own initiative called "Project Under Things," where she has collected hundreds of underwear, socks, clothing and funds to purchase much needed items for the children of Uganda.

Numerous members of the CPS were recipients of the Police Board Awards of Excellence, where stories of teamwork and investigative excellence were heard, specifically in several incidents involving firearms and a greater level of risk involved. Also awarded were incidents in which officers performed life-saving measures, as well as assisting individuals in crisis.

A Police Board Award of Excellence for Dedication was provided by Chief Spowart to the family of the late Ms. Carole Anne Levac, who sadly passed away on May 19th, 2022. Carole Anne proudly served as the Quality Assurance Manager for the CPS, having 20 years of service. Chief Spowart spoke of her passion for serving the community and her integral role as a member of the CPS.

The CPS would like to congratulate all recipients on their incredible achievements and continued dedication to serving the City of Cornwall.

The full list of recipients from the ceremony are as follows:

## RETIREES

- Mr. Norm Boucher
- Ms. Anna Joseph
- Sergeant Shawn Martelle
- Ms. Lynne O'Flaherty
- Ms. Debbie Parisien
- Detective Constable Emma Wilson



*Deputy Chief Foy, Chief Spowart and CPA Vice-President A/Sgt. Matthew Lemire presenting retiree, Ms. Anna Joseph (third from left) with her award.*

## **POLICE EXEMPLARY SERVICE**

### **20 YEAR MEDAL**

- Sgt. Derek Duchesne
- Sgt. Dave MacLean
- Cst. Jason Mines

## **CPS LONG SERVICE AWARDS**

### **30 YEARS**

- Ms. Anna Joseph
- Sgt. Shawn Martelle
- Sp/Cst. Elaine Moquin
- Ms. Lynne O'Flaherty
- Ms. Deborah Parks
- D/Cst Emma Wilson

### **25 YEARS**

- Mr. Norm Boucher
- Sgt. Larry Frappier

### **20 YEARS**

- Sgt. Derek Duchesne
- Sgt. Dave MacLean
- S/Sgt Robin McIntosh
- Sp/Cst Robin Ruest



*Pictured above is Ms. Jody Sheard (left) receiving her 15-Year Long Service Award from Deputy Chief Foy (right).*

### **15 YEARS**

- A/Sgt. Darrell Blakely
- D/Cst. Stephanie Casselman
- D/Cst. Patrick Collins
- Ms. Debra O'Rourke
- Ms. Jody Sheard
- Cst. Sarah Van den Oetelaar

### **10 YEARS**

- Cst. Steven Jarvo
- D/Cst. Brian Langlois
- Cst. James Lemoyre

- Cst. Casey MacGregor
- Ms. Vanessa MacRae
- Cst. Adam Peach
- Cst. Brian Synott

### **DEDICATION TO DUTY - YEAR 2021**

- D/Sgt. Mark Anderson
- Cst. Brock Bissonnette
- Cst. Tylor Boileau
- A/Sgt. Scott Bonneville
- D/Cst. Austin Clark
- D/Cst. Matthew Dupuis
- Cst. Richard Houde
- Cst. Justin Lafleur
- Ms. Danielle Lauzon
- Ms. Stephanie MacRae
- Cst. Jeremy Pilon
- Sgt. Troy St.Germain

## **CORNWALL POLICE ASSOCIATION**

### **DEDICATION AWARD**

- Ms. Mylene Lacroix

## **CORNWALL POLICE ASSOCIATION**

### **COMMUNITY HERO AWARD**

- Mr. Alexander Dovas

## **CORNWALL POLICE SERVICES BOARD**

### **AWARDS OF EXCELLENCE:**

#### **DEDICATION**

- Ms. Carole Anne Levac

#### **INVESTIGATION**

- D/Cst. Brian Langlois

#### **INVESTIGATION**

- Cst. Jennifer Legue
- A/Sgt. Ryan Campeau
- Cst. Jeremy Pilon
- Cst. William Ridley
- D/Cst. Dave Langlois

#### **DEDICATION**

- Cst. Kelly Zeran

#### **PRESERVATION OF LIFE**

- Sgt. Shane Kelly

- Cst. Nygel Pelletier
- Cst. Ryan Bradley

#### **PRESERVATION OF LIFE**

- Sgt. Dan Doyon
- Cst. Justin Lafleur

#### **TEAM ACHIEVEMENT**

- A/Sgt. Scott Bonneville
- Cst. Nygel Pelletier
- Cst. James Lemoyre
- Cst. Carole Walker
- Cst. Chloe Eady
- Cst. Rodney Degray
- Cst. Travis Bergeron
- Cst. Justin Lafleur

#### **TEAM ACHIEVEMENT**

- Cst. Julia Pios
- Cst. Andrew Booth-Reddick
- Cst. James Lemoyre
- D/Cst. Darrell Blakely
- Cst. Rodney Degray
- Sgt. Dan Doyon

#### **INNOVATION & CREATIVITY**

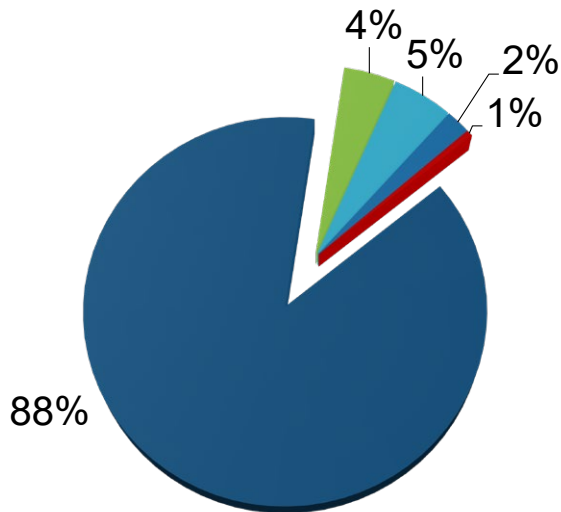
- Ms. Stephanie MacRae
- Ms. Erin McLinden
- A/Sgt. Darrell Blakely



*Pictured above is former Mayor and CPS Board member, Glen Grant, Cst. Ryan Bradley, Sgt. Shane Kelly and CPS Board Chair, Michel Payette awarding the officers with a Cornwall Police Services Board Award of Excellence for Preservation of Life.*

# THE COST OF POLICING

## 2022 BUDGET



- Salaries & Benefits  
\$19,921,669
- Purchases of Goods  
\$953,603
- Services & Rent  
\$1,132,998
- Financial  
\$462,503
- Capital  
\$124,000

	2020	2021	2022
Salary & Benefits	\$18,621,435	\$19,182,151	<b>\$19,921,669</b>
Purchase of Goods	1,027,812	958,688	<b>\$953,603</b>
Services & Rents	1,092,472	1,116,745	<b>\$1,132,998</b>
Financial	509,547	452,403	<b>\$462,503</b>
Capital	<u>100,200</u>	<u>175,800</u>	<b><u>\$124,000</u></b>
Total Expenditure	\$21,351,466	\$21,885,787	<b>\$22,594,773</b>
Revenue	<u>\$1,602,415</u>	<u>\$1,682,325</u>	<b><u>\$1,576,918</u></b>
Net Cost	<u>\$19,749,051</u>	<u>\$20,203,462</u>	<b><u>\$21,017,855</u></b>
% Change	3.72%	2.30%	<b>4.03%</b>



# OPTIMIZING GRANT FUNDING

The CPS continues to appreciate all grant funding opportunities and recognizes their importance in assisting to offset the police budget and subsequent costs.

In 2022, the CPS received over \$600,000.00 in grant funding through the support of the Ontario Ministry of the Solicitor General. Many of the grants received are an installment of much larger 2-3-year funding periods, in which the CPS is expected to receive over \$1.7 million between 2021 and 2025.

This funding has been instrumental in our ability to better serve our community. In previous years, programs and initiatives such as the Vulnerable Sector Mobile Acute Response Team and the Akwesasne, Cornwall, SDG Situation Table have been able to come to life through the assistance of grant funding.

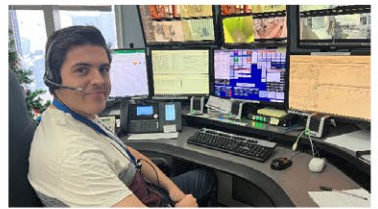
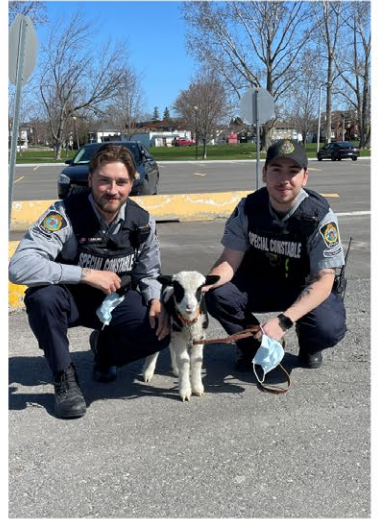
In 2022, the CPS was pleased to be the recipient of the following grants:

- Provincial Strategy to End Human Trafficking Grant - To assist with investigations into human trafficking.
- Local Priorities: Community Safety and Policing Grant - The funding is used to further enhance two streams of initiatives; being, a Youth Support Program and Community Mobilization for Crime Prevention Programs. The Community Safety and Policing Grant aligns with multiple priorities identified in the CPS Strategic Plan, which is based on research and extensive community consultations. Some of our major strategic objectives include modernizing youth engagement strategies, increasing visibility and presence, as well as implementing a Community Safety Plan.
- Provincial Priorities: Community Safety and Policing Grant – This grant has assisted with the development of a Crime/Data Analyst position and relevant software. This funding has also gone towards the training and development of a Hate Crime Investigator, Mental Health Social Worker to accompany the CPS Vulnerable Sector Officer, the salary of an EDI Coordinator, as well as training.
- RIDE Grant - Enhances officer capacity to conduct RIDE Programs, aimed to reduce the number of impaired drivers on roadways.
- Victim Support Grant - This grant enhances the CPS’ capacity to better support victims through the partnership of a designated Victim Services worker, along with specialized training for investigators. Additionally, the funding helps police by supporting investigators with new technology to assist with accessing data from locked mobile devices, social media and other platforms in order to better investigate perpetrators of human trafficking.
- Internet Child Exploitation Grant - This grant assists the capacity of the CPS Internet Child Exploitation Unit to conduct investigations into child abuse crimes.
- Ontario CCTV Grant - As part of Ontario’s Guns, Gangs and Violence Reduction Strategy, this grant has assisted the CPS with upgrading existing CCTV cameras and their servers to deter criminal activity, improve public safety, and assist with criminal investigations.

The CPS is grateful to have received this funding from the Ontario Ministry of the Solicitor General, as it is instrumental in helping our police service address some of the above-noted priorities as we work towards our vision of “A Safer Cornwall.”









**INTEGRITY, RESPECT, EMPATHY**



**[WWW.CORNWALLPOLICE.CA](http://WWW.CORNWALLPOLICE.CA)**