

2025 Annual Policing Plan Fall Report

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The 2025 APP consists of:

- 4 focus areas
- 9 outcomes
- 15 goals
- 44 performance measures



Overview

The Calgary Police Service continues to advance towards its annual goals. Among the 44 performance indicators tracked:

• 24 are on track

17 are progressing



5 trends being monitored



Highlights – Our People

- Health & Wellness: Strong engagement with wellness checks and education
- Leadership Development: Competencies embedded
- HR Modernization: 100% manual processes documented for automation
- Recruitment & Retention: Sworn and civilian hiring on track, with improved civilian retention



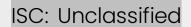
Highlights – Our Diversity

- Indigenous Engagement: Ceremonial events and youth programs launched
- Anti-Racism Roadmap: 85% of actions completed or underway
- Inclusive Recruitment: Diverse outreach and applicant representation exceeding targets
- Employee Resource Groups: New groups launched.



Highlights – Our Community

- Crime Reduction: Significant decrease in shootings and successful firearm seizures
- Community Engagement: Targeted operations in hotspot areas yielding strong results
- Youth Programs: High participation
- Crime Prevention Education: Positive feedback from public School Support: Strong satisfaction with School Resource Officer program





Highlights – Our Performance

- Social Media: Strong growth in engagement and reach
- Collaboration: Active role in Police Act reform
- Technology: Key IT and infrastructure projects progressing
- Finance: Budget on track
- Transparency: Continued expansion of public reporting tools





QUESTIONS?