



**CORNWALL POLICE SERVICE  
2021 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 CHIEF

As I review the 2021 Annual Report, I am quickly reminded of the incredible achievements by our employees during a year that brought a considerable amount of change. The employees of the Cornwall Police Service (CPS) have proven time and time again of their ability to pivot, adapt and prevail, and I continue to be grateful for their dedication in serving the residents of Cornwall.

In 2021, I was honoured to be appointed as the first female Chief of Police of the CPS. When I think back to being hired as a police constable in May of 1995, I often think of how much the climate of policing has changed. Over the last 26 years, I have witnessed firsthand the evolution of the role of police in society, and I recognize the continued need to modernize, while listening to the needs of the community we serve. I am truly grateful that the Cornwall Police Services Board has entrusted me with this position, and assure them that I will always have the safety and wellbeing of our employees and our community at heart in every decision that is made.

In reflecting on the changes that 2021 brought, considerations must yet again be given towards the impacts of COVID-19 on the CPS. Growing rates of infection with the virus resulted in rising absenteeism rates during parts of the year. Further to this, the CPS COVID Command Team had difficult decisions to make surrounding employee vaccination statuses and keeping the virus out of the workplace. Additionally, we cannot discuss the impacts of the pandemic without mention of the numerous protests that took place in 2021, resulting in a need for increased police presence and enforcement under the provision of the Reopening Ontario Act.

During the early part of 2021, our 2021-2023 Strategic Plan was developed and finalized after extensive consultations with the community, our community partners, and our employees. It became very clear that our work over the next three years needed to focus on four major areas: Community Engagement, Organizational Excellence, Crime Reduction & Community Safety, and Equity, Diversity and Inclusivity.

These four areas have become the pillars in which our Strategic Plan was built, containing numerous priorities to drive our Service in achieving its goals.

These pillars capture the needs expressed by the residents of Cornwall; focused on enhancing services to the vulnerable sector, addressing the presence of opioids through harm reduction strategies and strengthened enforcement, disrupting organized crime, promoting organizational wellness, and fostering greater trust with the diverse communities we serve. These are a few of the many items that the CPS has been diligently working towards, with further details to follow within the Annual Report.

We continue to prioritize Equity, Diversity, and Inclusivity (EDI), but certainly note there is still a lot of work to be done. The 2021 Annual Report will reveal so much of the work that has gone into training and educating our members, as we work towards addressing systemic barriers and becoming more culturally competent. Looking ahead to 2022, we know there is a need to further engage with diverse communities, listen to their needs and learn how we can do better.

As I reflect on 2021, I want to personally thank all CPS employees for their continued dedication and professionalism, despite another year of uncertainty and unprecedented change. I also want to thank the Cornwall Police Services Board for their governance and leadership in ensuring that our policing model aligns with the evolving needs of our community.

To all readers, thank you for taking the time to review the 2021 Annual Report. I hope you will find it informative and demonstrative of the many ways the CPS is actively working towards our vision of, "A Safer Cornwall."

Shawna Spowart  
Chief of Police  
*(Pictured left)*



**Mr. Michel Payette**  
(Vice-Chair)  
*Provincial Appointee*



**Mayor Glen Grant**  
*City Council Appointee*



**Ms. Martha Woods**  
*Community Representative*



**Mr. William Beattie**  
*Provincial Appointee*



**Mrs. Carmen Cousineau**  
*Board Secretary*

# MESSAGE FROM THE CHAIR OF THE POLICE SERVICES BOARD

On behalf of the Cornwall Police Services Board, I am pleased to present the 2021 Cornwall Police Service (CPS) Annual Report. Contained within, you will find the many strategic accomplishments of the Service throughout 2021, along with crime statistics and some of the many initiatives that are taking place to create a safer community.

Some of the themes that stand out to me within the report are growth, evolution, and progress.

Throughout 2021, as society continued to deal with the impacts of a global pandemic, the CPS foraged ahead to still accomplish many great things, while ensuring the safety of residents.

This stems from the strong leadership offered through Chief of Police, Shawna Spowart, and her Senior Leadership Team. The report details how Chief Spowart was sworn in as the first female Chief of the CPS in 2021. This is a proud accomplishment for our police service and the citizens of Cornwall, as we break new barriers and witness transformational change under her command.

I applaud the Service for their continued work in Equity, Diversity and Inclusivity (EDI). Though we know there is a long road ahead, Chief Spowart has demonstrated great diligence and progress with ensuring the Service prioritizes EDI and builds greater trust for the diverse populations of Cornwall and surrounding areas.

The residents of Cornwall have also expressed concern with the presence of opioids, as well as the prevalence of mental health and addictions. The 2021 Annual Report further offers insights into the work being done by the police service to address these concerns, as well as the significant

partnerships in place to provide a collaborative response to these community issues.

As a new member to the Board in 2021, I have been privileged to learn more about the inner structure of the CPS, the challenges faced by police officers, and the many positions working behind the scenes in support of these officers in their day-to-day responsibilities. All of the roles at the CPS have a great responsibility in keeping the citizens of Cornwall safe and I thank them for their continued dedication. I also thank the Cornwall Police Association and the Senior Officers' Association for their continued professionalism in working together with the Board and for being an active support to the members of their association.

Finally, I thank my fellow colleagues a part of the Board for their commitment and oversight, while assisting in the advancement of community safety in the City of Cornwall.

Thank you for taking the time to read this report. I hope you will find it informative and note the many ways in which the Cornwall Police Service truly looks to serve our community.

Elaine MacDonald,  
Chair of the Cornwall Police Services Board  
*(Pictured right)*





*In Ontario, every police service must have a Police Services Board to provide civilian governance and accountability. The Cornwall Police Services Board assumes the role of policy direction and administration of policing in our community. Among its many specific duties, the Board determines general organizational objectives and priorities, establishes policies and oversees the ethical conduct of the organization.*



142

EMPLOYEES

91

SWORN OFFICERS

39

CIVILIANS

*Our*

**SERVICE**

8

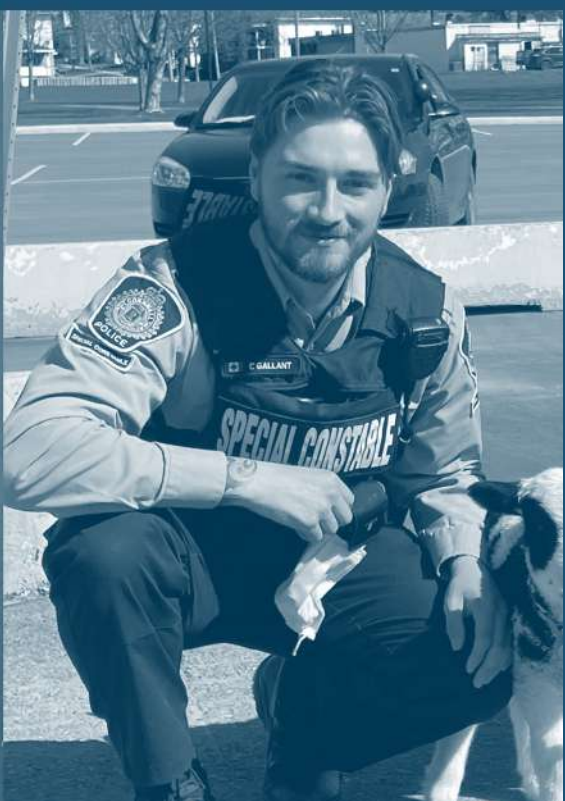
AUXILIARY MEMBERS

14

PART-TIME EMPLOYEES

12

SPECIAL CONSTABLES



# Organizational STRUCTURE



# Our PEOPLE

The Cornwall Police Service is committed to encouraging an accessible, fair, equitable, and respectful environment. In 2021, all full and part-time employees were requested to complete a census to assist in the development and/or improvement of programs, policies, and practices that support an equitable and inclusive organization for all.

Having a clear picture of the diversity of our employees will assist us in addressing barriers in the workplace, use data to guide our future, build a sense of belonging, make informed evidence-based decisions, and anticipate/respond to the needs of our diverse communities. Diversity is particularly important in the law enforcement context because policing is most successful when it has the support of the community it serves.

An important first step is to capture a baseline understanding on the diversity of our employees. This information will contribute to our efforts to understand and leverage the diversity, perspectives, and lived experiences of our employees.

The survey was developed in compliance with the Ontario Human Rights Code and Privacy Legislation. The following is a summary of the data that was collected in the survey.



**Note: The data compiled was recorded in early 2021 and is not necessarily representative of the current representation of members of the Cornwall Police Service at the time of publication.**

## GENDER



ALL STAFF: 45.83%



45.14%



0.69%\*

SWORN STAFF: 79.6%

20.4%

\*The CPS will not disclose the sworn or civilian status of the non-binary employee(s).

## SEXUAL ORIENTATION



HETEROSEXUAL:

85%

NON-HETEROSEXUAL:

15%

## VISIBLE MINORITY GROUPS



ARAB: 1

## LANGUAGES SPOKEN

ENGLISH: 142

FRENCH: 95

AMERICAN SIGN LANGUAGE: 1

ARABIC: 1

ARMENIAN: 1

CROATIAN: 2

GERMAN: 1

ITALIAN: 1

MOHAWK: 1

SPANISH: 3

## DISABILITY



9%

IDENTIFIED AS HAVING A  
PHYSICAL, MENTAL,  
COGNITIVE OR  
DEVELOPMENTAL  
DISABILITY

## INDIGENOUS ANCESTRY

8.4%

FIRST NATIONS: 2.8%

METIS: 2.10%

MIXED RACE INDIGENOUS: 3.5%



## RELIGIOUS/ SPIRITUAL AFFILIATION

CATHOLIC: 66

CHRISTIAN ORTHODOX: 5

NEW AGE SPIRITUAL: 1

SPIRITUAL: 3

PROTESTANT: 9

NO RELIGIOUS AFFILIATION: 37



## EDUCATION

COLLEGE, CEGEP CERTIFICATE OR DIPLOMA - 52%  
UNIVERSITY, BACHELOR'S DEGREE - 25%  
SECONDARY SCHOOL DIPLOMA OR EQUIVALENT - 8%  
SOME COLLEGE - 6%  
SOME UNIVERSITY - 5%  
UNIVERSITY CERTIFICATE OR DIPLOMA BELOW  
BACHELOR LEVEL - 2%  
APPRENTICESHIP OR TRADES CERTIFICATE OR DIPLOMA  
1.5%  
SOME UNIVERSITY - 0.5%





# Our COMMUNITY



**46,589  
CITIZENS**



**756.8  
PERSONS PER  
SQUARE KM**



**8  
PATROL  
ZONES**



**1:665  
OFFICER TO  
RESIDENT  
RATIO**



**61.83  
SQUARE  
KM IN SIZE**

# Cornwall, Ontario



## WHERE TO FIND US

**Headquarters**  
340 Pitt Street  
Cornwall, ON  
K6H 5T7

**East End Station**  
330 Montreal Road  
Cornwall, ON  
K6H 1B4

*The Cornwall Police Service has two stations in the City of Cornwall. The majority of our services are accessible from our headquarters, located at 340 Pitt Street. Our Crime Reduction and Community Partnerships office, commonly known as the “East End Station” is where our Vulnerable Sector Unit, Youth Services Unit and Crime Prevention Unit operate out of.*

A blurred night photograph of a Christmas tree with lights and a window with two glowing lights.

*A change in*

**LEADERSHIP**







*"One of the words that comes to mind when I think of today is 'Evolution.' I can't think of a time in which society has changed so much in such a short amount of time. And so must policing change with it. From the murder of George Floyd, which provoked the uprising of the Black Lives Matter movement to the global Covid-19 Pandemic. It has forced us to re-examine everything that we do. We cannot let these events just pass us by. We must evolve with them."*

*- Chief Shawna Spowart*

# SHAWNA SPOWART SWORN IN AS FIRST FEMALE CHIEF OF POLICE OF THE CORNWALL POLICE SERVICE

2021 marked an important transition in leadership for the Cornwall Police Service (CPS), with former Deputy Chief, Shawna Spowart, being appointed as the first female Chief of Police for the Service. On Friday, October 22, 2021, the CPS held a virtual Change of Command Ceremony to mark the official transition between outgoing Chief Danny Aikman and incoming Chief Shawna Spowart.

A Change of Command Ceremony is a historical practice of transferring leadership from one commander to another. It marks as a significant historical moment for the CPS and was an important opportunity for its members and members of the community, to virtually take part and acknowledge the legacy, the many years of bravery and dedication that have led the Service to where it is today. At the ceremony, Chief Shawna Spowart was sworn into her new role as the first female Chief of Police in the history of the CPS, having over 26 years of progressive experience within the Service.

Throughout her career, Chief Spowart was instrumental in the development and implementation of a number of significant initiatives for the community, including the Vulnerable Sector Mobile Acute Response Team, the Akwesasne, Cornwall, Stormont, Dundas and Glengarry Situation Table, as well as the development of a Corporate Communications Strategy. She has also been influential in the transformation of the CPS into one that understands, values and prioritizes Equity, Diversity and Inclusivity.

As someone who values community partnerships, Chief Spowart has worked closely with several local organizations. She is currently on the Board of Directors for both, the Cornwall Community Hospital and Children's Aid Society of SDG. Formerly the Chairperson of the Board of Directors for Koala Place, she has also served on the Board of Directors for Maison Baldwin House, Counselling and Support Services of SD&G and Cornwall District Immigration Services.

In her address on the day of the Change of Command, she shared her personal experiences as a woman in policing, adding that despite coming as far as we have come as a society, unconscious bias still exists and, it continues to be passed on to our younger generations.

"It is true, I didn't have many female role models growing up who were Chiefs. It's likely why when people ask if I always aspired to be a Chief, my answer is no, because despite my mother telling me I could do anything I put my mind to, the world that I looked out to didn't necessarily reflect that. It is why it is important for me to acknowledge and offer gratitude to the many strong female leaders in this community. It is you who have inspired me and together we can inspire another generation of young girls."

Chief Spowart also spoke of the need to prioritize Equity, Diversity and Inclusivity and her commitment to continuing to transform the CPS into an organization that truly understands this. "It is a commitment to undertake a journey of transformation to a point where these values are interwoven into the fabric of who we are as an organization and it doesn't end until we have eliminated the existence of systemic barriers."

Chief Spowart addressed the prevalence of addictions and mental crisis calls that police are called to respond to. She also spoke of the pressures applied to police officers in modern day policing, and the need to support members dealing with occupational stress injuries and mental health issues of their own.

"Police officers and front line workers are human beings, perfectly imperfect human beings. They deal with all of the same life stressors that you and I deal with every day. Only, when they put that uniform on, they must put aside the stress of their own lives to deal with stress of everyone else's. We won't be able to change the kinds of calls our front line workers and officers are responding to. But we can certainly continue to do the work of destigmatizing PTSD in policing. We must build a more resilient organization aimed at providing the necessary supports that prevent their exposure to trauma from becoming debilitating."

During the ceremony, outgoing Chief, Danny Aikman, was celebrated for his 41-year policing career. He took part in a ceremonial passing of a tipstaff, which is entrenched as a symbol of traditional Canadian law enforcement authority. The passing of the tipstaff to Chief Shawna Spowart relinquishes his command of the CPS to her.

The change in leadership marked an important transition for members of the CPS, as well as members of the community. Through her leadership, Chief Shawna Spowart will continue to work in partnership with all communities, while working towards the CPS vision of, "A Safer Cornwall."



# CORNWALL POLICE SERVICE 2021-2023 STRATEGIC PLAN



2021 marked the first year of a new Strategic Plan for the Cornwall Police Service (CPS). As mandated under the Police Services Act, the Cornwall Police Services Board, in partnership with the Chief of Police, is required to prepare and adopt a business plan for the provision of policing.

In the late part of 2020 into the early months of 2021, the CPS was busy getting to work with the data collection portion of the plan development. The process used to develop the plan enabled the members of CPS to reflect on where we were as an organization versus where we want to be, and determine realistic goals to help us get there.

The CPS consulted with members of the public, including members of diverse communities, community partners, as well as CPS employees. All of the input provided was then streamlined into goals and objectives to drive the work of the CPS over the next three years.

A public survey was issued on March 19, 2021, inviting all members of Cornwall and surrounding communities to share their feelings about crime and safety in the City of Cornwall. The survey was distributed to municipal council, school board members, community organizations and groups, businesses and members of the public. The electronic survey was active for approximately one month and was made available in both French and English. Through the assistance of community partners, the survey was also accessible in additional languages.

Prior to releasing the survey, the CPS used a strategic focus to ensure all members of Cornwall's diverse populations had an opportunity to participate. With the assistance of community agencies and members of diverse groups, the CPS received a tremendous amount of support with the distribution of the survey to a wide cross-section of community members.

Members of the CPS Auxiliary Program distributed paper copies of the survey to various locations, including seniors' residences and businesses within the City of Cornwall. Additionally, on April 21, 2021, a quantity of cell phone users in the Cornwall area received an automated message inviting them to take survey.

A total of 1,477 surveys were completed.



# Community SURVEY



**74% OF RESPONDENTS INDICATED THEY LIVE IN CORNWALL**



**13% OF RESPONDENTS IDENTIFIED AS HAVING A DISABILITY**



**9.5% OF RESPONDENTS IDENTIFIED AS A MEMBER OF THE LGBTQ2S+ COMMUNITY**



**19.6% OF RESPONDENTS IDENTIFIED AS INDIGENOUS OR A VISIBLE MINORITY**



**TOP 5 CRIME CONCERNS: PRESENCE OF DRUGS/DEALERS, VIOLENCE AGAINST WOMEN, SEXUAL ASSAULT, DISTRACTED DRIVING, SPEEDING/AGGRESSIVE DRIVING**



**46.4% OF RESPONDENTS FEEL CRIME HAS INCREASED IN THE CITY OF CORNWALL IN THE LAST THREE YEARS**



**66% OF RESPONDENTS FEEL SAFE OR VERY SAFE IN THEIR NEIGHBOURHOOD**



**86.4% OF RESPONDENTS FELT A MODERATE LEVEL OF TRUST OR HIGHER IN THE CORNWALL POLICE SERVICE**



**74% OF RESPONDENTS FELT ORGANIZED CRIME IS THE MOST IMPORTANT PRIORITY TO ADDRESS OVER THE NEXT THREE YEARS**



**63% OF RESPONDENTS FELT IT WAS IMPORTANT OR VERY IMPORTANT FOR THE CORNWALL POLICE SERVICE TO HAVE A WORKFORCE THAT REFLECTS RACIAL DIVERSITY**



**85.7% OF RESPONDENTS WERE SATISFIED OR VERY SATISFIED WITH THE QUALITY OF SERVICE PROVIDED BY CPS**

The next stage of the plan development was the consultation phase with our community partners.

In April 2021, CPS held four consultation sessions with leaders of numerous community organizations from the fields of education, health care, business, social services and emergency services. Consultant, Mr. Tony Kerekes of SpriggHR, moderated the discussions of approximately 20 participants, asking about the frequency and quality of interactions with the CPS. Their feedback was instrumental in providing insights for the strategic planning process.

Participants were invited to read and reflect on the previous plan's pillars: Community Engagement, Organizational Excellence and Crime Reduction. All agreed it makes continued sense to group CPS priorities within these pillars, as well as to add a fourth pillar to capture Equity, Diversity and Inclusivity (EDI) strategies. Participants noted in varying ways about a changing community, with much to learn and to implement. By having EDI as its own unique pillar, its timely importance can be captured. One participant noted that "the City of Cornwall is morphing from a large town to a small city and policing plays a role in shaping and modernizing the city as a welcoming community."

Many of the community partner participants rated the quality of interactions with CPS employees as a 5/5 or close to it. When discussing possible areas of focus over the next three years, there was overwhelming support for continuing to enhance services to vulnerable members of the community. Expanding community outreach, continuing EDI efforts and continuing to engage youth were also cited in numerous discussions as being important priorities. Several participants commented about a changing community, which highlighted there is much to learn and implement.



Following the consultations with community partners, the CPS conducted internal focus groups with all employees and discussed what employees felt should be priorities for the service over the next three years.

Following the internal focus groups, approximately 30 employees and CPS Board members were invited to take part in two Strategy Sessions led by consultant, Mr. Tony Kerekes of SpriggHR, to review all of the data that had been collected from the public, community partners and from the internal consultations. Using this data, the participants completed a SWOT (Strengths, Weaknesses, Opportunities, Threats) analysis to better define the areas that would need to be addressed as part of the plan.

From there, the 2021-2023 Strategic Plan began to take shape.

The strategic priorities that follow have been developed as attainable goals to focus on over the next three years. In order to ensure progress towards these goals, the 2021-2023 Strategic Plan is fully measurement-driven. Annual Operational Action Plans have been established, containing internal tracking mechanisms that are specific to executing our strategic priorities.

# STRATEGIC PRIORITIES

<p><b>Community Engagement</b></p> <ol style="list-style-type: none"> <li>1. Increase Visibility and Presence</li> <li>2. Enhance Service to Vulnerable Sector</li> <li>3. Implement Integrated Opioid Harm Reduction Strategy</li> <li>4. Maintain, Expand and Diversify Partnerships</li> <li>5. Provide Service Excellence</li> <li>6. Strengthen External Communications Strategy</li> <li>7. Modernize Youth Engagement Strategies</li> </ol>	<p><b>Organizational Excellence</b></p> <ol style="list-style-type: none"> <li>1. Invest In Our People with Resources and Development Opportunities</li> <li>2. Enhance Capacity with Investigative Technology</li> <li>3. Modernize Deployment of Resources</li> <li>4. Build Capacity in Data/Crime Analytics</li> <li>5. Promote Organizational Wellness and Resiliency</li> <li>6. Develop Long-Term Facilities Plan</li> <li>7. Modernize IT Infrastructure</li> <li>8. Improve Internal Communications</li> </ol>	<p><b>Crime Reduction &amp; Community Safety</b></p> <ol style="list-style-type: none"> <li>1. Implement Community Safety Plan</li> <li>2. Strengthen Enforcement of Synthetic Drug and Opioid Trafficking</li> <li>3. Disrupt and Suppress Organized Crime Groups</li> <li>4. Increase Evidence-Based Targeted Enforcement</li> <li>5. Improve Road Safety</li> </ol>	<p><b>Equity, Diversity and Inclusivity</b></p> <ol style="list-style-type: none"> <li>1. Build Trust</li> <li>2. Build Relationships with Diverse Communities</li> <li>3. Address Systemic Barriers</li> <li>4. Create a Diverse Workplace</li> <li>5. Ensure a Culturally Competent Membership</li> <li>6. Champion an Inclusive Organizational Culture</li> </ol>
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The Strategic Plan and subsequent annual Operational Action Plans can be found at [www.cornwallpolice.com](http://www.cornwallpolice.com).

## A GLANCE AT 2021 STRATEGIC OPERATIONS

Despite the continued challenges associated to COVID-19 and a late start to the launch of the 2021 Operational Plan, the CPS was still able to work towards many of our strategic priorities. The following sections share some highlights as to how the CPS is working towards our goals.



*Strategic  
Priority:*  
**ENHANCE  
SERVICE TO THE  
VULNERABLE  
SECTOR**





## INTRODUCING VSMART

Constable Justin Wheeler, a Vulnerable Sector Officer with the Cornwall Police Service (CPS) and Shannon Griese, a Social Worker from the Cornwall Community Hospital (CCH), team up together to make the Vulnerable Sector Mobile Acute Response Team (VSMART).

In 2018, CPS, CCH and Inspire – Community Support Services (formerly Counselling and Support Services of S.D. & G.) had worked collaboratively to develop a strategy to improve service to the vulnerable sector of the community. The objective of the partnership was to ensure that prompt and effective service is provided for anyone in a state of crisis due to a mental illness, developmental disability, illness, emotional disturbance or due to age.

From there, VSMART was developed as a means to provide better service and help to those who need it most, while referring these individuals to the appropriate resources and supports. With early identification and intervention by the team, those who are most at-risk in the community can receive an expedited response, in order to prevent further escalation and avoid a future state of crisis.

The creation of the VSMART derives from a significant increase in mental health crisis calls. From 2016 to 2017 alone, the CPS experienced a 63% increase in mental health crisis calls, with 81% of those calls resulting in an individual being apprehended, where an officer must attend the CCH and await the completion of a proper medical assessment with the person in crisis.

With the use of VSMART, officers now have access to consult the team in order to assess all possible options and resources available, to avoid having to apprehend the individual. VSMART ensures that only those who truly need to be at the hospital due to a state of crisis are apprehended and taken there; otherwise, the team works with the individual to conduct an assessment and make referrals to the appropriate agencies that can help.

VSMART began operating in a full-time capacity in early 2021, having a social worker available to accompany the Vulnerable Sector Officer 40 hours per week. This allows the team to be available to assist officers who may have to respond to an individual in crisis, creating more accountability to ensure proper care is offered. The officer can consult with VSMART, ask them questions, or in some circumstances have VSMART intervene to assess all possible options and resources available to the individual and avoid them being apprehended. The availability of the team also assists with allowing officers to respond to other priority calls for service, while not requiring them to remain at the hospital with a person in crisis. *(Continued on next page)*

The success of the program comes from the team's ability to work with the most at-risk vulnerable individuals in the community. 100% of the individuals who are apprehended by VSMART under the Mental Health Act, remain in the hospital while in need of serious care and attention. They are only apprehending individuals who truly need to be in the hospital. Otherwise, the team is effective in building rapport and referring those experiencing mental health issues to the necessary resources for help.

“Building rapport with the people we work with is a key piece of our ability to help them get the care they need,” said Social Worker Griese. “It doesn't happen overnight, but the more often we can create a safe space and comfortable way to reach these individuals who are suffering, the greater success we have.”

Some of the success stories shared by the team include their involvement with a person in crisis, who between 2020 and November of 2021, generated 105 calls for service to the CPS. Due to effective interventions and referrals by VSMART, there have been no further calls for service to CPS dispatch since November of 2021. Though it takes time, the long-term results can be extremely beneficial to the individual, as well as to healthcare workers, police and the community.

The team has also been able to make use of provincial funding to help individuals suffering from mental health issues, while also combatting other social factors, such as homelessness or struggling to make ends meet. It is not uncommon for the team to hand out grocery store and restaurant gift cards to help these vulnerable clients, while building greater trust and rapport.

VSMART notes the amazing relationship they have with the Mental Health Crisis Team (MHCT) and praise it for being a phenomenal resource for the community. The MHCT has greatly assisted with lowering apprehension rates and making those working with VSMART a top priority.

Additionally, Social Worker Griese maintains a strong working relationship with the Emergency Room Coordinator of the CCH. This helps to expedite the process to get individuals experiencing a crisis with the physicians and psychiatrists at the hospital. Further, VSMART remains with the individual until they are formed by the physician, while ensuring there is no sensory stimulation and that clients are always as comfortable as possible.

“We want to help those people in our community who are prone to falling through the cracks,” said Cst. Wheeler. “The goal is not to bring people to the hospital. We want to help bridge the gaps until they are picked up and connected to appropriate resources to get the help they deserve.”

The CPS relies on provincial funding through the Solicitor General and the Government of Ontario to sustain this critical service to the community. The Service is pleased to see the impact of VSMART and its continued effort towards mobilizing and enhancing service to the vulnerable sector.





Since launching in 2018, the team has already made some adjustments to ensure the services being offered are truly meaningful to the vulnerable sector. VSMART is incredibly conscious of the need to decriminalize mental health. In recognizing this, the team has altered their vehicle, eliminating all “police” decals, making it fully unmarked, yet still fully capable of urgently responding to crisis calls and performing follow-ups. The team has also implemented a low-profile uniform, designed to limit anxiety and differentiate the team from a regular frontline police officer. These efforts are to help eliminate the stigma associated with mental health, permitting the team to speak to clients while providing them with a level of respect and dignity when they are most vulnerable.

A syringe, three white pills, and a pile of white powder on a black background. The syringe is positioned diagonally, pointing towards the bottom right. The pills are arranged in a horizontal line above the powder. The powder is a small, irregular pile. The background is a dark, textured black. An orange vertical bar is visible on the left side of the page.

# PREVALENCE OF OPIOIDS

In 2021, the CPS noted the particular prevalence of illicit opioids in the Cornwall region. Not only was the dangerous substance seized during the course of several drug trafficking investigations, but it was also at the centre of numerous ambulance assistance, sudden death, and impaired driving calls for service.

Police have witnessed first hand how the substance has reached the hands of vulnerable members of the communities we serve, and the impacts this presents on the well-being of our residents.

# STRATEGIC PRIORITY: IMPLEMENT AN INTEGRATED OPIOID HARM REDUCTION STRATEGY & STRENGTHEN ENFORCEMENT OF SYNTHETIC DRUG AND OPIOID TRAFFICKING

The prevalence of opioids and their tie to addictions has resulted in the need for a multi-agency response. The CPS is proud to be a part of the Eastern Ontario Drug Awareness Group, which is a collaborative network of partnering agencies who share information pertaining to drugs in our region and develop strategies towards preventing overdoses from occurring. In the spring of 2021, the CPS assisted the group with the development of rack card handouts, strategically targeted towards vulnerable drug users, containing numerous resources and contact information of where to find help and support.

The Drug Awareness Group also led in the development of a community-partner webinar, where over 200 local professionals tuned in to listen to various subject matter experts, including Sergeant Shane Kelly of the CPS, who spoke about some of the key signs to look for when it comes to drugs and drug paraphernalia.

In late 2021, A Drug Overdose Prevention Strategy Working Group was formed, involving 10 local organizations.

In October 2021, Cornwall's Lamoureux Park was the site of Cornwall's first "Recovery Day," where several community partners attended to spread awareness in a joint effort to remove stigma surrounding addictions. The CPS was present at the event to help support and promote the many resources available to assist those who are struggling.

## ENFORCEMENT

Part of the strategy to prevent illicit drugs from entering the neighbourhoods and residences of vulnerable populations, is to prevent these drugs from being distributed altogether. This requires strategic enforcement against members of organized crime groups who are trafficking these dangerous substances in our region.

Throughout 2021, the CPS led multiple successful operations, as well as worked in partnership with several law enforcement partners to target drug trafficking. In June of 2021, the CPS, with the assistance of the Ontario Provincial Police (OPP), executed ten Controlled Drugs and Substances Act Search Warrants at eight residences and two storage lockers in the City of Cornwall.

A detailed search was conducted of all residences and storage lockers, resulting in a significant seizure of fentanyl, crystal methamphetamine, methamphetamine, and cocaine. Additionally, three firearms, ammunition, two tasers, and other offensive weapons were located and seized by police. As a result of the investigation, nine individuals were taken into custody and charged with numerous drug and weapon-related offences.

Earlier in 2021, the CPS was also involved in a joint operation to dismantle cross-border smuggling, in partnership with the Canada Border Service Agency, Ontario Provincial Police, Akwesasne Mohawk Police Service, Royal Canadian Mounted Police Border Integrity, the U.S. Department of Homeland Security and the Saint Regis Mohawk Tribal Police, called Project Hammerhead.

On January 28, 2021, three search warrants were simultaneously executed in Cornwall, on Cornwall Island, and in Hogansburg, New York. This led to the arrest of two residents of Cornwall, one resident of Cornwall Island, one resident of St. Regis, Quebec, and three residents of Hogansburg, New York. Consequently, over 1,225 lbs of marijuana was seized, along with \$467,480 CAD, \$3,000 USD, three loaded handguns with their magazines, and five vehicles.

This investigation highlights the success of multi-agency partnerships in addressing cross-border criminal activity. These law enforcement partners work together as part of the Border Enforcement Security Task Force (BEST), who, despite the pressures of the COVID-19 pandemic, remain committed to safeguarding their respective countries and keeping contraband goods from reaching their communities.

# STRATEGIC PRIORITY: IMPLEMENT AN INTEGRATED OPIOID HARM REDUCTION STRATEGY & STRENGTHEN ENFORCEMENT OF SYNTHETIC DRUG AND OPIOID TRAFFICKING (CONTINUED)

## STARTING THE CONVERSATION EARLY:

The CPS has continued to support initiatives that help to invest in our youth and their futures. With the prevalence of opioids and other harmful substances in our communities, our police service has noted the importance of starting the conversation early with youth and letting them know about the dangers and risks associated with drug and alcohol use, as well as provide them with the tools and confidence to say “no.”

On May 27th, the CPS was a part of a live information/Q&A session on the issue of fentanyl use and youth in our community. The session was conducted in partnership with the Catholic District School Board of Eastern Ontario, the Upper Canada District School Board, and the Eastern Ontario Health Unit.

The CPS continued the conversation with local youth at the 23rd Annual Racing Against Drugs event, held virtually in 2021. Over 1700 local grade six and seven students from across Cornwall, Stormont, Dundas, Glengarry and Akwesasne heard messages about the potential effects of drugs and how to say “no.” Participants were given the opportunity to watch presentations from police officers, paramedics, and other community partners as they learned about the physical, mental, social, and legal impacts of drug and alcohol abuse.

Following the virtual event, the Racing Against Drugs committee, consisting of the CPS, along with a number of partners, distributed a unique challenge coin as a keepsake for all students who took part in the event as an ongoing reminder about the messages they heard through Racing Against Drugs.

The CPS would like to continue to remind the public about the dangers surrounding the misuse of opioids, which can result in an overdose, along with serious physical, psychological and emotional repercussions. We recognize the complex social challenges of drug use and the dangers it poses to the safety of our community. Residents are urged to refrain from the use of illicit drugs and to call 9-1-1 immediately should they witness someone experiencing an overdose. It is important to note that even if you have consumed drugs or are in possession of drugs, the Good Samaritan Drug Overdose Act can provide some legal protection for individuals that seek emergency help during an overdose.



*A big thank you to our Racing Against Drugs Partners:*

CN Police  
VIA Police  
Royal Canadian Mounted Police  
Akwesasne Mohawk Police Service  
Ministry of Natural Resources  
Patenaude Martial Arts  
Centre de sante communautaire de L'Estrie  
Cornwall SDG Paramedic Services  
Canada Border Services Agency  
Ontario Provincial Police  
Cornwall Optimist Club



Offering programs and services to local youth has continued to be a major priority for the Cornwall Police Service (CPS). Over the last decade, we have seen the continued success of our efforts through investing in our youth with a continued downward trend in youth crime.

During the development of the 2021-2023 Strategic Plan, the Service identified the need to modernize some of these approaches, especially due to the COVID-19 pandemic.

As noted previously in this report, the 23rd Annual Racing Against Drugs event took place in the spring of 2021, reaching approximately 1700 local grade six and seven students across Cornwall, Stormont, Dundas, Glengarry and Akwesasne. Moving the event to a virtual platform ensured that local youth were still provided with important messaging surrounding making healthy lifestyle choices when it comes to the pressures of drugs and alcohol. The event was a great success and the CPS is appreciative of our partnerships in executing the event for its 23rd year.

Another important program offered by the CPS, being the Values, Influences and Peers (VIP) Program, also moved to a virtual format. The program is aimed towards Grade 6 students before they reach high school. The program features CPS officers offering lessons on various topics including, Anti-Bullying, Assertiveness/ Self-Confidence, Internet Safety, Youth and the Law, Drugs, and Getting Involved in Your Community. Other presentations can sometimes be developed, depending on the needs of the schools, evolving priorities, and may also include sporting activities.

In the summer of 2021, the CPS and Dairy Queen of Cornwall teamed up to launch a new program called Project PYPER: Police Youth Positive Experience Rewards, aimed towards benefiting youth in our community, where members of the CPS were on patrol, looking out for incredible kids committing certain “offences,” including:







- Wearing their bicycle helmet
- Riding their bicycle safely
- Caught doing a good deed
- Caught engaged in fair play
- Caught being kind/sharing
- Caught being good to family
- Volunteering

“This is an initiative that gives CPS members an opportunity to engage with the youth in our community in a positive way, while allowing us to positively impact them.

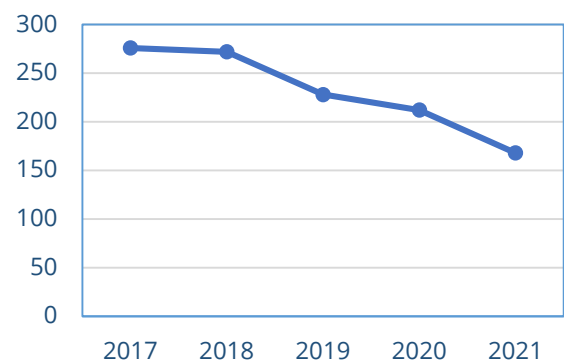
That is the primary objective of this project,” said Sergeant Jamie Day.

When caught doing any of the actions above, the child would be issued a CPS Official Citation, permitting them to redeem a free Dairy Queen treat in Cornwall. The initiative was a great success, allowing greater opportunities for officers and members of the CPS to interact with the youth of our community in a positive way.

## YOUTH CRIME

	2021	2020	Difference
 <b>VIOLENT CRIMES</b>	70	106	-34%
 <b>PROPERTY CRIMES</b>	34	42	-19%
 <b>OTHER CRIMES</b>	63	61	3.3%
 <b>DRUG VIOLATIONS</b>	1	3	-66.7%

5-Year Youth Crime Trends



The CPS is pleased to report a 39% decrease in youth crime over the last five years. Though youth crime was already trending downward prior to the COVID-19 pandemic, it is believed that the absence of students in schools may have contributed to a lack of reporting of youth crime throughout both 2020 and 2021. With the return of students to the classroom throughout 2021-2022, it is expected that these numbers may increase in future reports; nonetheless, the work of CPS Youth Services Officers and Crime Prevention Officer continues to play an important role in engaging youth and promoting healthy behaviours that deter students from criminality.

**Overall Youth Crime Down  
39% from 2017**

Though youth crime has decreased, it should be noted the CPS experienced a 39% increase in calls for service relating to “Trouble with Youth” in 2021. While these calls generally do not stem from any criminal offence having occurred, the increase is note-worthy as CPS experienced more calls relating to youths experiencing mental health issues, trespassing, loitering, as well as bullying and minor disputes between youths. These incidents help police to conduct early-intervention and work with youth to conduct referrals and outreach to prevent behaviours from continuing or transitioning into criminal activity.





*Strategic  
Priority:*  
**PROMOTE  
ORGANIZATIONAL  
WELLNESS AND  
RESILIENCY**

Employee wellness continues to be a top priority for the Cornwall Police Service (CPS).

Absences caused by occupational stress injuries continue to highlight the importance of implementing employee wellness strategies, aimed towards building a more resilient culture, strengthening teams, and providing the necessary supports for all members.

In 2018, the CPS launched an internal Wellness Committee, having four pillars of focus: Intellectual Wellness, Physical Wellness, Emotional Wellness and Morale. The committee meets monthly to discuss opportunities for enhancing employee wellness through various initiatives, training opportunities, group activities, and other functions.

In 2021, despite the COVID-19 pandemic, the Wellness Committee still sought out opportunities to support CPS employees. Some of the initiatives that were launched through the committee included a lunch room refresh, featuring healthier options being added to the vending machines; the implementation of a wellness newsletter, containing health advice, tips and recipes; virtual workout classes; as well as the implementation of the CPS “Wellness Cup”, used to promote friendly competition amongst teams and departments. Training was also a major focal point of wellness initiatives launched virtually in 2021, including topics of mindfulness and regulating stress. In addition, the CPS began the development of a Peer Support Program to be launched in 2022.

The CPS continues to partner with Wounded Warriors Canada, Boots on the Ground, and Homewood Health as valuable resources available to all staff to support them.

Outside of the Wellness Committee, the CPS continues to invest in its existing Safeguarding Program, to ensure support for members who are routinely exposed to psychological stressors associated with their assigned duties, posing an increased risk to their mental health.

With the lifting of restrictions due to the COVID-19 pandemic, the CPS Wellness Committee is eager to continue to launch initiatives that benefit employee well-being and is eager to be able to resume in-person activities, training and initiatives in 2022.

*Strategic Priority:*

**PROVIDE SERVICE EXCELLENCE:  
MAXIMIZE SERVICE DOG PROGRAM**





One of the ways the Cornwall Police Service (CPS) has set out to provide service excellence in our Strategic Plan is by maximizing our Accredited Facility Dog Program.

In 2020, we introduced our community to Joy, who at the time was a five-year-old female Chocolate Labrador/Bernese mix and an accredited Facility Dog through National Service Dogs. Since Joy was a puppy with National Service Dogs, she has undergone extensive training to prepare her to provide physical, social and emotional healing for the individuals she interacts with. Additionally, she has been trained to offer and enhance feelings of safety and well-being to individuals who have undergone any form of stress or trauma.



Property Management Coordinator for the CPS, Danielle Lauzon, became Joy's primary handler in August 2019, who assists with preparing Joy for interviews with victims, children, or witnesses who may have underwent a traumatic situation.

In the Spring of 2021, the CPS, in partnership with Victim Services of S.D.G.&A. and Koala Place announced the launch of the "Wear it for Joy" campaign.

As a way to continue to support Joy and her services, these agencies initiated a "Wear it for Joy" fundraiser to help raise money towards Joy's training, insurance, medical food and anything else she may require during her 10-year career.

Members of the public were invited to purchase a hooded sweater or t-shirt with the "Wear it for Joy" insignia, with all proceeds going towards supporting Joy. A total of \$4,791.91 was raised, to continue to provide Joy with the essentials in order to keep providing physical, social and emotional healing for the individuals she interacts with.

Improving road safety is a major priority in the Cornwall Police Service (CPS) Strategic Plan. In the 2021 Public Survey, 73% of all respondents indicated they were concerned or very concerned with distracted driving, while 71% indicated they were concerned or very concerned with speeding and aggressive driving. The community further expressed that enhancing traffic safety needed to be among the top priorities for police.

As such, several strategic actions were embedded into our Operational Plan to ensure that police are annually making traffic safety a priority. Some of these actions in 2021 included the implementation of the annual Traffic Safety Plan, where strategic monthly initiatives are executed, in addition to training more officers to detect impaired driving and to investigate motor vehicle collisions.

The continued pandemic into 2021 had a unique influence on traffic statistics. Continued lockdowns and restrictions resulted in less traffic, reducing the likelihood for a collision to occur. Despite fewer overall collisions, the CPS investigated one additional fatal collision from 2020, for a total of two fatal collisions in 2021.

Impaired collisions were also trending upward in 2021, with 116 being alcohol-related and 22 being drug-related investigations. During the year, the CPS also increased the number of officers trained to detect impaired driving, which assisted with the ability of police to conduct these investigations and remove 138 impaired motorists from our roadways.

In our effort to create safer roadways, the CPS also increased the number of speeding fines issued in 2021 by 19.5%, with 696 speeding violations issued in 2021, compared to 582 in 2020.

The following is a summary of some of the additional traffic data that came out of 2021.

*Strategic Priority:*  
**IMPROVE ROAD SAFETY**



**IMPLEMENTATION OF ANNUAL TRAFFIC SAFETY PLAN**



**-3.2%**  
**DECREASE IN MOTOR VEHICLE COLLISIONS (1025 IN 2020)**



**1884**  
**PROVINCIAL OFFENCE NOTICES (DOWN FROM 1994 IN 2020)**



**18**  
**COLLISIONS INVOLVING PEDESTRIANS (DOWN FROM 19 IN 2020)**



**20%**  
**INCREASE IN OFFICERS TRAINED TO INVESTIGATE IMPAIRED DRIVING**



**162**  
**COLLISIONS WHERE DRIVER FAILED TO REMAIN (DOWN FROM 178 IN 2020)**



**DRONE PROVIDER CONTRACTED FOR TRAFFIC INVESTIGATIONS**



**BROOKDALE AVE & NINTH ST SAW THE HIGHEST NUMBER OF COLLISIONS IN 2021 (13)**



**-3.8%**  
**REDUCTION IN COLLISIONS RESULTING IN INJURIES (DOWN FROM 261 IN 2020)**



**2**  
**FATAL COLLISIONS IN 2021 (UP FROM 1 IN 2020)**



**116**  
**ALCOHOL-RELATED IMPAIRED DRIVING INVESTIGATIONS (UP FROM 114 IN 2020)**



**22**  
**DRUG-RELATED IMPAIRED DRIVING INVESTIGATIONS (UP FROM 9 IN 2020)**





*Strategic Priority:*  
**EQUITY, DIVERSITY AND INCLUSIVITY**

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 we serve. 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.



## EQUITY, DIVERSITY AND INCLUSIVITY (EDI) ACTION PLAN

The CPS identified Staff Sergeant Tracey Pilon to lead the development of the EDI Action Plan. The plan was established with the intention to increase awareness of diversity issues within the CPS; ensure equitable treatment of all people; and, promote better relations between CPS employees and diverse communities. In September of 2020, a Framework for the Action Plan was presented to and endorsed by the Cornwall Police Services Board.

### TRAINING

One of the first actions taken as part of the framework was training in “Courageous Leadership” and “Courageous Conversations.” These training sessions were led by César Ndéma-Moussa, the Roots & Culture Canada President and Eastern Ontario’s Equity, Diversity and Inclusivity Director in Child Welfare. This training module touched every member of the service. The presentation addressed the roots of racism and its systemic manifestation in race and class, which have ultimately shaped the modern world. It helped employees to challenge long-held traditional beliefs and address accountability in light of growing social discourses.

Additional training has taken place since the launch of the EDI Action Plan, including:

- Virtual Diversity & Inclusion Workshop
- Courageous Leadership
- Diversity, Equity, Inclusivity Training via Children’s Aid Society of SDG
- Equity, Diversity & Inclusion Leadership Webinar
- Courageous Conversations
- Addressing Systemic Racism through Data Collection Webinar
- Gender-Based Violence Through an Intersectional Lens
- Unconscious Bias: Understanding Bias to Unleash Potential
- Exploring Unconscious Bias Workshop
- Introduction to Equity, Diversity and Inclusion to new employees
- National Indigenous Peoples Day in Canada
- Kairos Blanket Exercise
- Systemic Racism Webinar
- Equity, Diversity, Inclusivity Symposium
- Ethics Program Training
- Application of a Diversity Lens to Policy



*Pictured above are members of the CPS Management Team with César Ndéma-Moussa (fifth from bottom left), the Roots & Culture Canada President and Eastern Ontario’s Equity, Diversity and Inclusivity Director in Child Welfare, during training on the Application of a Diversity Lens to Policy.*



## BLACK HISTORY MONTH

On February 26th, 2021 S/Sgt. Tracey Pilon was invited to be a guest speaker at a Black History Month event, hosted by the African Caribbean International Association of Eastern Ontario (ACIAEO). At the event, S/Sgt. Pilon provided an overview of the CPS EDI Action Plan and answered questions from members of the forum.

## 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.

## EDI IN STRATEGIC PLANNING

In late 2020 into the beginning of 2021, the CPS began planning the development of the 2021-2023 CPS Strategic Plan. A great emphasis was placed on ensuring that all members of the communities served by the CPS had an opportunity to participate in the plan development.

A survey was distributed between March 19, 2021 and April 22, 2021, and was made available, both electronically and through paper copies. The survey was available in French and English, and was also accessible in additional languages through the assistance of community partners.

Members of the CPS and CPS Auxiliary members attended businesses, churches, mosques, community organizations and a number of other locations to appeal for assistance in sharing the survey. The CPS was met with great support from members of the community and partnering agencies to help distribute the survey to a wide cross-section of community members. Additionally, a quantity of cell phone users in the Cornwall area received an automated message, further inviting them to take the survey.

The CPS was pleased to receive a total of 1,477 completed surveys, in which 19.6% of respondents identified as being Indigenous or a member of a visible minority. Additionally, 9.5% of respondents identified as a member of the LGBTQ2S+ community, and 13% of respondents identified as having a disability.

Some of the key trends that were noted in the survey results, included the top five crime concerns for respondents who identified as Indigenous or a visible minority. These concerns being:

**VIOLENCE AGAINST  
WOMEN**

**PRESENCE OF  
DRUGS/ DEALERS**

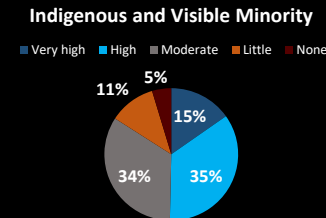
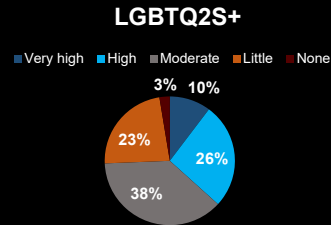
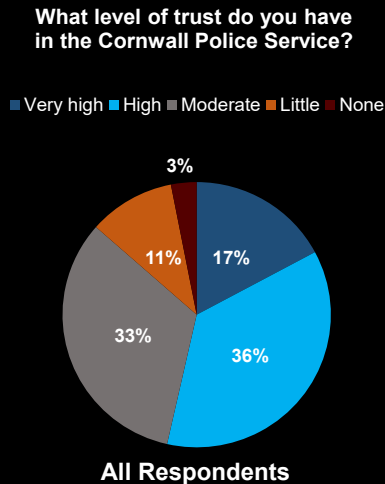
**SEXUAL ASSAULT  
CRIMES**

**HATE CRIMES/  
INCIDENTS**

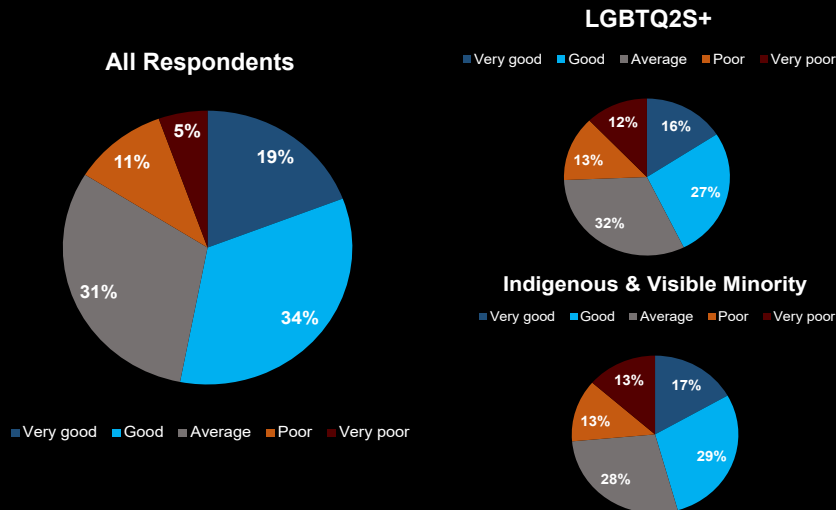
**FRAUD/ IDENTITY  
THEFT**

## EDI IN STRATEGIC PLANNING (cont'd)...

Respondents were also surveyed about their level of trust in the CPS, which revealed similar trends among the identified groups.



Respondents were also asked to rate the performance of the CPS in working with diverse communities.



A break down of the full survey results can be found at <https://cornwallpolice.com/2021-2023-strategic-plan>.

The data submitted through the Strategic Plan Survey will continue to assist the CPS in serving the needs of these communities over the next three years. In addition to the survey, the CPS will also be continuing to use the partnerships and contacts that have been established through the Strategic Plan outreach, to maintain and further build relationships for improved understanding of community needs.

Four major pillars were identified as the plan's foundation over the next three years. They are: Community Engagement, Organizational Excellence, Crime Reduction & Community Safety and Equity, Diversity and Inclusivity (EDI). Embedded within each of these pillars are strategic priorities that the CPS will look to achieve by the end of 2023.

By identifying Equity, Diversity and Inclusivity as its own pillar, the CPS is emphasizing the importance of prioritizing EDI within our police service and throughout the community. Major strategic priorities over the next three years will include:

- Building trust
- Building relationships with diverse communities
- Addressing systemic barriers
- Creating a diverse workplace
- Ensuring a culturally competent membership
- Championing an inclusive organizational culture

## NEWCOMER PRESENTATIONS

Launched in 2021 in partnership with Le Conseil Économique et Social d'Ottawa Carleton (CÉSOC), 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), the CPS is proud to take part in Newcomer Presentations, to introduce new residents of Canada to policing and community safety.



The presentation allows for officers to engage these new Canadians and introduce them to our community policing model, provide them with important information about their rights, how to access our services or call 9-1-1, as well as familiarize attendees with the police uniform, badges and vehicles.

Members of CPS have been able to offer the presentations in various languages.

The CPS is proud to welcome these new residents to the City of Cornwall and are thankful for the opportunity to share information about policing. These presentations will continue to be ongoing in partnership with NEWS, CÉSOC, EOTB and ACFO-SDG.

## 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.

One of the ways we have improved upon our recruitment strategies is through conducting outreach to diverse populations when new job opportunities become available. Using a network of diversity-oriented community groups and organizations, when new opportunities become available, these agencies become notified and can further distribute the job posting to their networks. Additionally, all job postings are published in both French and English, and adopt EDI terminology.

Members of the CPS recruitment team have also undergone training to be able to conduct a critical analysis of applicants, with diversity at the forefront of all decision-making. This has aided our employees in ensuring all recruitment is done with considerations to EDI.

While the CPS has taken steps to enhance its recruitment strategies and diversify its talent acquisition, the work will continue into the coming years. The next steps of furthering this progress will be to work closely with diverse communities and provide them with opportunities to learn about a career in policing and the qualifications the position entails. The goal of this work will be to set potential candidates up for success in the recruitment process, by introducing them to the career qualifications, along with tools and resources that can help them become a successful candidate.

## SUMMER MENTORING PROGRAM

In the summer of 2021, the CPS shared a job opportunity for a Student Mentoring Program. The successful candidate would be required to work in the Records Department, assisting the Receptionist and Records Clerks, in addition to having the opportunity to learn about other areas of the organization, how a municipal police service works, and attend weekly mentor team meetings. It was necessary for the candidate to be returning to full-time studies at college or university in the Fall.

*(Continued on next page)*



In early July, the CPS was pleased to announce Mr. Tyren Boots (pictured left), as the successful candidate of our Student Mentorship Position. During his mentorship, Tyren was exposed to various areas of the Cornwall Police Service, all the while amazing our employees with his eagerness to learn, willingness to help and positive attitude.

As a resident of Akwesasne, Tyren was able to expose and teach CPS employees about Indigenous customs and traditions. His time with the CPS was equally as beneficial to our employees, providing members with a great deal of knowledge and understanding.

At the end of his term, Tyren returned to the Marian University of Wisconsin, where he is completing a double Major in Criminology and Psychology, with aspirations to later pursue a career in policing. He is also a member of the University's hockey and lacrosse teams.

The CPS is thankful for Tyren's time with our police service, along with his hard work and dedication. We wish Tyren all the best in his future endeavours.

## **HATE-BASED INCIDENTS & CRIME INVESTIGATIONS**

As part of its EDI journey, the CPS identified the need to improve how it conducts investigations of hate-based incidents and crimes. Since this time, the CPS has designated Detective Constable Gary Lee as the officer responsible for investigating and following-up all hate-based incidents.

The officer reviews 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 officer is also responsible for working closely with other 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 reassurance 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. While the CPS is in the early stages of executing some of these strategies, our plan is to 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 CPS is very pleased to have a designated Hate Crime Investigator position. We feel this 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.

The CPS is cognizant of the fact that there continues to be a lot of necessary work to be done to improve our relationship with diverse communities and develop the relationship to a point where communities feel comfortable reporting to police.

## LOOKING AHEAD

As we look ahead to 2022, the CPS is eager to continue to develop new ways of engaging diverse communities. We recognize that while efforts have been made to prioritize equity, diversity and inclusivity, there is still much to be done.

Community outreach and engagement has been identified as an important priority for 2022. While the CPS has made strides with increasing education and awareness surrounding EDI internally, we must also turn to members of the diverse communities we serve in order to build greater trust and relationships. While we are eager for these next steps to begin, the CPS has noted that virtual platforms create barriers and are impersonal. We are working towards developing a way to engage these communities in a truly effective way, during a time where we can come together in the same place and have these honest and important conversations.

Some of the initiatives that we look forward to achieving in 2022-2023 include:

- Scheduling Listening Tables
- Identifying a Community Liaison
- Improving Data Collection
- Developing a Community-Driven EDI Committee
- Building Upon our Existing Strategies

While the work has only just begun, the CPS is eager to continue to execute actions and positive changes within our organization and throughout the community, in order to further build trust, enhance our relationship with diverse communities, address systemic barriers and create a diverse workplace, with a culturally competent membership. We look forward to continuing to serve the communities of Cornwall and developing new ways of engaging diverse populations.



# 2021 IN

## VIOLENT OCCURRENCES

Occurrence Type	2021	2020	Increase/ Decrease
Attempted Murder	0	2	-100.0%
Sexual Assault	78	92	-15.2%
Sexual Interference	14	12	16.7%
Invitation to Sexual Touching	1	0	N/A
Non-Consensual Distribution of Intimate Images	6	3	100.0%
Aggravated Assault - Level 3	8	4	100.0%
Assault With Weapon or Causing Bodily Harm - Level 2	134	114	17.5%
Assault - Level 1	402	354	13.6%
Assault Peace Officer (Level 1 & 2)	34	41	-17.1%
Kidnapping	1	1	0.0%
Forcible confinement	5	10	-50.0%
Abduction Under 14	0	0	N/A
Robbery	23	23	0.0%
Extortion	22	7	214.3%
Criminal Harassment	216	172	25.6%
Indecent/Harassing Communications	38	23	65.2%
Utter Threats	331	324	2.2%

## PROPERTY OCCURRENCES

Occurrence Type	2021	2020	Increase/ Decrease
Arson	6	6	0.0%
Break & Enter	206	185	11.4%
Theft Over \$5000	24	11	118.2%
Theft of Motor Vehicle	109	70	55.7%
Theft Under \$5,000	396	372	6.5%
Theft FROM Motor Vehicles	141	72	95.8%
Theft Under \$5,000 - Shoplifting	223	245	-9.0%
Possession of Stolen Goods	21	8	162.5%
Fraud	374	256	46.1%
Mischief	354	276	28.3%
Landlord / Tenant	194	132	47.0%
Property Found/Lost	362	425	-14.8%

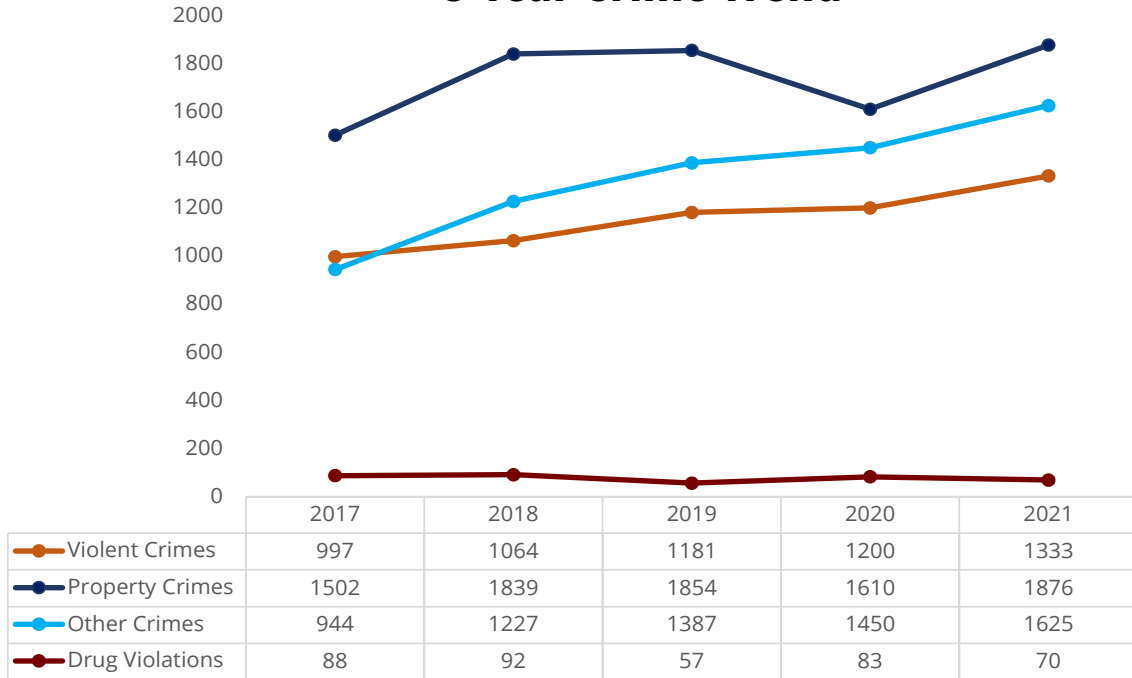
# NUMBERS

## OTHER OCCURRENCES

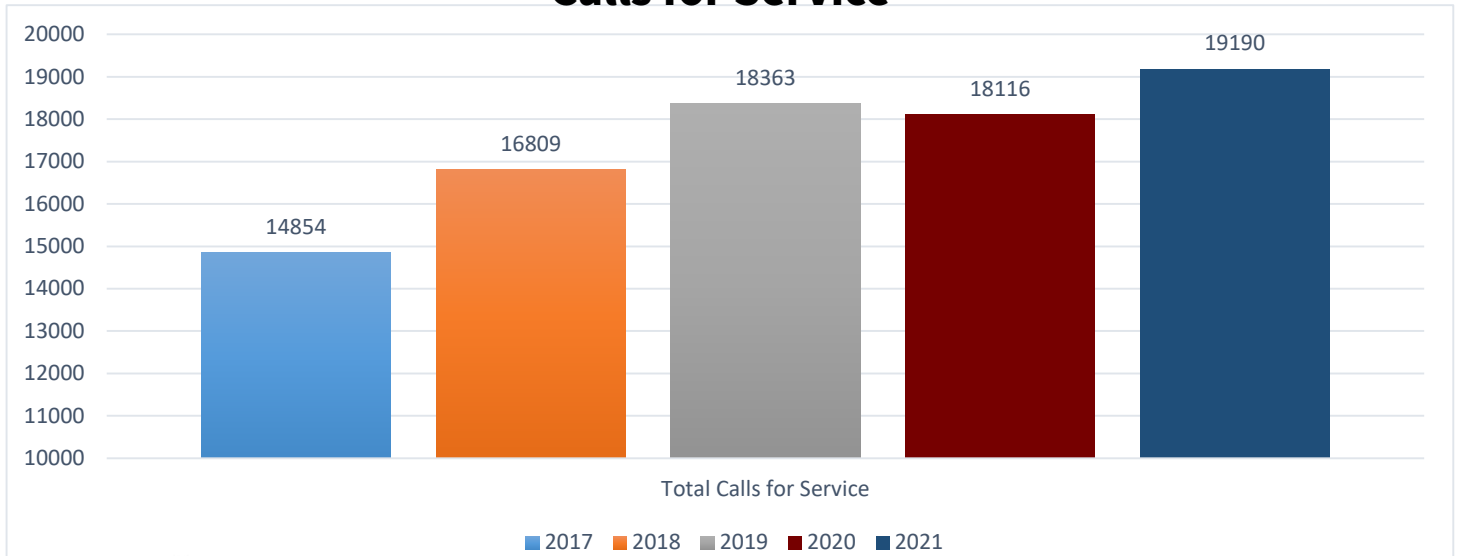
Occurrence Type	2021	2020	Increase/ Decrease
Drug Violations	70	83	-15.7%
Alarms	457	480	-4.8%
Domestic Disturbance	697	819	-14.9%
Suspicious Person	589	572	3.0%
Police Information	451	517	-12.8%
Bomb Threat	0	1	-100.0%
Police Assistance	198	323	-38.7%
Noise Complaint	59	66	-10.6%
Bail Violations	721	606	19.0%
Counterfeit Money	6	4	50.0%
Disturb the Peace	401	454	-11.7%
Indecent acts	7	16	-56.3%
Child Pornography	25	24	4.2%
Obstruct Public Peace Officer	7	15	-53.3%
Trespass at Night	4	0	N/A
Fail to Attend Court	234	58	303.4%
Breach of Probation	129	196	-34.2%
Family Dispute	314	300	4.7%
911 call / 911 hang up	2775	2476	12.1%
Missing Person	145	135	7.4%
Mental Health Act	749	672	11.5%
Sudden Death	94	95	-1.1%
Person Check-In	458	462	-0.9%
Unwanted Persons	336	398	-15.6%
Neighbour Dispute	320	330	-3.0%
Suspicious vehicle	128	119	7.6%
Trouble with Youth	260	187	39.0%
Warrants	624	553	12.8%
By-Law	514	504	2.0%

# 2021 IN

## 5-Year Crime Trend



## Calls for Service



**TOTAL CRIMES**  
**4904 (2021)**  
**4343 (2020)**



**TOTAL ARRESTS**  
**1878 (2021)**  
**1823 (2020)**



**TOTAL CRIMINAL CHARGES**  
**1878 (2021)**  
**1823 (2020)**

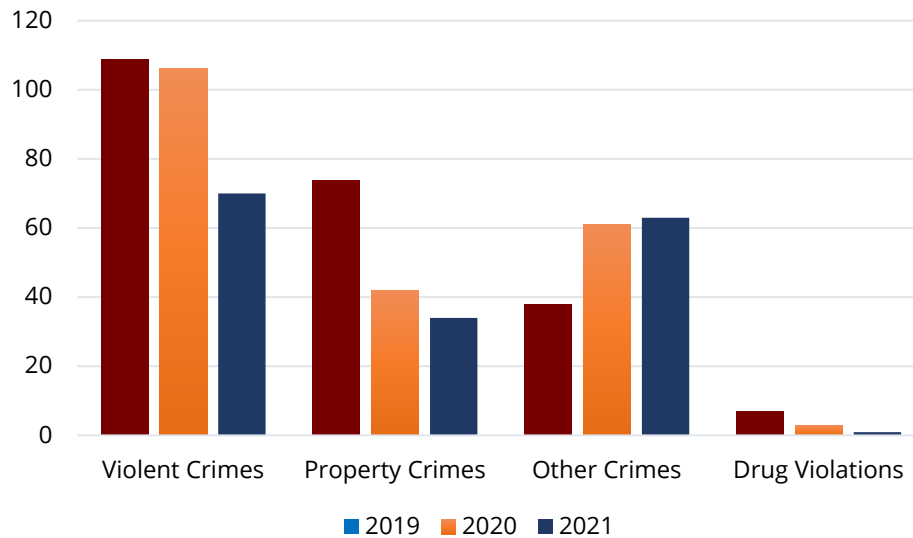


**TOTAL PROVINCIAL CHARGES**  
**1884 (2021)**  
**1994 (2020)**



# NUMBERS

Crimes Committed by Youth



In the 2020 Annual Report, the CPS anticipated that due to lower crime stats, correlated to the impacts of the COVID-19 pandemic, that the 2021 crime statistics would reveal substantial increases. This is certainly the case, as demonstrated in the 2021 numbers.

Violent crimes, property crimes, and other crimes have all increased from 2020. Despite overall increases in these categories, community safety continues to remain a top priority for our police service.

Over the last five years, we have seen a 29% increase in calls for service. This is a clear indicator that the needs of our community are evolving.

Though violent crime, overall, has increased, the CPS has noted reductions in several violent crime classifications, including attempted murder, sexual assault, forcible confinement, and arson. Despite decreases in these crime categories, the CPS has noted the prevalence of domestic violence and incidents of aggravated assault, which have increased since 2020, as we recognize the importance of working with victims to offer support and referrals to community partners.

The CPS believes there is a strong correlation between the increased presence of drugs and opioids in our community with violent and property crime over the last three years. We also recognize the impact of opioids on the vulnerable members of our community and the role of addictions and other socio-economic factors faced by the residents of Cornwall.

The CPS has been a part of several initiatives over the last few years to help better serve our vulnerable population and assist with getting these residents the necessary help and resources through the Akwesasne, Cornwall, Stormont, Dundas and Glengarry Situation Table, as well as the Vulnerable Sector Mobile Acute Response Team. Despite these efforts, calls for service relating to overdoses, mental health, and crisis calls continue to contribute to the increases faced by police.

The COVID-19 pandemic presented challenges to communities across the country. Each community faced these challenges differently. Stay-at-home orders and other restrictions resulted in business closures and fewer individuals out in the community. With lower property crime occurrences in 2020, the CPS witnessed greater increases in property crimes in 2021, such as break and enters, thefts and frauds.

Despite the pandemic, the CPS has continued to see an overall decrease in youth crimes, with a 20.8% decrease in crimes committed by youth from 2020. As sited previously in this report, engaging youth and modernizing our youth engagement strategies continues to be an approach used by police to build relationships with youth and reinforce positive behaviours and attitudes.

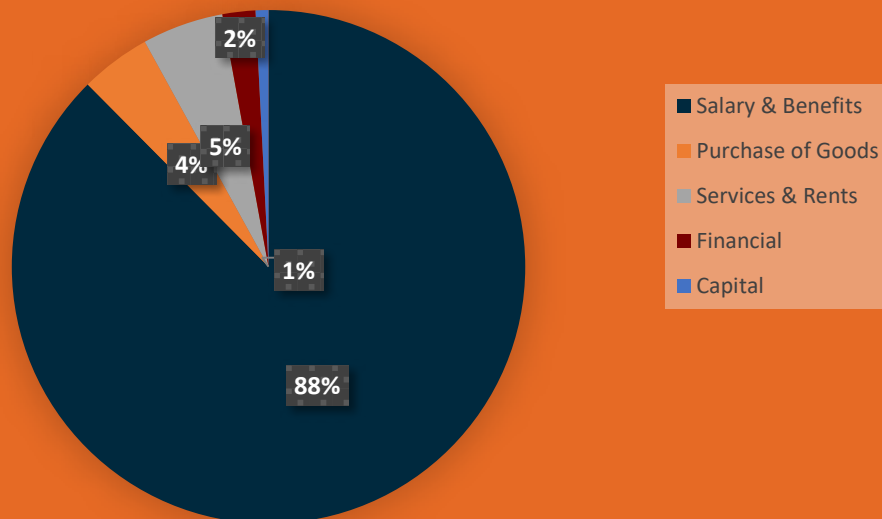
As we look ahead to 2022, the CPS is eager to continue implementing crime prevention strategies and initiatives that allow us work collaboratively with the communities we serve towards our vision of, "A Safer Cornwall."

*Analysis*

# THE COST *of Policing*

	2018	2019	2020	2021
<b>Salary &amp; Benefits</b>	\$17,602,404	\$17,936,032	\$18,621,435	\$19,093,255
<b>Purchase of Goods</b>	\$863,174	\$879,755	\$1,027,812	\$966,188
<b>Services &amp; Rents</b>	\$1,076,444	\$1,104,342	\$1,092,472	\$1,116,745
<b>Financial</b>	\$568,716	\$558,204	\$509,547	\$452,403
<b>Capital</b>	\$109,200	\$152,800	\$100,200	\$175,800
<b>Total Expenditure</b>	\$20,219,938	\$20,631,133	\$21,351,466	\$21,804,391
<b>Revenue</b>	\$1,550,823	\$1,589,700	\$1,602,415	\$1,592,325
<b>Net Cost</b>	\$18,669,115	\$19,041,433	\$19,749,051	\$20,212,066
<b>% Change</b>		1.99%	3.72%	2.34%

## 2021 BUDGET



# OPTIMIZING

# Grant Funding

The Cornwall Police Service (CPS) has continued to recognize the importance of optimizing grant opportunities to assist in offsetting budgetary items and costs.

From 2015-2021, the CPS was successful in receiving over 1.8 million dollars of funding from grant opportunities through the support of the Ontario Ministry of the Solicitor General. This funding has been instrumental in our ability to contribute to the needs of our community, including the successful development of the Akwesasne, Cornwall SDG Situation Table, where a total of 133 families and individuals have been referred and helped as a result of being in a state of acutely-elevated risk. The funding has also been critical in the development and continued success of our Vulnerable Sector Mobile Acute Response Team and providing officers with effective software that creates a direct link to our clinical partners at the Cornwall Community Hospital.

The Civil Remedies Grant had also been instrumental in our efforts to address the presence of Outlaw Motorcycle Gangs in the City of Cornwall, through the Guns and Gangs Strategy. As a result of this funding, the CPS been successful in the development of a Biker Enforcement Unit, in partnership with the Ontario Provincial Police.

In fall of 2020, the CPS was named the recipient of the Beyond Project Intervention Grant as part of the provincial Civil Remedies Grant Program. This funding has been used to strategically address human trafficking in the City of Cornwall. The CPS has been using a multi-level approach to prevent human trafficking while protecting victims and prosecuting perpetrators. Our service has conducted education and training sessions with police officers and other stakeholders in order to raise awareness and use a coordinated approach to respond to incidents of human trafficking.

Under the Community Safety & Policing Grant, a number of local and provincial priorities have been elevated with the assistance of funding. Some of the local priorities include funding events and initiatives to keep vulnerable members of the community informed about crime prevention strategies and youth engagement. Greater provincial priorities include addressing organized crime, hate crimes, human trafficking, as well as mental health and addictions.



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.”

*Pictured left is Chief Shawna Spowart and former Member of Provincial Parliament Jim McDonnell after an announcement of funding to be received by the Cornwall Police Service in November of 2021.*

# 2020 Recognition & Awards



On the evening of Thursday, October 21st, 2021, the Cornwall Police Service (CPS) and Cornwall Police Association (CPA) held its 26th Annual Retirement and Recognition Evening. Due to the COVID-19 pandemic, the ceremony was held in a virtual format in order to recognize honourees from the previous year, in 2020. Award recipients were presented their awards in advance of the evening and a subsequent photo and video compilation was shared with the members in order to capture the hard work and dedication of approximately 60 employees.

## Retirees



Mrs. Shelley Rochon



Detective Staff Sergeant Kurt Fraser



Constable Constance Troutman

## Police Exemplary Service Medals

*30 Years* Staff Sergeant George Knezevic

*20 Years* Constable Andrew Arbic  
Sergeant Pat Paquette  
Sergeant Robin McIntosh  
Sergeant Emidio Piuanno

## Long Service Awards

*30 Years*  
Staff Sergeant Daniel Maillé  
Staff Sergeant George Knezevic

*25 Years*  
Chief Shawna Spowart  
Constable Sherri Cameron  
Sergeant Scott Coulter

*20 Years*  
Special Constable Luanne Doll  
Ms. Christine Laprade  
Sergeant Emidio Piuanno

*15 Years*  
Constable Jennifer Payment  
Detective Constable Michel Riel  
Constable Stephen Whitehorne  
Constable Patrick Depratto  
Ms. Angela Myatt  
Ms. Mylène Lacroix  
Ms. Rosanne Purcell

*10 Years*  
Constable Justin Wheeler  
Constable Matthew Brush  
Special Constable Georges Levere  
Ms. Karley Kuzevski  
Mr. Patrick Marcotte  
Constable Melanie Chartrand  
Ms. Renée Gallagher

## Dedication to Duty 2020

Detective Constable Darrell Blakely  
Detective Constable Matthew Dupuis  
Ms. Christine Laprade

## Cornwall Police Association Community Hero Award

Ms. Tasha Laberge

## Cornwall Police Services Board Awards of Excellence

### Dedication

Cst. Gabriel Perreault

### Preservation of Life

Cst. Tylor Boileau

Cst. Rodney Degray

### Team Achievement

Cst. Justin Lafleur  
Cst. Jason Mines  
Cst. Joshua Begin  
Cst. Jessica Legue  
Cst. Travis Bergeron  
Cst. Nygel Pelletier  
Cst. Elizabeth Crosby  
D/Sgt. Mark Anderson  
A/Sgt. Scott Bonneville  
Ms. Karley Kuzevski  
Ms. Alexandra Roach  
Ms. Angela Myatt

### Team Achievement

Ms. Jody Sheard  
Ms. Christine Laprade  
Ms. Erin Moquin  
A/Sgt. Matthew Lemire  
Cst. Steven Jarvo  
Cst. Patrick Collins  
Cst. Brittany MacGillivray  
D/Cst. Dave Langlois  
Cst. Eric Stewart  
Cst. Gabriel Perreault  
D/Cst. Gary Lee

### Excellence in Investigation

Cst. Rodney Degray  
Sgt. David MacLean  
Cst. Stephen Whitehorne  
D/Cst. Jeff Wannamaker  
Cst. Alex Roy  
D/Cst. Darrell Blakely  
D/Cst. Carole Walker  
A/Sgt. Jamie Day

# VISION

**A safer Cornwall.**

# MISSION

**In partnership with diverse communities, we are committed to the pursuit of excellence and keeping our city safe.**

# VALUES

## **INTEGRITY**

*We will lead by example while upholding the qualities of being honest and having strong moral principles.*

## **RESPECT**

*We will treat everyone with dignity while acknowledging the rights and traditions of all people.*

## **EMPATHY**

*We will always strive to understand and share the feelings of others.*







*INTEGRITY, RESPECT, EMPATHY*



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