



SPAL Presentation

**The SPAL's organizational culture change:
The philosophy of « Police de Concertation » and RÉSO officers**

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Human – Intelligence – Efficiency

Agglomération
longueuil

Plan

1 Organizational culture change – Life Course

2 « Police de Concertation »

3 RÉSO Officers

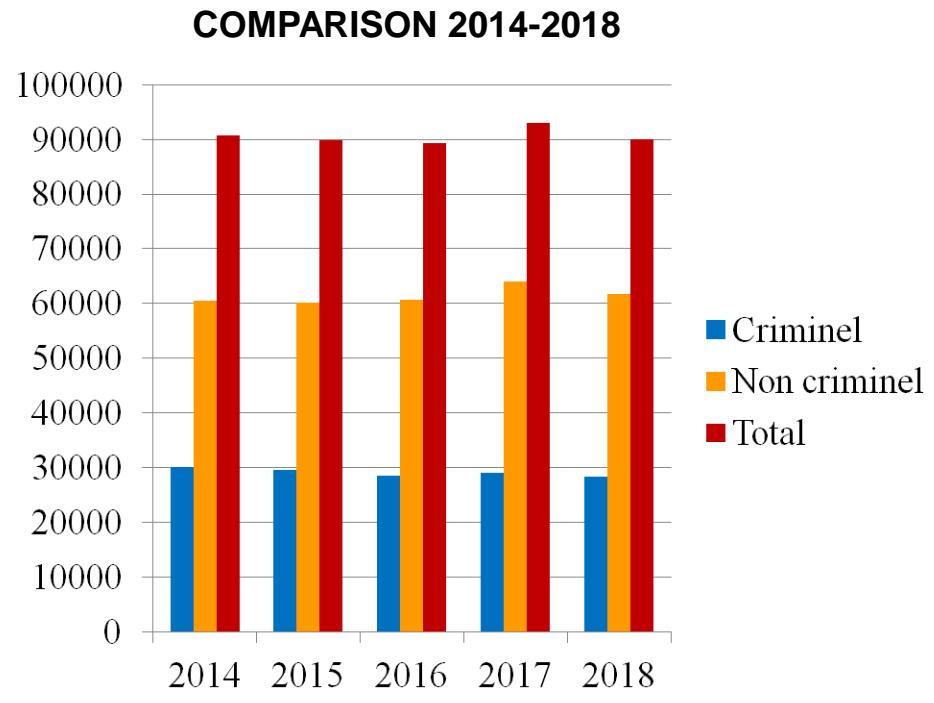
4 Professional Development Program– Immersion

1. Organizational culture change – Life Course

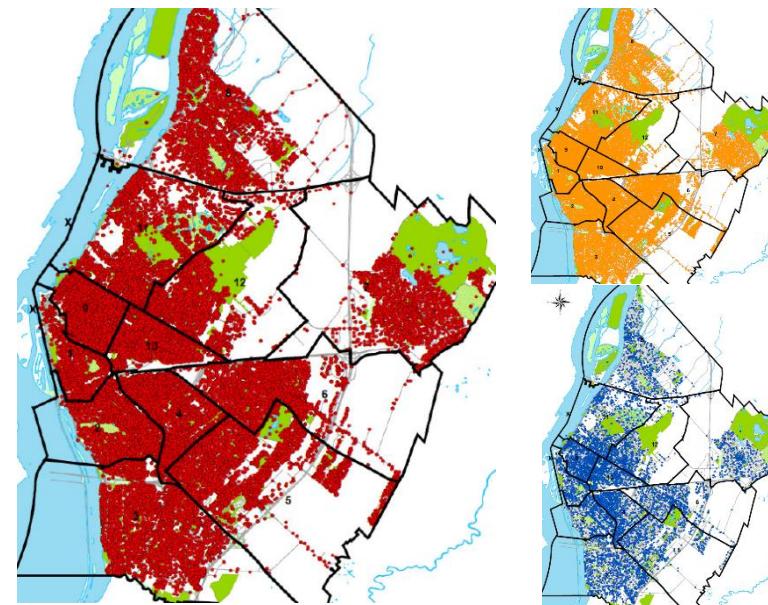
INITIATED IN 2018, OVERHAUL OF THE ENTIRE SERVICE FROM RECRUITMENT TO PROMOTION

1. Context – 911 calls

All calls where police were dispatched



GEOGRAPHICAL SPREAD OF ALL 911 CALLS IN 2018



1. Context – Consultations

AT THE ORGANIZATIONAL LEVEL



AT THE COMMUNITY LEVEL

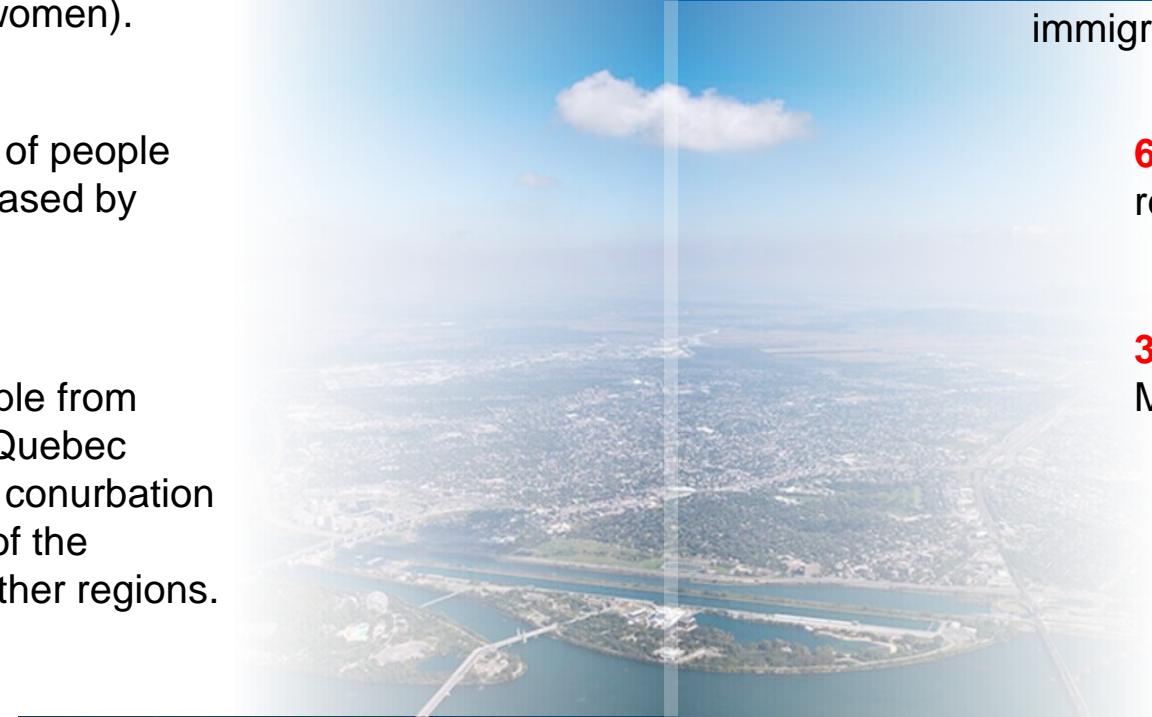


1. Socio-demographic transformations

19.3% of the conurbation's population is **65 ans older** (half are women).

2007-2017: the number of people ages 65 and older increased by 50%.

2017-2018: **19.456** people from neighboring regions of Quebec moved to the Longueuil conurbation while **19.176** residents of the conurbation moved to other regions.



32.4% (or 132,620) residents of the Longueuil conurbation are immigrants or have immigrant origins.

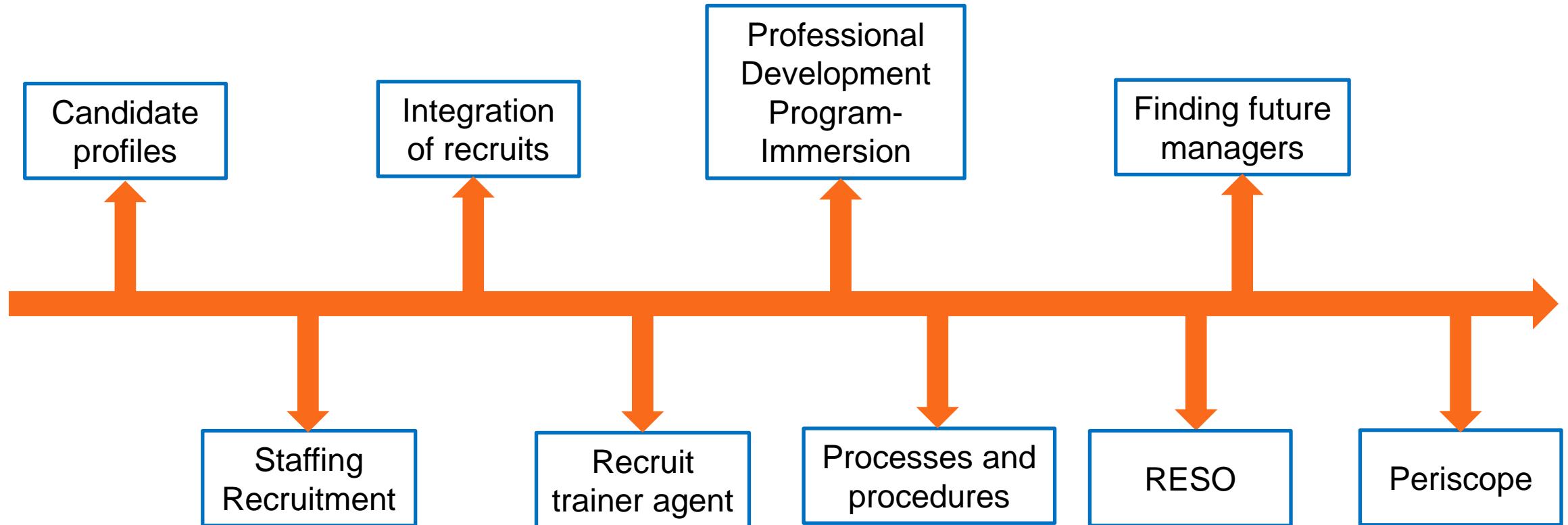
6% of Quebec immigrant population resides in the Longueuil conurbation.

3rd immigration hub in Quebec, after Montreal (**54%**) and Laval (**11%**).

In 2019, **55%** of the CSCMV's new students were immigrants or had immigrant origins.

(Beaudry-Godin, 2018a, 2018b)

1. Organizational culture change – Life course: 8 steps



2. « Police de Concertation »

POLICE AS A SOCIAL ACTOR

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2. « Police de Concertation »

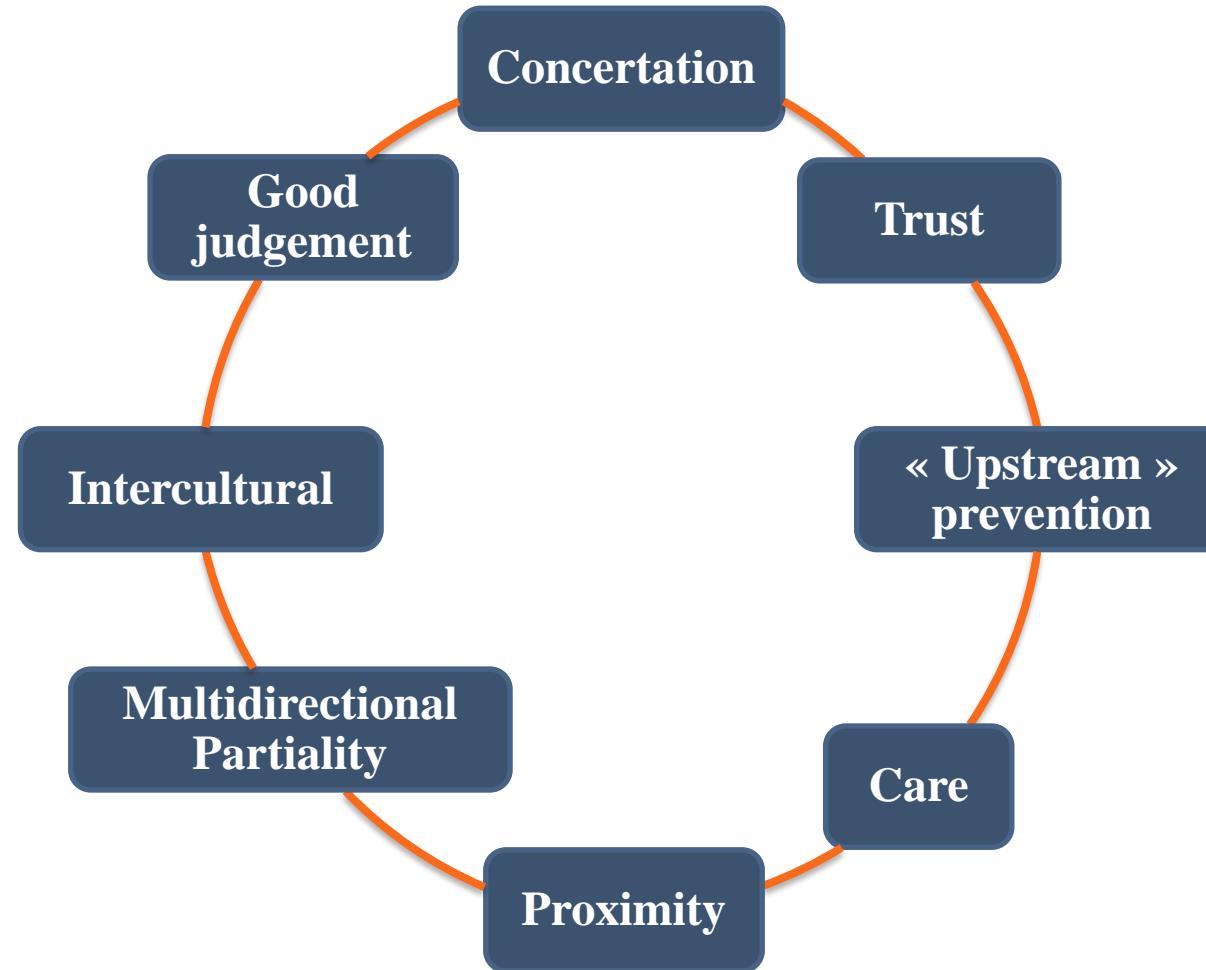
Invented and conceptualized by a specialized working group at the SPAL.

Philosophy which broadens the police role to one no longer restricted to matters of security but to a broader range of (social) needs expressed by communities and citizens

As an organizational philosophy, applies to the entire organization:

- programs
- work ethic
- partnerships

2. « Police de Concertation »: 8 principles



2. « Police de Concertation »: experimental hub for modern policing in Québec

FINAL REPORT OF THE CONSULTATIVE COMMITTEE ON THE REALITY OF POLICING

Recommendation no. 1

- Amend the current police mission as stated in the *Loi sur la police* in order **to broaden its understanding of the concept of public security** and include the importance of partnership and concertation with various community actors, in a joint responsibility with regards to the security of all citizens.

Recommendation no. 2

- Inscribe in the *Loi sur la police* **the principles of « Police de Concertation »** as basic standards of police organisation and intervention and ensure all future policies conform to said principles.

Recommendation no. 3

- Inscribe in the *Loi sur la police* the obligation for every police service **to set up a concertation hub** involving the main social actors in its jurisdiction and to coordinate its activities.

3. RÉSO OFFICERS

THE FRONT LINE OF « POLICE DE CONCERTATION »

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3. RÉSO OFFICERS

RÉSO officers
(organizational and social
mutual assistance network)

Role:

- Front line of « Police de Concertation »
- **Décember 2021:** 21 agents, 2 sergeants, 1 captain

Where:

- Assigned to specific geographical sectors which they patrol either on **foot** or by bicycle

Profile:

- Autonomous, flexible, capable of dealing with « **gray areas** », ...
- Well versed in the social and criminal dynamics of their respective sector

How:

- Visible, available, accessible to the population
- **Responsive to everyone's needs** (residents, shopkeepers, youth, families, the homeless...), and not just in instances where concerns for security are apparent
- Maintains, in all interactions, **an equal footing** with all individuals, be they professionals or **citizens**
- **Involve** at every step of the intervention/concertation **the individual** (individuals are the « experts of their own problems »)

3. RÉSO Officers – Selecting the sectors

Crime-related criteria:

Criminal infractions

Non-crime-related criteria:

Social and community fibrillations:

- coexistence and neighborhood issues; incivilities; mental health; feelings of insecurity

Community development indicators:

- socio-demographic data; poverty; social support; social cohesion; health and wellness status, etc.

Potential for mobilisation and concertation:

- density of community services

Field-related challenges for RÉSO officers

4. Professional Development Program– Immersion

4. Immersion Program – Vision

An experiential-based training which prepares officers to better respond to challenges related to:

- situations involving a certain degree of ambiguity (*gray areas*) and
- Populations at risk of vulnerability:
 - * homeless persons* mental health* Autism spectrum *
 - cultural diversity* domestic violence* etc.

To live in those communities, through activities with families, community organizations and special-needs schools.

To develop greater introspection with regards to themselves, their practices, the vulnerable populations they interact with, etc.

4. Immersion Program 1- (2019) - Organization

Période: One 5 week work cycle, or 21 days* Day and night

Advising committees: external and internal

Conditions: No uniform* No weapons * Strictly volunteer * Open to all officers

Applicants: 30 spots, **107 applicants**

More than 35 Community organizations:
LGBTQI+ * homelessness * food assistance*
recent immigrants * refugees* etc. * places of
worship* youth homes* family assistance groups
*associations for the elderly

3 Special-Needs schools: autism spectrum and
various mental health diagnostics

25 Families: with children on the autism
spectrum * cultural diversity

Thank You

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