



SPAL Presentation

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

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Plan

1 Organizational culture change – Life Course

2 « Police de Concertation »

3 RÉSO Officers

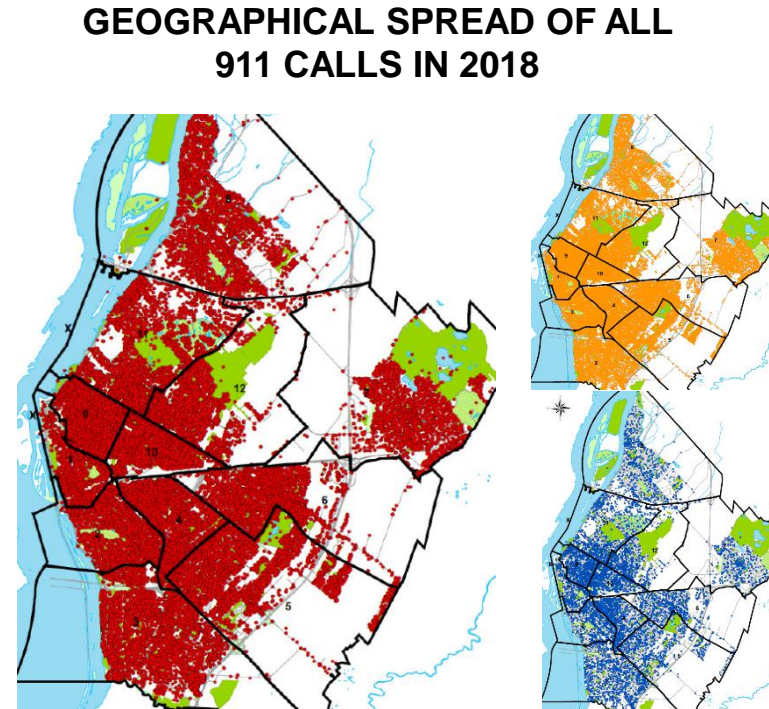
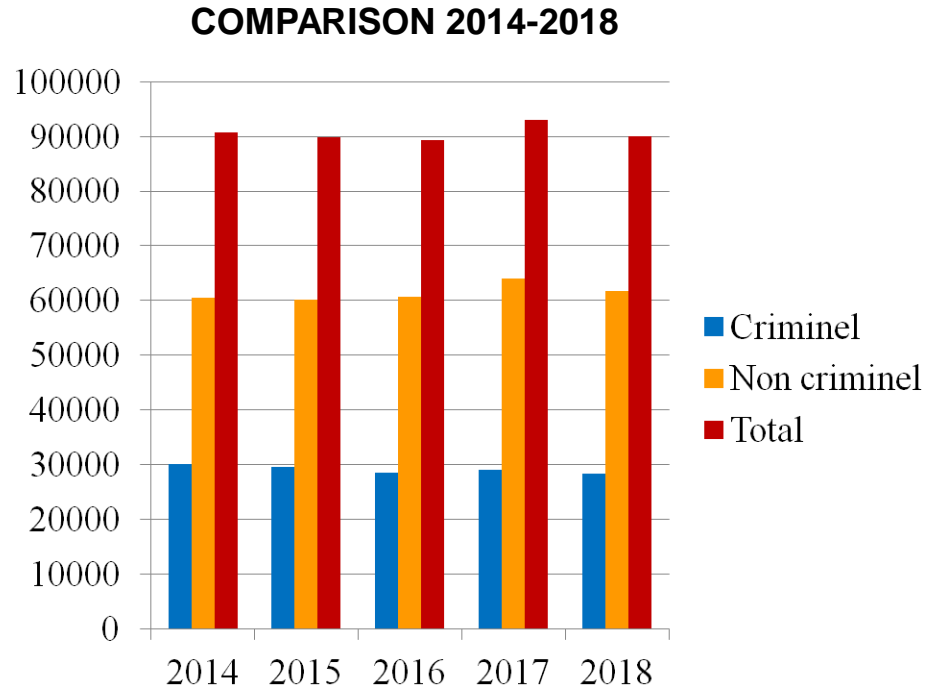
4 Professional Development Program– Immersion

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



1. Context – Consultations

AT THE ORGANIZATIONAL LEVEL



Officers



Superior officers



Our experts

AT THE COMMUNITY LEVEL

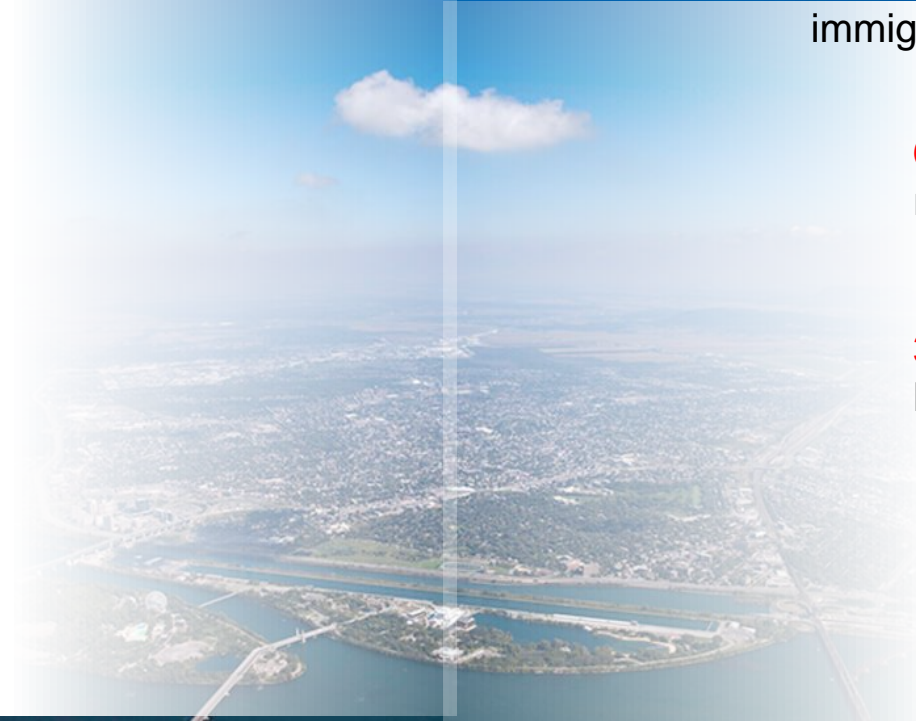


1. Socio-demographic transformations

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 immigrants origins.

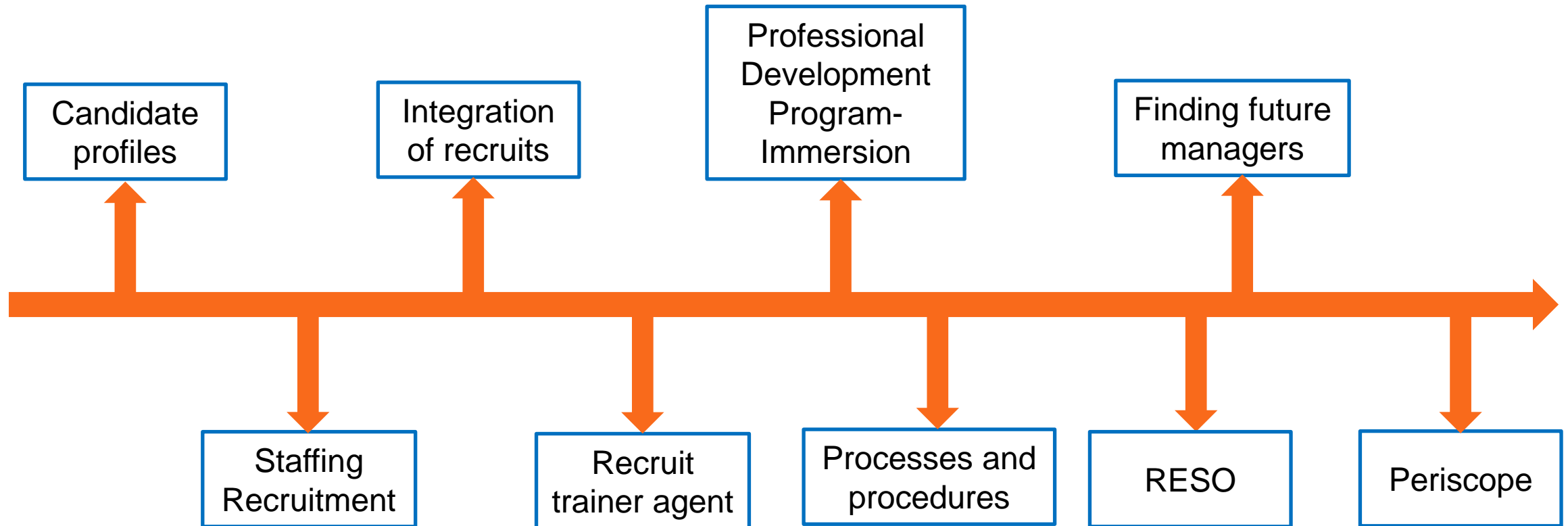
6% of Quebec immigrant population resides in the Longueuil conurbation.

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

2. « Police de Concertation »

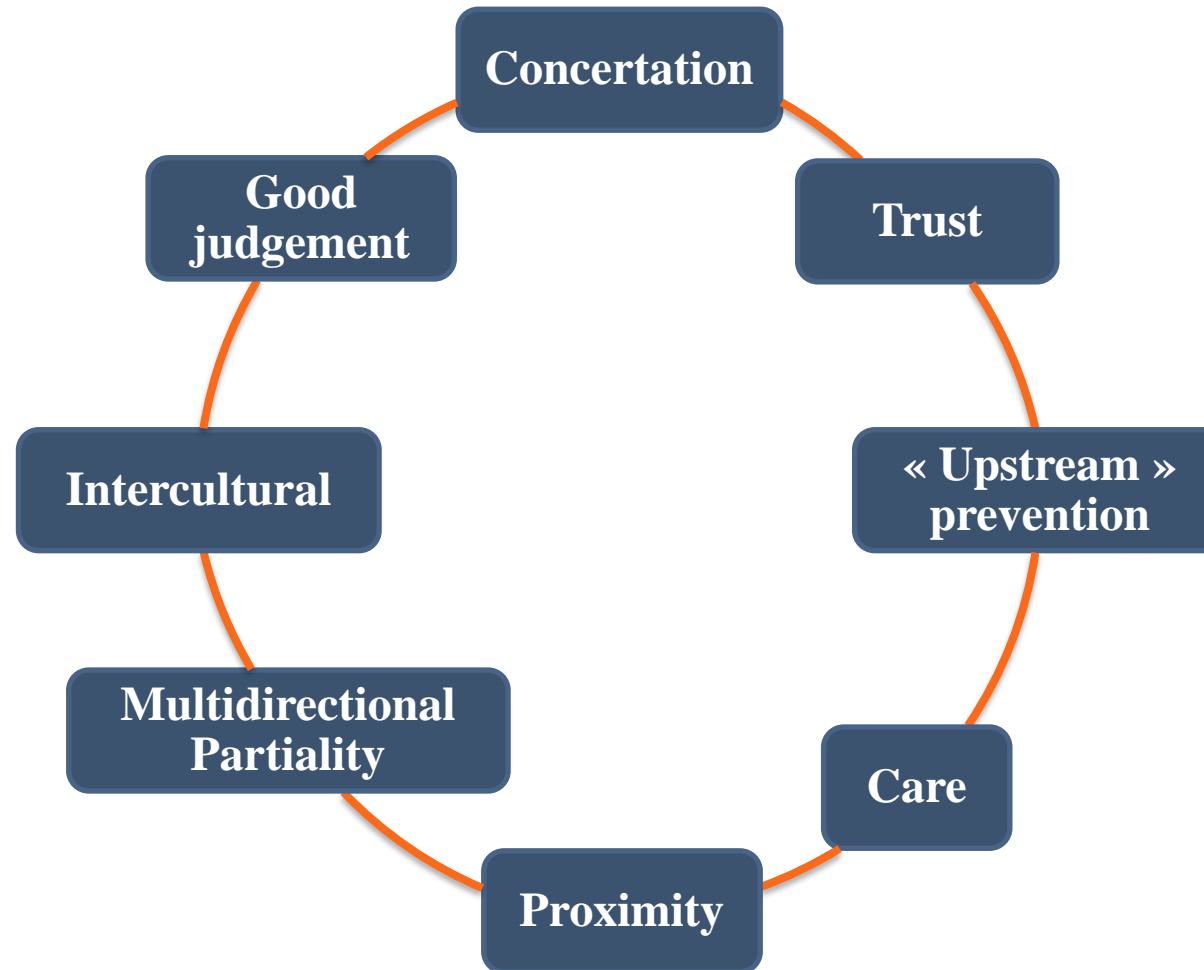
Invented and conceptualized by a specialized working group at the SPAL.

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 principes



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 »

3. RÉSO OFFICERS

RÉSO officers (organizational and social mutual assistance network)		<ul style="list-style-type: none">• Front line of « Police de Concertation »• Décember 2021: 21 agents, 2 sergeants, 1 captain
Role:		<ul style="list-style-type: none">• « Upstream» prevention• Concerted intervention with persons generating reccurent 911 calls• Do not respond to 911 calls
Where:		<ul style="list-style-type: none">• Assigned to specific geographical sectors which they patrol either on foot or by bicycle
Profile:		<ul style="list-style-type: none">• Autonomous, flexible, capable of dealing with « gray areas », ...• Well versed in the social and criminal dynamics of their respective sector
How:		<ul style="list-style-type: none">• Visible, available, accessible to the population• Responsive to everyone's needs (residents, shopkeepers, youth, famillies, 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
