

# COMMUNITY ENGAGEMENT REPORT

2025



## LAND ACKNOWLEDGEMENT

We acknowledge that the LPS is on the traditional territory of the Anishinaabek, Haudenosaunee, Lūnaapéewak, and Attawandaron Nations, on lands connected with many treaties such as the Dish with One Spoon Covenant Wampum.

We also acknowledge our neighbouring Indigenous communities: the Chippewas of the Thames, Oneida Nation of the Thames, and the Munsee-Delaware Nation who continue to be sovereign Nations and who continue to thrive with their own unique languages, cultures, and ceremonies.

It is our responsibility as a public institution to contribute toward Truth and Reconciliation by working together respectfully with Indigenous communities through learning and rebuilding positive community services.







At the London Police Service (LPS), we recognize the vital role that community interaction plays in fostering a safe and vibrant city. Our commitment to community wellness, relationship building, safety, and trust is at the heart of everything we do. We lead with deeds, not words. By engaging actively with the diverse communities that make up our city, we strive to create meaningful connections to better understand and serve our community.

Understanding that safety is a collaborative effort, we work together with residents, local organizations, and community leaders through various events and initiatives. Our goal is to build bridges of understanding and support, ensuring that every voice is heard and valued. Through open dialogue and shared experiences, we work to cultivate an environment where all members of our community feel respected and secure.

This Community Report highlights our ongoing efforts and achievements in building these vital relationships. It showcases some of the initiatives we've undertaken, along with our valued community partners, to enhance community wellness. We invite you to explore this report and join us in our mission to ensure the safety and well-being of London's communities.





# TABLE OF CONTENTS

<b>Youth-Focused Engagement .....</b>	<b>6</b>
Rookie League Baseball Program .....	7
Youth In Policing Initiative (YIPI) .....	8
Coffee With a Cop .....	9
ProAction Cops&Kids .....	10
Project B.U.I.L.D.S. ....	10
<b>Diversity and Indigenous Relations .....</b>	<b>11</b>
Multifaith Dialogue Committee .....	12
Hate Crime Reassurance Policy .....	12
Newcomers to Canada .....	12
Indigenous Relations.....	13
2SLGBTQI+ .....	14
Engagement Through Inclusion.....	15
<b>Supporting Individuals At Risk .....</b>	<b>16</b>
Missing Persons Unit .....	17
Persons at Risk Outreach .....	17
Victim Choice Reporting .....	17
Intimate Partner Violence Unit (IPVU) .....	17
Bail Safety.....	17
<b>Collaboration and Engagement with Citizens .....</b>	<b>18</b>
Citizens Academy.....	19
The Role of Auxiliary Officers .....	20
Police Liaison Team (PLT).....	21
Opening Our Doors to the Community.....	21
<b>Crime Prevention in the Community .....</b>	<b>22</b>
Crime Prevention Unit .....	23
Community Oriented Response Unit (COR Unit) .....	24
Crime Prevention Through Environmental Design (CPTED) .....	25
529 Garage.....	26
Bike Rodeo.....	26
<b>Community Outreach for Mental Health .....</b>	<b>27</b>
Community Outreach and Support Team (COAST) .....	28
Crisis Call Diversion (CCD).....	28
New pilot program for 2025 .....	28
<b>Community Support Services.....</b>	<b>29</b>
Crisis Intervention and Victim Services Unit (CIVSU).....	30
Victim Services of Middlesex-London (VSML) .....	30
Serious Post Incident Community Engagement (SPICE).....	31
<b>Organizational history and tradition .....</b>	<b>32</b>
London Police Pipes and Drums .....	33
The London Police Colour Guard.....	34
The Colours.....	35
Crest.....	35
Motto .....	35
Our Coat of Arms.....	35





# YOUTH-FOCUSED ENGAGEMENT

Engaging youth with police fosters positive relationships and breaks down barriers. Feeling safe around police encourages youth to report crimes, enhancing community safety. We provide programs both in and out of the school system. These initiatives equip young individuals with the knowledge necessary to make informed decisions in their daily lives.





## ROOKIE LEAGUE BASEBALL PROGRAM

In 1993, the London Police Service (LPS) created the Rookie League baseball program. After 32 years, the program remains strong. Rookie League is a six-week summer program which operates in partnership with London Middlesex Community Housing (LMCH) and provides opportunities for youth aged 8-12 who reside in LMCH to develop important physical and social skills. This program allows youth of all backgrounds and abilities to participate in organized sports and experience a sense of belonging within a team environment.

Members of the Community Services Unit coordinate the Rookie League with support from our summer Youth in Policing Initiative (YIPI) students and volunteer coaches from within the LPS; many of whom return year-after-year to give back to their community. Long-time partners include McDonalds, Canadian Tire Jump Start, Joe Kool's, the London Majors, and the Toronto Blue Jays.

The program culminates in mid-August with a final game at Labatt Park, hosted by the London Majors.





## YOUTH IN POLICING INITIATIVE (YIPI)

The Youth in Policing Initiative program is funded by the Ministry of Children, Community and Social Services. It is designed to foster youth involvement by providing firsthand exposure to real-world work environments, emphasizing educational, cultural, and diverse work experiences. The LPS has implemented a **three-pillar framework** for the program with each pillar addressing a unique aspect of youth development:

### 1. Personal Development

- Focuses on helping participants build confidence, resilience, and self-awareness.
- Offers workshops and activities that promote self-discipline, effective communication, and emotional intelligence.
- Encourages goal setting and self-reflection, allowing youth to recognize their potential and identify areas for personal growth.

### 2. Professional Development

- Aims to prepare participants for future employment through practical work experience and skill-building.
- Provides training in essential workplace skills like teamwork, problem-solving, and time management.
- Introduces participants to a variety of professional fields, broadening their understanding of career options and paths.

### 3. Community Engagement

- Encourages participants to contribute positively to their communities, instilling a sense of responsibility and connection.
- Involves youth in community service activities, volunteer opportunities, and projects that promote social awareness and civic involvement.
- Builds empathy and understanding by helping youth engage with diverse community groups and learn about local issues.







## COFFEE WITH A COP

Coffee with a Cop aims to break down barriers between police officers and the citizens they serve by providing a public space for the two groups to meet. The program was initially launched in Hawthorne, California in 2011 and has expanded to all 50 U.S. states and in various countries around the world.

This program allows officers and community members the opportunity to gather in an informal manner, promoting a neutral atmosphere that allows residents to discuss concerns or ask questions face to face. It reduces barriers to communication and encourages community members to interact with police. The program reduces and, in some cases, eliminates the hesitation to call their local station or approach an officer on patrol.

The sessions run throughout the year and are moved around the city to ensure that all communities can attend and interact with an officer.







## PROACTION COPS & KIDS

This initiative was recently implemented by LPS in January of 2025. ProAction Cops & Kids is a charitable organization that connects London Police officers with youth from at-risk communities through skill-building and mentoring programs, fostering trust, respect, and safer communities.



ProAction's first chapter was in Toronto in 1991 and has been supporting police-led youth programs across southern Ontario. London is the sixth chapter of ProAction Cops & Kids.

## PROJECT B.U.I.L.D.S.

Project B.U.I.L.D.S. (Bringing Unity in London's Diverse Society) aims to build lasting connections and positive opportunities for youth and diverse members within the City of London with a view of mutual understanding, respect, and trust. This funding, in partnership with St. Leonard's Society and Atlohsa Family Healing Services, will assist in the creation of innovative models focusing on crime-prevention strategies for youth.

Project B.U.I.L.D.S. enables the LPS to host workshops, training conferences, programs, and community events that are in line with the Service's mission to ensure the safety and well-being of London's communities and the Ministry's priority of school safety.

Project B.U.I.L.D.S. invites community partners to educate, mentor, and support learning. Our organization has received increased requests from schools, communities, and citizens to assist in speaking to youth of all ages regarding unlawful and destructive behavior, poor choices, consequences of actions, gangs, violence, cyber intimidation, and hate-related crimes.

Our view is that giving youth an opportunity to interact and engage proactively with police members and other community partners will decrease the rate of delinquency and unnecessary negative police interactions. This project assists in reinforcing positive relations between youth and the police.

Finally, this funding supports the priorities of the City of London's Strategic Plan, improving the quality of life and building a strong and vibrant community through bold, proactive, and accountable services.

*All of these activities help young people make good life choices for themselves.*





# DIVERSITY AND INDIGENOUS RELATIONS

The LPS proudly supports all diversity within the community. We are committed to upholding the values of human rights, equity, and inclusion.





## MULTIFAITH DIALOGUE COMMITTEE

In 2024, the LPS hosted the first Multifaith Dialogue Committee. This initiative brought together faith leaders throughout the City to collaborate together in an enriching open dialogue. Members shared common concerns and struggles while championing the need for mutual respect and peace for our community. The participants are eager to participate in the second Multifaith meeting set to happen in the spring of 2025.

## HATE CRIME REASSURANCE POLICY

The Hate Crime/Diversity Unit has implemented a "Reassurance Policy," through which an officer personally contacts each victim or complainant as well as the targeted community group to provide dedicated support and guidance. Hate-motivated incidents impact not only the individual but also the broader community, creating an atmosphere of unease. This policy serves to reassure both victims and the community members that they are not alone, and that our team is here to support them.

## NEWCOMERS TO CANADA

Under the "Welcoming Newcomers to Canada" initiative, the LPS is committed to fostering positive relationships with individuals and families who are new to Canada. We engage regularly with newcomers through informative presentations facilitated by our community partners, including the Cross Cultural Learning Centre, the Northwest London Resource Centre, and the Southwest London Resource Centre. These sessions help newcomers understand our role, build trust, and offer insights into local resources and support systems.

The LPS also collaborates closely with organizations like the YMCA and the Thames Valley District School Board to create additional touchpoints for connecting with newcomers. Furthermore, we actively participate in citizenship ceremonies and newcomer events hosted throughout London. These gatherings provide opportunities to personally welcome and celebrate new Canadians, reinforcing our commitment to inclusivity and community safety for people from all backgrounds.



## INDIGENOUS RELATIONS

The LPS is dedicated to building strong, respectful relationships with Indigenous communities in London and surrounding areas. To support this commitment, LPS partners with key Indigenous-focused organizations such as Atlohsa Family Healing Services, the N'Amerind Friendship Centre, and the Southwest Ontario Aboriginal Health Access Centre (SOAHAC). These connections enable the LPS to collaborate on culturally-relevant services and maintain open lines of communication with Indigenous community members. Additionally, we work closely with the Fanshawe College Institute for Indigenous Learning, furthering mutual learning and engagement with Indigenous students and staff in our city. With guidance from our Indigenous community, the LPS is developing our Reconciliation Action Plan to orient our actions towards truth, justice, and reconciliation.

The LPS is also actively strengthening connections with Oneida Nation of the Thames, Chippewa of the Thames First Nation, and Munsee-Delaware Nation. Our officers have attended Indigenous Solidarity Day celebrations at Oneida Nation of the Thames and Chippewa of the Thames, as well as a healing walk in Chippewa on the National Day for Truth and Reconciliation. The LPS also contributed to the Oneida Nation's "Sticks and Bricks" initiative, which supports housing development within the community. To foster a deeper understanding of Indigenous cultures, London Police are expanding training for new recruits to include visits to these communities, providing invaluable, firsthand experiences that promote empathy and knowledge. Through these efforts, LPS is committed to nurturing trust, inclusion, and respect with Indigenous communities.





## LGBT2QSI+

The LPS is committed to supporting and advocating for the LGBT2QSI+ community in London through active participation and partnership. Each year, the LPS proudly participates in the annual London Pride Parade, joining the celebration of inclusivity, resilience, and diversity alongside community members. Our involvement in this event symbolizes our commitment to standing in solidarity with the LGBT2QSI+ community, celebrating achievements and recognizing the ongoing challenges faced by the community.

In addition to participating in the Pride Parade, members of the LPS collaborate closely with local pride organizations, including London PRIDE, Wortley Pride, and Oxford Pride. These partnerships allow us to engage with LGBT2QSI+ residents in meaningful ways, offering support and resources tailored to their needs while promoting a safer, more inclusive city. By working with these organizations year-round, our organization seeks to build trust, advocate for equal treatment, and ensure that all community members feel respected and valued. Through these ongoing efforts, the LPS demonstrates its dedication to creating an inclusive environment where every individual, regardless of gender identity or sexual orientation, feels safe and supported.



*Our Diversity, Equity, and Inclusion Plan outlines how we will enhance our relationships with the diverse communities of London, and attract and retain qualified candidates from all communities.*





## ENGAGEMENT THROUGH INCLUSION

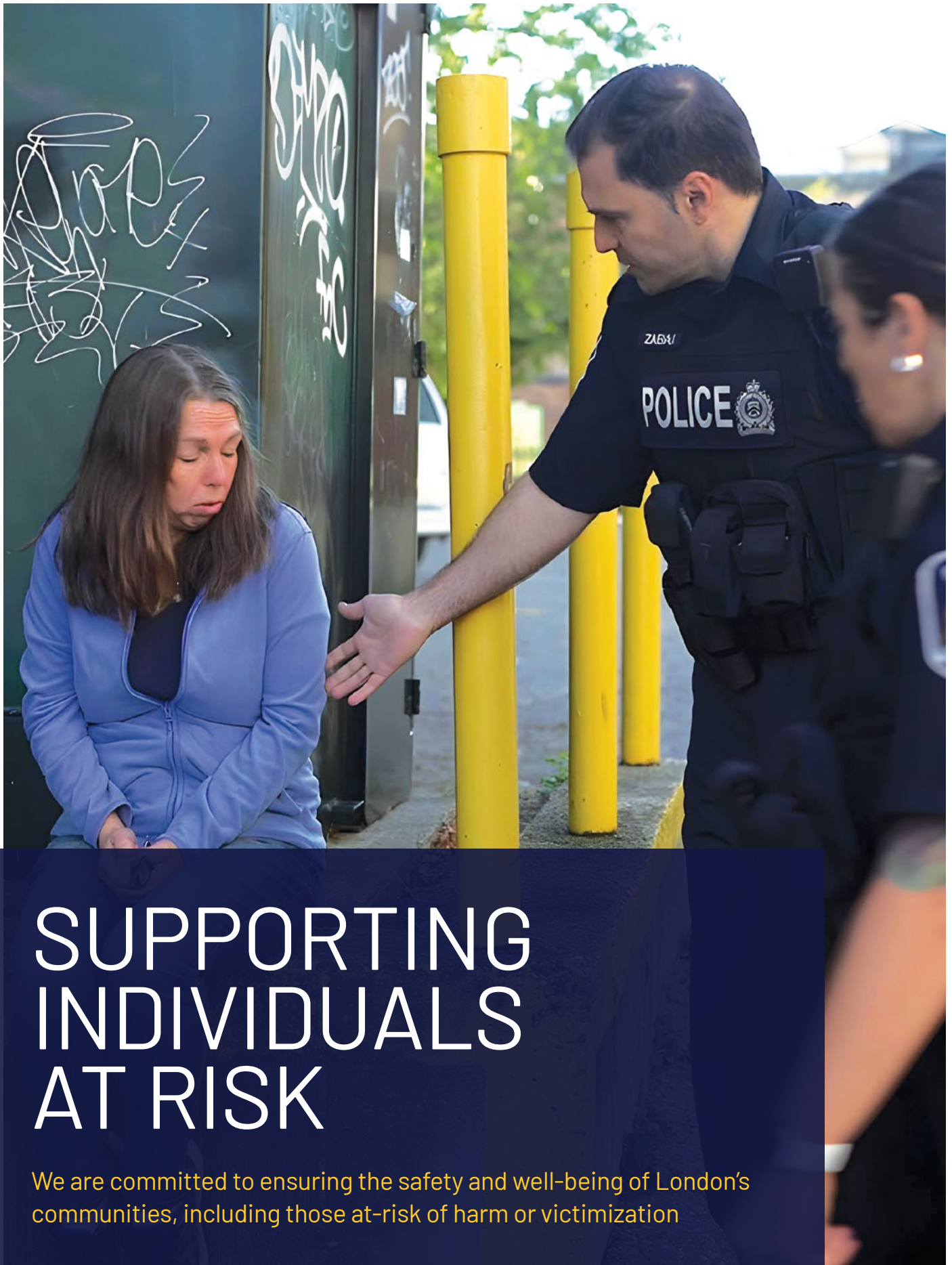
The LPS promotes inclusion by actively engaging with the diverse cultural groups in the City of London. Our involvement in the community helps build trust, promote understanding, and encourages dialogue and connection with those we serve. By participating in cultural festivals, attending Swearing In Ceremonies for newcomers, and collaborating with community leaders through countless initiatives, we strive to ensure that every Londoner feels respected and valued. Together, we are building a city where all groups are celebrated and everyone has a voice.

A key part of these efforts is our involvement with the London Black Heritage Council (LBHC), formerly known as the London Black History Coordinating Committee (LBHCC). The LBHC plays a leading role in organizing events for Black History Month. This annual celebration is an opportunity to honour the history, culture, and contributions of Black Canadians while also encouraging dialogue on issues affecting the Black community in London. As part of our commitment, we proudly host the annual Lewis Coray Trailblazer Awards ceremony, which celebrates the legacy of Sergeant Lewis Coray, the first Black officer hired by the LPS. To recognize his contributions, this award honours three outstanding Black youth with a school bursary, underscoring our dedication to supporting young leaders and fostering their success. Beyond Black History Month, LPS and the LBCC work together to advance diversity and inclusion initiatives year-round.

By maintaining this partnership, LPS actively supports ongoing programs that address important issues such as social justice, community safety, and access to opportunities for London's Black residents. Our continued involvement with LBHC initiatives allows us to connect with diverse community members, learn from their experiences, and build lasting relationships. These initiatives reflect LPS's broader commitment to creating an inclusive environment that respects and values the contributions of all cultures and communities in London.







# SUPPORTING INDIVIDUALS AT RISK

We are committed to ensuring the safety and well-being of London's communities, including those at-risk of harm or victimization





## MISSING PERSONS UNIT

The Missing Persons Unit investigates and coordinates cases of individuals within our community who are reported missing to the police. The circumstances of those cases can vary widely, from lost children or adults with dementia who wander off and even to abduction cases. Depending on the circumstances of the case, the Missing Persons Coordinator will either continue the investigation or turn it over to a Major Crime Section investigator. Most missing person investigations are closed within 24 hours with the outcome of the person reported missing having been found. There are some cases that can go on indefinitely and remain unsolved.

## PERSONS AT RISK OUTREACH

In 2005, the LPS created an outreach program for women involved in the sex trade. This is a high-risk activity and the LPS wanted to build relationships where women in the trade could ask for help and we could provide help when needed.

The Persons at Risk Coordinator is an advocate for street sex workers by supporting them to connect with the help they need, such as mental health and addiction treatment, housing, trauma counselling, and health care. The Persons at Risk Coordinator provides support to almost 150 women in our community. They are the point person many women go to for help when needed.

## VICTIM CHOICE REPORTING

The Victim Choice Reporting (VCR) Unit is a 3-year pilot project that began in 2022, funded by a Provincial Community Safety and Policing grant. Since its inception, VCR has revolutionized how the LPS manages non-emergency intimate partner violence cases by giving victims the option to choose between a triaged traditional in-person response or a virtual response. This innovative approach prioritizes victim empowerment, enhances efficiency, and strengthens trust in policing.

VCR reduces the workload on frontline personnel by removing complex and time-intensive investigations from the service queue, enabling them to focus on emergency

calls and proactive policing efforts. Most importantly, the VCR model empowers victims by offering a streamlined, victim-centred approach to reporting.

The VCR Unit currently consists of three permanent sworn members who report jointly to the sergeants of the Intimate Partner Violence Unit and the Evidence-Based Policing Unit. These members are dedicated to ensuring the success of the program and maintaining its impact on improving outcomes for victims of intimate partner violence. This pilot project will conclude in the spring, and efforts are currently underway to secure its continuation.

## INTIMATE PARTNER VIOLENCE UNIT (IPVU)

The IPVU is responsible for auditing all intimate partner-related investigations and taking appropriate action to ensure that all procedural and investigative requirements are met. The IPVU assists in the identification and delivery of training initiatives, identifying high-risk accused parties, working with and maintaining relationships with community partners, and acting as a resource for officers investigating intimate partner violence incidents.

The IPVU regularly completes formal risk assessments using numerous factors to determine whether an accused is at high risk to re-offend. They then work closely with Crisis Intervention and Victim Support Unit (CIVSU) to ensure that victims are supported.

The IPVU also works closely with other community organizations within the social sector to ensure a coordinated response. These collaborative relationships help to properly address the complex needs of victims and prevent future violence.

## BAIL SAFETY

The Bail Safety team works cooperatively with the Crown Attorney's office and the Victim Witness Assistance Program (VWAP). Together, they work to ensure the safety and support of victims of intimate partner violence. Bail Safety interviews victims prior to the release of the accused from custody using a pre-determined set of questions. Officers help to assess risk posed by the accused and maintain open communication.

This process guarantees that all relevant evidence is collected and documented in advance, aiding the Crown Attorney in presenting a comprehensive case during bail hearings. The Bail Safety team collaborates closely with the Intimate Partner Violence Unit (IPVU) and the Crisis Intervention and Victim Support Unit to address the multifaceted needs of victims effectively.

*Most missing person investigations are closed within 24 hours with the outcome of the person reported missing having been found.*





# COLLABORATION AND ENGAGEMENT WITH CITIZENS

Community is at the heart of everything we do. We are proud to have an active role in our community, and we appreciate the community's interest in the work we do.





## CITIZENS ACADEMY

Originating in 1980, the LPS Citizens Academy offers a unique opportunity for community members to engage with the LPS over an eight-week program held twice a year. The program includes presentations from various law-enforcement experts, providing insights into the daily operations and responsibilities of the police. This initiative receives positive feedback from the community, is well attended, and exists to foster and strengthen community-police relations.





## THE ROLE OF AUXILIARY OFFICERS

The LPS has about 45 auxiliary officers who volunteer to support the LPS, motivated by a commitment to community service and safety. To become an auxiliary officer, candidates go through a rigorous selection process including interviews, physical tests, and background checks, followed by 50 hours of training.

In 2023 alone, these volunteers contributed over 10,000 hours while balancing their own full-time jobs. Many have served for over a decade, highlighting their dedication. Auxiliary officers assist at major events, aid in crime prevention, and participate in searches for missing persons. They also engage with the community through community events, information booths, youth programs, and so much more.

Auxiliaries are vital to community connection because they offer support to officers, enhance community services, and foster an inclusive and engaged community. Through their efforts, they help create environments where individuals feel connected, supported, and empowered.





## POLICE LIAISON TEAM (PLT)

The LPS' Police Liaison Team is trained to respond to events such as demonstrations, rallies, vigils, and labour disputes. Liaison officers work with individuals or groups to help facilitate peaceful events and are a great resource for those planning on organizing or attending an event.

## OPENING OUR DOORS TO THE COMMUNITY

Throughout the year, the LPS hosts open house events to allow the public to learn about police operations, meet frontline officers, and chat about issues in our community. Highlights include guided tours of London Police Headquarters in May with a barbecue and activities, a family-friendly Halloween Trick-or-Treat Drop-In, and a festive Holiday Cheer Open House celebrating the season with refreshments and community engagement. These initiatives promote dialogue between our members and Londoners while giving police an opportunity to share crime prevention tips with the public in a fun and welcoming setting.



*Liaison officers work with individuals or groups to help facilitate peaceful events and are a great resource for those planning on organizing or attending an event.*







# CRIME PREVENTION IN THE COMMUNITY

We are involved in many programs designed to educate and protect the public before a crime ever happens. We do this by creating community partnerships that prevent crimes from occurring. This improves the quality of life for everyone.





## CRIME PREVENTION UNIT

The Crime Prevention Unit is responsible for mobilizing the community to adopt safe practices to reduce crime and the perception of crime, as well as improve community safety. The unit is dedicated to fostering community awareness by identifying local needs and recommending effective service delivery options for community-based crime prevention initiatives. This unit plays a vital role in supervising the volunteer auxiliary program, which supports its mission. Additionally, the Crime Prevention Unit collaborates closely with the Evidence-Based Policing Unit to ensure the programs they implement are both effective and informed by the latest research.

*Programs are developed in partnership with the community to increase their reach and effectiveness.*





## COMMUNITY ORIENTED RESPONSE UNIT (COR UNIT)

The LPS Community Oriented Response Unit focuses on building strong relationships with diverse communities to enhance safety, security, and well-being in local neighbourhoods. This unit works closely with partners and citizens, fostering dialogue and collaboration. In addition to their community-building efforts, the COR unit participates in local events such as the City of London's Touch-a-Truck event, Emergency Preparedness Open House, and a multitude of other community initiatives, providing resources and facilitating direct interaction between the police and the public.





## CRIME PREVENTION THROUGH ENVIRONMENTAL DESIGN (CPTED)

Crime Prevention Through Environmental Design or CPTED, as it is known, is a concept where the use of design can eliminate or reduce opportunistic criminal behavior in a specific environment. The Crime Prevention Officers with the LPS receive specialized training in this discipline which allows them to respond to concerns from both business owners and homeowners in the community. These officers attend the site, spend time examining the scene, and provide a detailed list of recommendations to help remove opportunities for crime.







## 529 GARAGE

529 Garage is a community-based crime prevention program that works in partnership with local police agencies. The program was created in Seattle, Washington in 2013. The LPS is one of the agencies that has partnered with the company to ensure bike owners in the city are able to access the program free of charge.

529 Garage is an online reporting tool that allows bike owners to register their bicycles with photos. These are then uploaded to a database which is maintained by the company, allowing police to return stolen bikes to their rightful owners. When a bike is stolen, the user activates an alert notification to 529 Garage, which sends out a broadcast to all users in the local area to be on the lookout for the missing bicycle. This ensures that more “eyes” in the community are aware of the stolen bike and can report it if observed. The program has proven successful across North America.



## BIKE RODEO

At the request of community groups, LPS Community Services Officers provide “Bike Rodeos.” These are designed to teach children bicycle safety skills and boost their riding confidence in a fun and engaging atmosphere. Activities include obstacle courses, bicycle inspections, proper helmet fitting, and hands-on lessons featuring topics such as proper hand signaling and road awareness.







# COMMUNITY OUTREACH FOR MENTAL HEALTH

The LPS has teamed up with St. Joseph's Health Care London, Canadian Mental Health Association, CMHA Thames Valley Addiction and Mental Health Services (CMHA TVAMHS), and London Health Sciences Centre's Youth Team.





## COMMUNITY OUTREACH AND SUPPORT TEAM (COAST)

The Community Outreach and Support Team (COAST) proactively reaches out to and supports community members who are living with mental health and/or addiction issues. As part of this initiative, the LPS has teamed up with St. Joseph's Health Care London, Canadian Mental Health Association, CMHA Thames Valley Addiction and Mental Health Services (CMHA TVAMHS), and London Health Sciences Centre's Youth Team. Together, the agencies work to provide assistance to individuals experiencing high-acuity mental health and addiction issues with referrals to local support programs and crises-prevention services.

The community healthcare providers and police officers who make up COAST engage individuals to assist them with navigating the mental healthcare system, with the goal of providing access to appropriate resources and services. In doing so, they help keep those struggling from being admitted to the hospital or from becoming involved in the criminal justice system. All COAST members - sworn and civilian - bring unique experiences and specialized training which provides innovative approaches to helping those in our community who need it most.

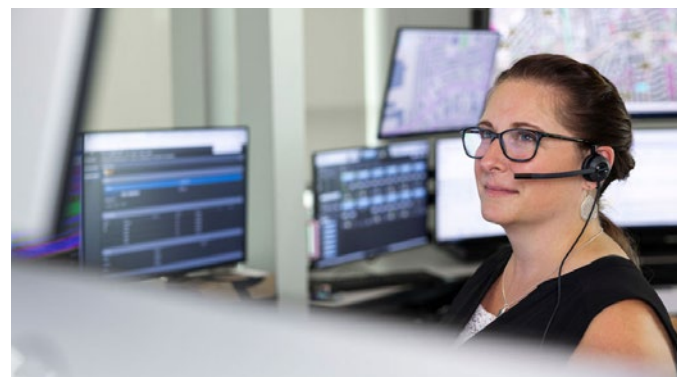
*All COAST members - sworn and civilian - bring unique experiences and specialized training which provides innovative approaches to helping those in our community who need it most.*

## CRISIS CALL DIVERSION (CCD) NEW PILOT PROGRAM FOR 2025

Crisis Call Diversion (CCD) is a 2025 pilot program operated in partnership with CMHA Thames Valley Addiction and Mental Health Services (CMHA TVAMHS). CMHA TVAMHS crisis workers are positioned at the LPS Communications Centre to work with call takers and dispatchers to divert non-imminent risk mental health calls away from a police response and towards a more appropriate mental health response.

CCD staff support individuals accessing emergency services through the LPS by providing a psychosocial response in order to promote crisis resolution and empowerment for the individual. Crisis Call Diversion staff work collaboratively with individuals to assess and identify their needs and link them to appropriate supports in the community.

The effectiveness of this program will be evaluated based on the number of successfully diverted calls, reduced frontline response times, and improved outcomes for individuals experiencing mental health crises.







# COMMUNITY SUPPORT SERVICES

Intimate partner violence remains a serious problem in the city, affecting all communities and walks of life. London police officers navigate many incidents, cases, repeat offenders, suffering, and fear. It can be physical or psychological, in-person or online.





## CRISIS INTERVENTION AND VICTIM SERVICES UNIT (CIVSU)

CIVSU are civilian members of the LPS. CIVSU members are crisis counsellors who receive referrals from sworn officers, community agencies, or members of the public to make sure that the best supports and services are provided to victims/survivors of crime and tragic circumstances in a timely manner. This is accomplished through crisis intervention, assessment, education, and referrals to appropriate community resources.

The goal is to reduce the impact of trauma and victimization by providing direct support to those affected. Our services are not time-limited and can be re-engaged at any time. The CIVSU can be accessed for on-scene supports by officers for homicides, deaths of children under 5, police member-related matters, or major incidents 24/7. Additionally, members of CIVSU assess non-urgent referrals to determine if CIVSU or community-based Victim Services of Middlesex-London will complete a follow-up.

## VICTIM SERVICES OF MIDDLESEX-LONDON (VSML)

Victim Services of Middlesex-London (VSML) is an organization that provides practical assistance and emotional support to help victims of crime and/or tragic circumstances. They contribute to a safe and healthy community through collaboration and cooperation with police and emergency service personnel.

Early intervention and support may assist individuals to cope with the aftermath of crime or tragic circumstance in the long term by relieving distress, supporting personal autonomy, and restoring self-reliance.





## SERIOUS POST INCIDENT COMMUNITY ENGAGEMENT (SPICE)

In the event of a major incident within our community, Londoners may feel distraught. Their sense of safety and security may waver. In 2021, the LPS initiated a SPICE protocol. This involves members of the Community Mobilization and Support Branch responding to the community's need to feel safe. Members engaged in this protocol contact relevant stakeholders, including politicians, and community health and resource centres, and attend the scene to act as a point of contact and support affected members of the community.

Members involved in SPICE consult with the manager responsible for the criminal investigation to ensure that investigative integrity is not compromised while balancing the needs of the community.

Community outreach is led by the Community Oriented Response Unit who are supported by all applicable areas of the LPS. This may include auxiliary officers, community engagement officers, traffic officers, and front-line officers.



*The goal is that the support will reduce the impacts of trauma and victimization in a manner that directly helps those affected.*





# ORGANIZATIONAL HISTORY AND TRADITION

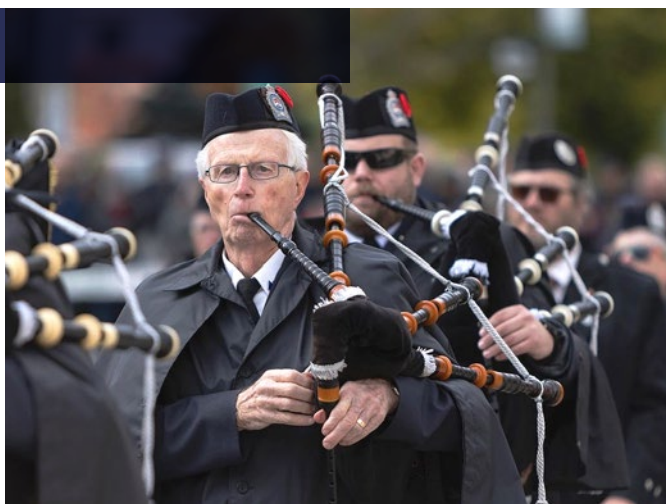
Our Service is comprised of approximately 737 officers, 315 civilians, and 22 cadets who are dedicated to serving the diverse community of London, Ontario, Canada.



## LONDON POLICE PIPES AND DRUMS

The London Police Pipes and Drums is a vital part of the local community, uniting law enforcement and the public through music. Established in 1967 by two police officers, the band has become a cherished institution. The band is composed of dedicated volunteers from various backgrounds, including serving and retired police officers.

Their involvement goes beyond performances; they participate in police and community events, representing the LPS with pride. Through their music, the band fosters community spirit and strengthens the relationship between the police and the public, making them an invaluable asset to London.







## THE LONDON POLICE COLOUR GUARD

The LPS Colour Guard was formed in 1979 by Constable Rod Pickering, a former member of the Coldstream Guards in the UK. The uniforms worn by the Colour Guard reflect that heritage, including a guards cap with a steep brim.

The LPS Colour Guard was the first police ceremonial unit in Ontario consisting of sworn members from the Police Service. Today, the Colour Guard continues to have 25 members, both sworn and special constables. The Colour Guard represents the LPS with pride and professionalism at numerous community events and at the National and Ontario Police Memorial.

*The Colour Guard represents the LPS with pride and professionalism at numerous community events and at the National and Ontario Police Memorial.*





## THE COLOURS

Consecrated on May 17, 2007 at Wolseley Barracks, the LPS Colour, or ceremonial flag, is a symbolic representation of specific attributes of the service.

While many Canadian police services have a Colour, few have their own 'armorial bearings', or coat of arms, such as the one developed by the LPS to mark the 150th anniversary of the creation of the service. This coat of arms is the centre piece of the LPS Colour.

"Our Coat of Arms and our Colour are a memorial to the great deeds, sacrifices, and dedication to service," retired Chief Pare said. "It is meant to serve as an inspiration for the future and to challenge members to meet and exceed the achievements of those who have come before them."

The centre shield of the coat of arms is gold, representing generosity, and takes the shape of the badge. This shield is surrounded by a border of black (constancy or tenaciously staying the course) representing an additional layer of security for the citizens we are sworn to serve.

The inverted silver chevron (peace and sincerity) separates the two fields in the middle of the shield with a beaver in the bottom area and a key at the top. The beaver, which was part of the old London coat of arms, is on a blue background representing loyalty and truth. The key on a red background (fortitude and magnanimity) is a cell block key, representing the trust between our citizens and the police service, as well as our role in maintaining the security of London.

London Police is boldly written in the annulus and is surrounded by a wealth of multi-coloured maple leaves representing the police service's preparedness in all seasons. The maple leaf represents Canada, the trillium Ontario, and the peony is the official flower of London. The Royal Crown indicates service to the Crown's justice and commitment to upholding the Constitution and the rule of law. The LPS armorial bearings were petitioned to Buckingham Palace and granted by Queen Elizabeth II in May 2006.

The motto - *Facta Non Verba*, or 'Deeds, Not Words' - had to be ageless and inspirational to our members. It was selected from suggestions submitted by employees and stresses the importance of taking action to serve Londoners.

## CREST

The crest is the badge of our Service. Each part and colour of the crest has meaning.

## MOTTO

Our motto is *Facta Non Verba* is Latin for 'Deeds Not Words'.

Our motto is timeless and special to our members, stressing that actions are more important than conversation.

**DEEDS  
NOT  
WORDS**

## OUR COAT OF ARMS

The centre shield is gold (generosity) taking the shape of our issued badge.

A second border of black (constancy or tenaciously staying the course) represents an additional layer of security for our citizens, whom we are sworn to protect.

The beaver represents industriousness, kept from the old London coat of arms on a blue background (loyalty and truth).

London Police is boldly written in the ring and is surrounded by a wreath of maple leaves, which are multi-coloured representing police service and preparedness in all seasons.



The Royal Crown indicates that London Police serve the Crown's justice and upholds the Constitution and the rule of law.

The key on a red background (fortitude and magnanimity) is our cell block key. The key represents the trust between our citizens and their police service, as well as our central role in maintaining the security of London.

The inverted silver chevron (peace and sincerity) separates the two fields within the shield.

The maple leaf represents Canada and the trillium represents Ontario.





LONDON POLICE

The London Police Service remains dedicated to strengthening community trust, increasing community safety, and building trust with Londoners. As we look forward to the future, we will continue to evolve our initiatives, listen to our community, and work collaboratively to ensure the safety and well-being of London's communities.



**LONDON POLICE SERVICE**

601 Dundas Street, London, ON N6B 1X1  
P: 519-661-5670 | F: 519-661-2506

 LPS.Ontario

 @LPSMediaOffice

[londonpolice.ca](http://londonpolice.ca)