

Who we are

Founded in 1933, the Police Association of Ontario (PAO) is the official provincial representative body for over 31,000 sworn and civilian police personnel from 45 police associations across Ontario.

The PAO is the unifying voice for police advocacy in the province, providing members with trusted representation, resources, and support.

We work to advance the interests of our members and the well-being of the communities they serve. Through sustained advocacy and collaboration with government leaders, the PAO has helped shape legislation that impacts policing and public safety across Ontario.

Vision

The Police Association of Ontario is the unifying, trusted voice for Ontario's professional police personnel.

Mission

The Police Association of Ontario will provide leadership to protect and advance the rights, interests, and well-being of our professional police personnel who keep our communities safe.

Core Values

- Integrity** We do the right thing even in difficult situations, follow through on our commitments and work from a position of trust and accountability.
- Respect** We think and act in ways that are fair, considerate, and professional. Creating an environment that is positive, recognizes everyone's contributions and establishes open, two-way communication.
- Collaboration** We work together as a team to best serve our collective membership, bringing forward and putting in place the best possible solutions to support decision-making that reinforces the Vision and Mission.
- Dedication** We demonstrate commitment, perseverance, and diligence in our work, while practicing open, receptive and partnership-oriented leadership that benefits the policing community as a whole.

Strategic Goals and Objectives

Advocacy

Goal:

The PAO is the strongest and most trusted voice for the police profession in Ontario. Its level of access and influence is unparalleled, and it is known for achieving positive and measurable results for its membership: Ontario's professional police personnel.

Objectives:

- By the end of 2024, members will understand that PAO advocacy has led to a CSPA framework that was built with member concerns and input at the forefront.
- By the end of 2024, the PAO will have proactive messaging penetrating traditional and social media at least once a quarter while being consistently involved in matters in the media using assertive tactics when necessary to advance our priorities.
- The PAO will engage with mental health service providers in the policing sector to develop and execute advocacy priorities designed to promote positive mental health outcomes for police personnel. The organization will leverage these partnerships to ensure that local associations have access to best practices and training to allow them to be a mental health resource locally.
- By the end of 2025, Ontario school boards will have embraced programs that encourage interaction and education between police members and students, thereby creating positive and safe school spaces.
- The PAO will engage, when deemed necessary, in reactive media relations to influence positive public perception of policing in Ontario and nationally where the issue aligns with the PAO's goals and objectives.

Training & Education

Goal:

The PAO is the leader in accessible, current, and relevant education and training for our association member representatives.

Objectives:

- Audit, refresh and relaunch PAO workshops through a process that facilitates meaningful involvement of small and medium sized associations, resulting in inclusive and easily accessible events and workshops within the region in specified and rotating zones.
- Evaluate and promote PAO's policy on subsidizing small and medium sized associations.
- Develop programming and policy focused on education for external stakeholders (e.g., OSOPA).

Member Services & Engagement

Goal:

The PAO creates accessible member value regardless of size or geography. We ensure members can access services they need to be informed, connected and aware of PAO services and deliverables.

Objectives:

- Achieve improved brand recognition within the Ontario policing community.
- Create a new website that provides members with valuable tools and resources while acting as an engaging, credible, and reliable information source for the policing community and public.
- Strengthen the value proposition for members by positioning the PAO as the crucial support system, trusted leader, and voice for policing personnel across Ontario.

Labour & Contract Support

Goal:

The PAO advocates and promotes responsible and competitive labour relations for its uniform and civilian police personnel through dedicated and up-to-date resources and support to its members.

Objectives:

- The PAO will seek out and engage in scheduled stakeholder meetings to advance and promote our members' relevant issues and needs.
- The PAO will develop and deliver up to date and relevant materials to promote responsible and competitive labour practices for consistency amongst the members.
- The PAO will take a leading role in the collection, storage and redistribution of relevant materials relating to member and professional issues.

Organization Capacity

Goal:

The PAO's governance structure, financial foundation, and operational capacity are positioned to deliver on its strategic objectives. It is organized to excel in the short and long term through strong leadership and effective succession planning.

Objectives:

- The PAO will develop a succession plan for service associations, staff, and board leadership by mid-2024.
- The PAO will develop a clear and concise membership reporting policy for the financial review committee by the end of 2023.
- The PAO will clearly define its governance model by the end of 2023.