

PROGRAM CHAIR

Zane Tessler, Executive Director, Independent Investigation Unit of Manitoba

PROGRAM MEMBERS

BRITISH COLUMBIA

Stan T. Lowe, Commissioner,
Office of the Police Complaint Commissioner, BC

Ron MacDonald, Chief Civilian Director,
Independent Investigations Office, BC

Salman Azam, Assistant Deputy Minister,
Corporate Management Services Branch, Justice
and Public Safety Sector, BC

ALBERTA

Sue Hughson, Executive Director,
Alberta Serious Incident Response Team

Karyn Popplestone, Manager,
Law Enforcement and Oversight Branch, AB

David Loukidelis, Chair,
Law Enforcement Review Board, AB

Tyler Shandro, Commissioner,
Calgary Police Commission

SASKATCHEWAN

Brent Cotter, Chair,
Saskatchewan Public Complaints Commission

John A. Clarke, Executive Director,
Saskatchewan Public Complaints Commission

Rick Peach, Executive Director,
Saskatchewan Police Commission

ONTARIO

Tony Loparco, Director,
Ontario Special Investigations Unit

Gerry McNeilly, Director,
Office of the Independent Police Review Director

QUEBEC

Marc-André Dowd, Commissioner,
Commissaire à la déontologie policière

Madeleine Giauque, Director,
Bureau des enquêtes indépendantes

NEW BRUNSWICK

Ron Cormier, Chair,
New Brunswick Police Commission

Steve Roberge, Executive Director,
New Brunswick Police Commission

NOVA SCOTIA

Judith McPhee, Commissioner,
Nova Scotia Office of the Police Complaints Commissioner

Felix Cacchione, Director,
Nova Scotia Serious Incident Response Team

PRINCE EDWARD ISLAND

Phill Pitts, Manager/Senior Investigator,
PEI Office of the Police Commissioner

NEWFOUNDLAND & LABRADOR

Randy Doyle, Manager, Royal Newfoundland
Constabulary Public Complaints Commission

FEDERAL

Guy Bujold, Chairperson,
Civilian Review and Complaints Commission for the RCMP

Hilary McCormack, Chairperson,
Military Police Complaints Commission

CACOLE

Nadine Cooper-Mont, Accounting Manager
Roberta Ross, Executive Director

Special thanks to staff of the Independent Investigation Unit of Manitoba and
the Civilian Review and Complaints Commission for the RCMP

CIVILIAN OVERSIGHT - THE ROAD FORWARD

CANADIAN ASSOCIATION FOR CIVILIAN OVERSIGHT OF LAW ENFORCEMENT

Fairmont Hotel, West Ballroom

May 28, 2018 to May 30, 2018

EARLY REGISTRATION SUNDAY MAY 27 (5-7 P.M.) IN THE WEST FOYER

Day 1 – Monday, May 28, 2018

7:30	Conference Registration & Breakfast for Delegates
8:30	Welcome and Opening of Conference Zane Tessler and Hon. Heather Stefanson
9:00	Civilian Oversight and Corruption Investigations in Canada Moderator: Sue Hughson Panelists: Peter Draganiuk Michael Elliott
10:15	Refreshment Break
10:30	Bias-Free Policing Moderator: Gerry McNeilly Panelists: Kike Ojo Rosemary Parker
12:00	Lunch provided by CACOLE – Mitchell-Lewis Award Presentation
1:30	Notes and Use of Force Moderators: Zane Tessler and Sue Hughson Panelists: Greg Gudelot Josh Weinstein
2:30	Refreshment Break
2:45	Professionalization of Oversight Moderator: Salman Azam Panelists: Gayle Hogan Joanne Boyle Phil DeBruyne Bill Curtis
4:30	CACOLE Annual General Meeting and Election of Officers
5:30	Welcome Reception East Ballroom 5:30 p.m. – 7:00 p.m.

MONDAY - SESSION INFORMATION

9:00 A.M. – 10:15 A.M.

CIVILIAN OVERSIGHT AND CORRUPTION INVESTIGATIONS IN CANADA

With some of the six civilian-led oversight investigative agencies in Canada being restricted to the investigation of police conduct that results in serious injury or death, the question becomes who is, and who should be, investigating alleged obstruction- or corruption-based offences. What should the priority be? What are the unique challenges of investigations related to abuse of power and breach of trust? This panel discussion will include a review of investigative examples.

1:30 P.M. – 2:30 P.M.

NOTES AND USE OF FORCE

As the focus of a criminal investigation, subject officers occupy a unique position that necessitates a balancing of Charter protections with duties and responsibilities inherent to their particular peace officer status. This panel discussion will focus on the current state of the law and processes, and what changes are required. This panel will discuss what is (or is not) a note, the lawful access to subject officer notes, reports and statements, as well as the practice of re-designation of subject to witness or witness to subject. The concept of legislative intent and certainty, duty, and naming protocols will also be examined.

10:30 A.M. – 12:00 P.M.

BIAS-FREE POLICING

This session will introduce participants to the concept of 'Bias Awareness'. Topics of discussion will include:

- Self-awareness, unconscious bias and the challenge of objectivity
- Different types of unconscious bias and how they may affect decision making and bias-free investigations; and
- Strategies to reduce individuals from acting on their own biases.

2:45 P.M. – 4:00 P.M.

PROFESSIONALIZATION OF OVERSIGHT

This panel will share best practices in oversight training from jurisdictions across Canada. Topics of discussion will include:

- Meeting police standards for investigative standards, and the application of major case management principles to oversight investigations;
- Curriculum and partnerships that have been developed with professionals and educational institutions; and
- The need to professionalize the field of oversight, both criminal and administrative, as the field continues to grow across Canada

THE ROAD FORWARD

CANADIAN ASSOCIATION FOR CIVILIAN OVERSIGHT OF LAW ENFORCEMENT

Fairmont Hotel, West Ballroom

May 28, 2018 to May 30, 2018

Day 2 – Tuesday, May 29, 2018

8:00	Breakfast for Delegates
9:00	Ethics Moderator: George V. Wright Panelists: Brent Cotter Clive Weighill
10:30	Refreshment Break
10:45	From Complaint to Mediation/Resolution: Engaging the Unlikely Resolver Moderator: Gerry McNeilly Panelists: Margaret Corion Andrea Spindler Michael Mamo
12:00	Lunch provided by CACOLE
1:00	The Role of Governance in Effective Civilian Oversight of Policing Moderator: Guy Bujold Panelists: David Asper Michael Kempa Clayton Pecknold
2:15	Refreshment Break
2:30	Oversight: An International Perspective Moderator: Zane Tessler Panelists: Erica Simon David West Brian Corr
4:00	Group Photo
5:30	Board of Directors and Delegate Dinner Canadian Museum for Human Rights 85 Israel Asper Way

TUESDAY - SESSION INFORMATION

9:00 A.M. – 10:30 A.M.

ETHICS

As with all professions, law enforcement officers face a range of challenges in the ethical performance of their duties. One of the most challenging issues across all professions is the degree of loyalty to others, particularly one's colleagues, and the boundaries of that duty. Through a comparison with other professions and a consideration of this issue in the policing context, the presenters on this panel will explore the police officer's duty of loyalty and its legal and ethical boundaries.

1:00 P.M. – 2:15 P.M.

THE ROLE OF GOVERNANCE IN EFFECTIVE CIVILIAN OVERSIGHT OF POLICING

Panelists from British Columbia, Manitoba and Ontario will provide their unique perspectives on issues related to police governance and accountability, as well as some of the challenges around achieving effective civilian oversight of policing.

Topics of discussion will include:

- the recent transformation of a municipal police board, and lessons learned;
- considerations around how civilian oversight bodies can more fully realize their mandate to contribute to both the retroactive and prospective dimensions of police governance; and
- delivering adequate and effective policing across the national, provincial, and municipal policing jurisdictions and the significant challenges involved with aligning local expectations and needs with provincial and national priorities.

10:45 A.M. – 12:00 P.M.

FROM COMPLAINT TO MEDIATION/ RESOLUTION: ENGAGING THE UNLIKELY RESOLVER

This session will provide approaches to engage both police officers and complainants in looking at alternative mechanisms to resolve complaints. Mediation and alternative dispute resolution is a move away from the need to investigate complaints. Is this the future?

2:30 P.M. – 4:00 P.M.

OVERSIGHT: AN INTERNATIONAL PERSPECTIVE

This annual international panel includes participants from Jamaica, Trinidad and Tobago, and the United States of America. Each panelist will provide their own unique perspective as it relates to the development of oversight in their respective countries, the unique challenges that exist for both policing and oversight, and what the future holds in terms of oversight reform.

THE ROAD FORWARD

CANADIAN ASSOCIATION FOR CIVILIAN OVERSIGHT OF LAW ENFORCEMENT

Fairmont Hotel, West Ballroom

May 28, 2018 to May 30, 2018

Day 3 – Wednesday, May 30, 2018

8:00	Breakfast for Delegates
9:00	People in Crisis and Policing – From East to West Moderator: Gerry McNeilly Panelists: Chris Boddy Randy Fincham Jim Prasobsin
10:30	Refreshment Break
10:45	Use of Force Experts Moderator: Ronald J. MacDonald Panelists: Tony Laparco Jessica Patterson Chris Butler
12:00	Concluding Remarks from Zane Tessler 2019 CACOLE Conference Announcement
12:30	END OF CONFERENCE
1:00	Federal/Provincial Heads of Oversight Meeting (members only) Updates and reports from Steering Committee Independent Investigation Unit of Manitoba 700 – 155 Carlton Street

WEDNESDAY - SESSION INFORMATION

9:00 A.M. – 10:30 A.M.

PEOPLE IN CRISIS AND POLICING - FROM EAST TO WEST

This panel will look at relationships and issues around police, people in crisis and mental health systems. It will also explore and provide insight into the effects of policing on Indigenous people in crisis. Further, the panel will examine initiatives undertaken by the Vancouver Police Department and the Toronto Police Service, and their particular approaches to this growing and complex issue.

10:45 A.M. – 12:00 P.M.

USE OF FORCE EXPERTS

Use of force expert reports are often a part of many oversight investigations in this country. They have also found their way into Crown files as they consider issues relating to the probability of conviction. There are some who take the position that these opinions are critical to allowing investigators to fully understand the background of police actions. Then there are those who suggest that the issues generally only involve an examination of the reasonableness of the police action, which does not require expert opinion.

This panel will attempt to bring some clarity to this area, by reviewing the law surrounding the use of expert opinion, when it is and is not admissible, what areas of investigation benefit from such evidence and which do not, and how such opinions can impact investigations both negatively and positively. The panel will bring together differing opinions offering a consideration of the topic from various viewpoints.