

# CANADIAN ASSOCIATION FOR CIVILIAN OVERSIGHT OF LAW ENFORCEMENT

## CIVILIAN OVERSIGHT

Who we are, how we work and who we work with,  
and how we can do it all better.

**A conference for oversight, police, media, and the communities they serve.**



### **AGENDA**

**MAY 10-11, 2021**

**8:00am - 1:30pm PST**

**Professional Development Virtual Conference**

## **CACOLE Program 2021 is brought to you by:**

### **CACOLE PRESIDENT:**

Ronald J. MacDonald, Q.C., Chief Civilian Director, Independent Investigations Office of BC

### **PROGRAM MODERATOR:**

Susan Kleinschmidt, Founder and Chief Problem Solving Officer of Good Insights Strategy. Susan is a senior strategy, leadership and corporate culture change practitioner with over 25 years executive and international management consulting experience, and 5+ years Senior Executive experience working within the BC Government.

### **CONFERENCE PLANNING COMMITTEE:**

Vicki Yeats, CACOLE Executive Director

Ronald J. MacDonald, Q.C., Independent Investigations Office of BC

Christina Granholm, Independent Investigations Office of BC

Kate McDerby, Civilian Review and Complaints Commission for the RCMP

Nayira Islam, Civilian Review and Complaints Commission for the RCMP

### **CONFERENCE SYNOPSIS**

**Who we are, how we work and who we work with, and how we can do it all better.**

This year's conference comes at a critical time in our nation's history. Policing and oversight in Canada are under intense scrutiny and the public pressure for reform is at an all-time high. The social movements of 2020 are shaping what accountability, accessibility and transparency look like. Join us for CACOLE 2021 to hear from leaders across the country as they share lessons from the forefront of advancing civilian oversight in Canada. We will explore how all agencies can better work together, and how they can be more responsive to community needs, especially those of historically disadvantaged communities. We will also consider the insights of the people we investigate, and learn about the impact trauma plays in our work. Working together, the conference will generate concrete goals for all oversight agencies. By joining our conference you will both learn and be able to contribute to the learning, and to the building of trust in policing in Canada.

### **Legal Professional Development**

**Please contact your Law Society directly for information on CPD hours eligible for this conference.**

### **Conference Location:**

Virtual Conference

Zoom Link to be provided to all attendees by May 7, 2021.

# CACOLE 2021 CONFERENCE PROGRAM

## DAY 1

Monday, May 10, 2021

**8:00 - 8:10** Participants Check-In

**8:10 - 8:30** Welcome and Territorial Acknowledgement  
Housekeeping and Technical Instructions  
Moderator Susan Kleinschmidt

Opening Remarks  
CACOLE President Ronald J. MacDonald

**8:30 – 9:30** **EDUCATION**

*Who we are and how do we work together?*

Following a serious incident involving police, there is often public outcry that “nothing has happened or changed”. This sentiment serves neither the police officers implicated nor the independent agencies charged with investigating and reporting on their findings.

This session will examine the roles of the various agencies charged with examining the same incident and discuss the challenges each faces in educating their stakeholders, the individuals impacted and the public at large. It will include a discussion of the legislative and practical challenges agencies must navigate to work collaboratively to improve police conduct and maintain the public’s confidence in police.

**Panelists:** Zane Tessler, Executive Director, Manitoba Independent Investigations Unit  
Lisa Lapointe, Chief Coroner, BC Coroners Service  
Michael O’Malley, Director, National Public Complaints Directorate, RCMP  
Andrew Minor, Commissioner, Manitoba Law Enforcement Review Agency

**9:30 - 10:00** **Q & A Session**

**10:00 - 10:15** **BREAK**

**10:15 - 11:15**

## **TRANSPARENCY**

*Who should be informed, when and how - and what does the future of transparency look like?*

Oversight agencies and police services face a number of challenges related to public disclosure of their findings and recommendations including the duty to protect the privacy of individuals. In addition, while some police services disclose disciplinary decisions others are legally prohibited from releasing any information.

This session will examine the challenges media outlets and the public face when trying to learn about police conduct and propose solutions that meet the public demand for enhanced transparency of police oversight in Canada.

**Panelists:** Mark Kelley, The Fifth Estate, CBC News  
Michael Tutton, The Canadian Press  
Guy Quenneville, CBC Saskatoon

**11:15 - 11:45**

## **Q & A Session**

**11:45 - 12:00**

## **BREAK**

**12:00 - 1:00**

## **ACCOUNTABILITY**

*What can oversight agencies do to better understand and respond to the needs of Indigenous and racialized communities?*

Policing and police oversight in Canada is under intense scrutiny and the public pressure for reform is at an all-time high. The social movements of 2020 have highlighted the demand for greater accountability from both the police and their watchdogs.

At a time when a number of provincial & territorial governments are actively engaged in modernizing the legislation that governs the delivery of police services in their provinces and territories, there remain real and perceived barriers that prevent individuals from engaging with oversight bodies in Canada.

This session will examine how police oversight is experienced by individuals from Indigenous and racialized communities and will include a discussion on what real steps can be taken to encourage participation by more Canadians.

**Panelists:** Chris Murphy, Murphys Criminal Law  
Carly Teillet, BC Civil Liberties Association  
Akwasi Owusu-Bempah, Department of Sociology, University of Toronto  
Dustin Rusk, Indigenous Relations Services, RCMP

**1:00 - 1:30**

## **Q & A Session**

**1:45 - 3:00**

**Annual General Meeting & Election of Officers**  
(CACOLE members only)

## DAY 2

Tuesday, May 11, 2021

**8:00 - 8:10** Participants Check-In

**8:10 - 8:15** Welcome and Territorial Acknowledgement  
Susan Kleinschmidt

**8:15 - 9:15** **ACCOUNTABILITY**

*What is the personal cost of a police oversight investigation and what improvements need to be made to create a more accountable oversight system?*

All of the individuals involved in a negative police-public encounter, including serious incidents, are impacted differently by the interaction. Police officers, the affected person as well as witnesses each have a unique experience of the resulting oversight mechanisms that are engaged.

This session includes first hand accounts and offers personal perspectives on what oversight brings, what it doesn't and what improvements need to be made.

**Panelists:** Jordan MacWilliams, Emergency Response Team, Delta Police Department  
Tom Stamatakis, President, Canadian Police Association  
Julian Falconer, Partner, Falconers LLP

**9:15 - 9:45** **Q & A Session**

**9:45 - 10:00** **BREAK**

**10:00 – 11:00** **EFFECTIVENESS**

*How can adopting a trauma-informed lens to oversight investigative work further the public's trust in policing and what is the oversight body's role in trauma care to individuals?*

Police oversight agencies need to examine long-standing investigative techniques and incorporate more effective strategies and tools into their approach. It is imperative that organizations assess their current practices to ensure that they are not inadvertently causing additional trauma – to impacted individuals, witnesses, and subject officers.

This session will inform the audience about the nature and impacts of trauma on all involved in an oversight investigative process. It will include discussions on the benefits of implementing Trauma Informed investigative techniques to help alleviate some of these issues.

**Panelists:** Lisa Kitt, Registered Psychologist  
Dan Jones, Edmonton Police Services

**11:00 - 11:30** **Q & A Session**

**11:30 - 11:45** **BREAK**

## **11:45 – 12:20      MOVING FORWARD and NEXT STEPS**

*How can we work together and do it all better?*

At a time when a number of provincial & territorial governments are actively engaged in modernizing the legislation that governs the delivery of police services in their provinces and territories, independent investigations agencies and review agencies have the opportunity to both share their experience and propose legislative changes that would bolster the existing oversight regime.

This session will provide a national comparison of oversight regimes, the proposed legislative changes currently before federal, provincial and territorial government committees charged with reviewing police acts and outline tactics that the oversight community could employ to work collaboratively to further the shared goal of providing all Canadians with robust civilian oversight of law enforcement.

**Panelists:**                      Michelaine Lahaie, Chairperson,  
Civilian Review and Complaints Commission for the RCMP  
  
Ronald J. MacDonald, Q.C., Chief Civilian Director,  
Independent Investigations Office of BC

## **12:20 - 1:00      Q & A Session**

## **1:00 - 1:15      Wrap Up**

The moderator will review lessons learned, opportunities and takeaways from the 2021 virtual conference with potential goals for the following year.

## **1:15 - 1:30      Closing remarks from CACOLE President**

*End of conference.*