

May 27-29, 2024
Fairmont Palliser Hotel • Calgary, Alberta

2024 CACOLE CONFERENCE



*In you have any questions or need assistance please visit the
Registration Desk or email cacole.executivedirector@gmail.com.*

CONFERENCE INFO

TIME ZONE

The 2024 CACOLE Conference will be held in Mountain Daylight Time (MDT).

EARLY REGISTRATION

Early Conference Registration will be available on Sunday, May 26, 2024 from 3 - 5 PM outside the Crystal Ballroom, located on the main floor.

LOCATIONS

All meals and the Evening Reception on Day One will be held in the Alberta Room, located on the mezzanine level.

INTERNET ACCESS ONSITE

Network Name: Fairmont_Meeting

Passcode: FMP2381

QUESTIONS DURING THE PANELS (ONSITE & VIRTUALLY)

The 2024 CACOLE Conference will be using the Menti App during panels and presentations to allow our onsite and virtual attendees to interact with the speakers and presenters. Once the conference has commenced there will be two ways to submit questions:

1. Scan the QR Code adjacent or;
2. visit www.menti.com.

Enter Code: 1212 3388



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Registration Desk or email cacole.executivedirector@gmail.com.

DAY 01

Monday, May 27, 2024

8 - 9 AM

Conference Registration & Breakfast

9 - 9:15 AM

CACOLE Welcome

- Vicki Yeats, Executive Director, Conference Moderator
- Michelaine Lahaie, Chairperson, Civilian Review & Complaints Commission for the RCMP
- The Honourable Mike Ellis, Deputy Premier and Minister of Public Safety and Emergency Services

9:15 - 10:30 AM

PANEL • A Decade of Police Body-Worn Cameras: How has the technology helped and how has it fallen short?

10:30 - 10:45 AM

Networking Break

10:45 AM - 12 PM

PANEL • Restorative Complaint Resolution: A Case Study

12 - 1 PM

Lunch Break (Lunch provided by CACOLE for in-person attendees)

1 - 2:30 PM

PRESENTATION • Trauma-Informed Practice Understanding the Neurobiological and Psychological Effects of Trauma

2:30 - 2:45 PM

Networking Break

2:45 - 4 PM

Trauma-Informed Practice continued

4 PM

Day 01 Wrap Up

CACOLE Welcome Conference Evening Reception
5 pm in the Alberta Room, located on the mezzanine level

Panel One • 9:15 - 10:30 AM

Day One • Monday, May 27, 2024

A Decade of Police Body-Worn Cameras: How has the technology helped and how has it fallen short?

When body-worn cameras (BWCs) were introduced a decade ago, they seemed to hold the promise of a revolution. Recording police officers' interactions with members of the public would hold police accountable and satisfy the public's demand for greater transparency. Police and civilian oversight agencies would be able to use footage to improve training and, where required, inform discipline proceedings.

As BWCs are becoming standard police equipment in Canada, this panel will discuss the experience of BWC in our largest cities and answer questions about the efficacy of a technology that represents the largest new investment in policing in a generation.

Panelists:

Chief Constable Mark Neufeld, Calgary Police Service
Dr. Christopher J. Schneider, Brandon University
Tom Stamatakis, President, Canadian Police Association
Joe Martino, Director, Special Investigations Unit, ON

Panel Two • 10:45 AM - 12 PM

Restorative Complaint Resolution: A Case Study

The Restorative Complaint Resolution process utilizes a Healing Circle - a process that brings people together as equals so they can share their perceived harm or conflict in a supportive, respectful, and kind environment - to resolve suitable complaints, foster positive relationships and build accountability between individuals and the larger community.

Vancouver Police Department (VPD) Professional Standards Section has successfully resolved two public complaints utilizing this process with meaningful outcomes for both the individuals who filed the complaint and the police officers involved.

This case study will describe how support from the Vancouver Police Union, Office of the Police Complaints Commissioner and the VPD Executive was secured, the intersection of colonial laws with traditional Indigenous ceremonies, lessons learned and the future of the program.

Panelists:

Mike Ritchie, Inspector, Vancouver Police Department
Carla Baker, Inspector, Vancouver Police Department
Andrea Spindler, Deputy Commissioner, BC Office of the Police Complaints Commissioner

Presentation • 1 - 4 PM

Trauma-Informed Practice - Understanding the Neurobiological and Psychological Effects of Trauma

Presenter: Dr. Lori Haskell, Clinical Psychologist

Trauma-informed practice involves more than adhering to a set of abstract principles. It requires a thorough understanding of the complex and diverse alterations in the many domains of a traumatized person's development and coping. Knowledge of the neurobiology of trauma can play an essential role in supporting healing work, as well as the pursuit of accountability and justice.

This presentation will:

- Identify some of the more complicated responses that victims of ongoing abuse and violence may exhibit.
- Understand the neurobiology of the fear circuitry and its potential effects on victim behaviours.
- Recognize the effect of trauma on memory encoding, storage and presentation.
- Present trauma informed techniques for interviewing.

DAY 02

Tuesday, May 28, 2024

8 - 9 AM

Registration Desk Open & Breakfast

9 - 9:05 AM

Welcome & Start of Conference Day 2

9:05- 10:15 AM

PANEL • The Role of Media: Reporting on Police-Public Interactions

10:15 - 10:30 AM

Networking Break

10:30 AM - 12 PM

PANEL • Legal Developments Impacting Policing and Police Oversight

12 - 1:30 PM

Delegates Luncheon • Keynote Address & Mitchell-Lewis Award Presentation

1:30 - 3 PM

PANEL • International Comparative Research on Independent Police Complaint Bodies

3 - 3:15 PM

Networking Break

3:15 - 4:30 PM

PANEL • Building Trust & Respect Between Provincial Police Oversight Agencies and Indigenous Police Services

4:30 PM

Day 02 Wrap Up

Panel One • 9:05 - 10:15 AM

Day Two • Tuesday, May 28, 2024

The Role of Media: Reporting on Police-Public Interactions

The media plays an important role in informing the public about government institutions. As such, media participation is a critical component of police accountability notably that of raising public understanding of police organizations and civilian oversight agencies.

Our collective objective of building public confidence in the police is challenged when issues - such as privacy and the possibility of an investigation being compromised - are regularly cited as reasons to withhold information from the public. This panel will provide their perspectives on the current state of reporting of police-involved incidents in Canada, the need for a symbiotic relationship between the police, civilian oversight and the media, and how to increase transparency for the public.

Panelists:

Rachel Ward, CBC, Journalist, The Fifth Estate
Cheryl Sheppard, Supervisor, Media Relations Unit, Edmonton Police Service
Meaghan Gray, Chief Communications Officer, Toronto Police Association
Kate McDerby, Director of Communications, Civilian Review & Complaints Commission for the RCMP

Panel Two • 10:30 AM - 12 PM

Legal Developments Impacting Policing and Police Oversight

Governments across the country are scrutinizing police legislation and many are making significant changes that impact both police services and oversight agencies. In response to these changes, some legal experts are concerned about police services being able to maintain their independence from politicians, that the threshold for laying charges against police officers varies too greatly by jurisdiction, and the challenge of bringing the CBSA into the realm of independent oversight of law enforcement.

This panel will give an overview of amendments that are being considered or have come into force over the past year and the potential implications for police, oversight agencies and the Canadian public.

Panelists:

Megan Harris, Assistant Deputy Minister, Ministry of Public Safety and Solicitor General, BC
Katherine Murphy, Executive Director of Legal & Regulatory Services, Calgary Police Service
Ryan Teschner, Inspector General of Policing, Inspectorate of Policing, ON
Roxane Gagné, Civilian Director, Independent Investigations Unit, MB
Micheline Lahaie, Chairperson, Civilian Review & Complaints Commission for the RCMP

Panel Three • 1:30 - 3 PM

International Comparative Research on Independent Police Complaint Bodies

Civilian oversight of police can be split into three categories: complaints from the public concerning a police officer's non-criminal misconduct, and investigations into police officers whose actions led to the serious injury or death of an individual, and police officers who've allegedly broken the law.

Starting in the early 1980s, Western democracies began moving away from police investigating police, and creating civilian-led independent police complaint bodies (IPCB). IPCBs in their present forms differ significantly from country to country including the degree to which they are imbedded in each specific context of police organization, tradition and history, political systems and, of course, police-public relationship.

This international panel will examine IPCBs in countries such as Canada, the U.K. and Germany, the different contexts into which IPCBs developed and highlight obstacles and best practices in use today.

Panelists:

Dr. Marc Alain, Université du Québec à Trois-Rivières
Dr. Hartmut Aden, Berlin School of Economics and Law, Germany
Dr. Anja Johansen, University of Dundee Scotland U.K.

Building Trust & Respect Between Provincial Police Oversight Agencies and Indigenous Police Services

Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls made 231 Calls for Justice including the call upon federal and provincial governments to establish robust and well-funded Indigenous civilian police oversight bodies (or branches within established reputable civilian oversight bodies within a jurisdiction) in all jurisdictions, which must include representation of Indigenous women, girls, and 2SLGBTQQIA people, inclusive of diverse Indigenous cultural backgrounds.

This panel will discuss strategies for collaboration between Indigenous Police Services and existing agencies in order to narrow the gap of inequality experienced by many Indigenous people involved in civilian oversight of law enforcement processes.

Panelists:

Kai Liu, Executive Director, Indigenous Police Chiefs of Ontario
Cheryl Gervais, Chief Designate, Treaty Three Police Service
Justin Campbell, Director of Advocacy, First Light St. John's Friendship Centre
Stephen Leach, Complaints Director, Law Enforcement Complaints Agency, Ontario

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The place where fresh, local food and craft beer from all over the world come together under one roof.

345 - 10 Ave SW



Known for its selection of craft beers, with modern pub food & outdoor seating.

140 - 10 Ave SW

DAY 03

Wednesday, May 29, 2024

8 - 9 AM

Registration Desk Open & Breakfast

9 - 9:05 AM

Welcome & Start of Conference Day 3

9:05- 10:30 AM

PANEL • Police Unions, Oversight Agencies and the Need to Work Together

10:30 - 10:45 AM

Networking Break

10:45 - 11:45 AM

PANEL • The Year Ahead

11:45 AM - 12 PM

Concluding Remarks from CACOLE President

12 PM

Conference Concludes

Panel One • 9:05 - 10:30 AM

Day Three • Wednesday, May 28, 2024

Police Unions, Oversight Agencies and the Need to Work Together

Effective police accountability demands involvement from police services leadership, government representatives, parliament, the judiciary, civil society stakeholders, independent oversight agencies and the police themselves.

As Bill Cole, former CAO of the Ottawa Police Association wrote in his article “Why Unions? The Role of Police Associations in the Twenty-First Century”:

...police accept that oversight is a critical component of policing today. Associations play a key role in making certain that members who are designated subjects or witnesses are provided fundamental rights of due process and representation.

This panel will include presentations and a discussion on how police unions and oversight agencies are working effectively together and what improvements need to take place to maintain public confidence in the police.

Panelists:

Curtis Hoople, President, Alberta Federation of Police Associations

Jeff McGowan, Prairie Region Board Director, National Police Federation

Ralph Kaisers, President, Vancouver Police Union and BC Police Association

Greg Gudlot, Civilian Executive Director, Public Complaints Commission and Serious Incident Response Team, SK

Panel Two • 10:45 - 11:45 AM

The Year Ahead

To be effective, police oversight must be independent, impartial, and adequately funded and staffed, and must be supported by law enforcement agencies and the public. Police officers are granted significant powers and authority to enforce the law and maintain public safety, but this power must be balanced against the rights of citizens to be free from unreasonable searches and seizures, to be protected from excessive force, and to be treated fairly and justly.

This panel will include a "what we heard" overview of CACOLE 2024 as well as a discussion of the immediate challenges and issues facing agencies who deal with complaints from the public concerning a police officer's non-criminal misconduct, and investigations into police officers whose actions led to the serious injury or death of an individual, and police officers who've allegedly broken the law.

Panelists:

Jennifer Smith, Executive Director, New Brunswick Police Commission

Micheal Ewenson, Executive Director, Alberta Serious Incident Response Team

Robert Rouleau, Deputy Director, Independent Investigations Bureau (BII)

OUR SPEAKERS



Mike Ellis

Deputy Premier and Minister of Public Safety and Emergency Services,
Government of Alberta

Mike Ellis was sworn in as Deputy Premier and Minister of Public Safety and Emergency Services on June 9, 2023. He previously served as Associate Minister of Mental Health and Addiction.

Prior to his service as an elected official, Mr. Ellis spent 12 years with the Calgary Police Service. During his tenure he served 8 years in the position of constable and three as patrol sergeant. In recognition of his service, he received a ten-year distinguished service medal in 2013.

Mr. Ellis has studied in the bachelor of policing program at Charles Sturt University in Australia. He also holds a management certificate from Mount Royal College and leadership certification from the International Association of Chiefs of Police.

Mr. Ellis is married to Hollie, and together they have 3 children.

Mike Ellis was first elected as the Member of the Legislative Assembly for Calgary-West on October 27, 2014 and was re-elected on May 5, 2015, April 16, 2019 and May 29, 2023.



Ronald J. MacDonald, KC

Keynote Speaker

Ronald J. MacDonald has been the Chief Civilian Director of the Independent Investigations Office of British Columbia from 2017 to 2024 and he served as the first Director of the Serious Incident Response Team (SiRT) in Nova Scotia from 2011 to 2017. His total term of 13 years as the head of an independent criminal investigative police oversight body is the longest ever in Canada.

A practising lawyer since 1985, he was a defence counsel for six years, then worked 17 years as a Crown Attorney (Prosecutor) and also spent three years as the criminal law policy advisor for Nova Scotia's Minister of Justice. He also helped create the first Sexual Assault Response Team in his hometown of Antigonish, Nova Scotia.

Ron was the president of the Nova Scotia Barristers' Society (2005-06), president of the Federation of Law Societies of Canada (2010-11) and president of the Canadian Association of Civilian Oversight of Law Enforcement from 2019 to 2021.

Ron received his King's Counsel designation in 2002 and in 2007, he was awarded the National Heads of Prosecutions Humanitarian Award. He received in 2015 the Nova Scotia Barristers' Society's Distinguished Service Award, and in the same year was named a member of the Schulich School of Law at Dalhousie's Bertha Wilson Honour Society.

His community efforts include coaching a variety of sports, chairing boards, and working at the 2010 Winter Olympics. He is also a member of the St. Francis Xavier University Sports Hall of Fame.

In 2023 he was awarded CACOLE's Mitchell – Lewis award, recognizing outstanding contribution to civilian oversight in Canada.

CACOLE PRESIDENT

MICHELAINE LAHAIE



Micheline Lahaie was appointed as Chairperson of the Civilian Review and Complaints Commission for the Royal Canadian Mounted Police (CRCC) in January 2019.

Ms. Lahaie has appeared before several committees to highlight the role the CRCC plays in policing. Of note, she has appeared before the Parliamentary Standing Committee on Public Safety and National Security (SECU) on the subject of systemic racism in policing services in Canada and the Legislative Assembly of British Columbia's Special Committee on Reforming the Police Act.

During her tenure as Chairperson, Ms. Lahaie has issued recommendations to the RCMP related to issues such as:

- The use of strip searches;
- Police response to persons in crisis and wellness checks;
- Improved prisoner care;
- Sexual assault investigations;
- Response and treatment of individuals experiencing problematic substance abuse concerns; and
- Allegations of discrimination and/or bias by police.

In addition to her role as president of CACOLE, Ms. Lahaie hosts an annual fall meeting that brings together provincial oversight partners--both the complaint and review bodies as well as the serious incident agencies--and provides a forum for them to address issues of mutual concern, discuss how to better share information, and collaborate on improving public awareness of the role of police oversight agencies.

Ms. Lahaie is a 30-year veteran of the Canadian Armed Forces, retiring at the rank of Naval Captain in 2017. Prior to joining the Commission, Ms. Lahaie served as a member of the Veterans Review and Appeal Board.

Ms. Lahaie holds a Bachelor of Arts from the Collège militaire royal de Saint-Jean and a Master of Defence Studies from the Royal Military College of Canada.



Vicki Yeats

CACOLE Executive Director & Conference Moderator

Vicki Yeats serves as the part-time Executive Director of CACOLE. With over 30 years of senior and executive experience in the British Columbia public service, Vicki brings a wealth of expertise to the role. She is a certified leadership coach and facilitator.

After retiring from public service in 2019, Vicki founded Yeats Consulting, offering business and human resource management consulting, leadership coaching, and facilitator/moderator services.



Hartmut Aden
Berlin School of Economics and Law

Hartmut is a Professor of European and German Public Law, Public Policy and Public Administration Law in the department of Police and Security Management at the Berlin School of Economics. Hartmut is a member of the Berlin Institute for Safety and Security Research and has been the Vice President for Research of the university since 2020.

He studied law and social sciences at Georg-August University and the École des Hautes Études en Sciences sociales, and he obtained his Doctoral degree from Leibniz University in 1997.

His research, publications, and teaching cover topics related to policing and security, human rights, data protection, public finance, and environmental protection. He is the co-initiator and international coordinator of the research project Police Accountability - Towards International Standards (2021-2024).



Marc Alain
Université du Québec à Trois-Rivières

Marc is a Full professor at the Department of psychoeducation at the *Université du Québec à Trois-Rivières* where he started teaching and researching after having been the founder and CEO of the Quebec's National Police School Research Center, from 2000 to 2005. He earned his doctoral title in criminology in 1997.

Alongside his research on juvenile delinquency policies and treatments in Canada and North America, he has contributed to the development and re-enforcement of policy and program evaluation in Quebec, Canada, France, Italy and Chili.

Marc is also known for his work on matters related to the relationships between the public and the police, the field of theoretical and applied police ethics.



Carla Baker
Vancouver Police Department

Inspector Carla is an 18-year member of the Vancouver Police Department (VPD). She is currently the officer in charge of the Diversity, Community & Indigenous Relations Section.

After her promotion to the rank of sergeant, Carla was transferred to the Professional Standards Section, Alternate Resolution Team. While overseeing Complaint Resolution investigations, she created the Restorative Complaint Resolution Process. The VPD is the only municipal department using restorative practices to resolve Police Act complaints. The process provides a meaningful and culturally sensitive resolution to complaints.

Previously, Carla worked in the Domestic Violence and Criminal Harassment Unit as a Threat Assessment Professional and later as the Provincial Coordinator of the Provincial Protective Measures Unit where she was responsible for high-risk domestic violence safety planning.



Justin Campbell
First Light Friendship Centre

Justin is the Director of Research & Strategic Partnerships with First Light Friendship Centre in St. John's, Ktaqmkuk. Drawing on a professional background in business, government, and non-profit, he is a human rights organizer with a focus on racism, discrimination, and colonialism. Justin holds a Bachelor of Humanities in Human Rights and a Master of Arts in Political Science, both from Carleton University in Ottawa.

A non-Indigenous settler working on the unceded and unsundered territories of the Beothuk and the Mi'kmaq, Justin enjoys the privilege of leading First Light's political advocacy efforts. His work includes coordinating public policy research to promote systemic change for the benefit of the urban Indigenous community, with a current set of priorities in justice, corrections, and law enforcement.

OUR PANEL GUESTS

Michael Ewenson
Alberta Serious Incident Response Team

Mike was appointed as the Executive Director of the Alberta Serious Incident Response Team in 2021.

Prior to joining ASIRT he was a Prosecutor with Alberta Justice for 16 years, the last 10 of which he was Deputy Chief Crown for the Calgary Prosecution office. Mike obtained his law degree from the University of New Brunswick and spent time working in Johannesburg, South Africa and Yellowknife, NWT before settling in Calgary.

In 2014 Mike took a leave of absence and moved to Ireland to obtain his LLM in International Criminal Law from the Irish Centre for Human Rights in Galway. Mike then began teaching Evidence law at the University of Calgary after returning to Calgary.



Roxanne Gagné
Independent Investigations Unit (MB)

Roxanne was appointed as civilian director of the IIU MB in July 2023. Prior to her appointment, Roxanne has been a Justice of the Peace Magistrate with the Provincial Court of Manitoba. Then, for 20 years, she worked with the Public Prosecution Service of Canada and provided advice to the National Committee for Interaction with Indigenous Peoples and the Criminal Justice System. Roxanne also worked for Justice Canada in the Indigenous Rights and Relations Portfolio.

Having obtained her Bachelor of Laws from the University of Manitoba in 2008, she is an active member of the Law Society of Manitoba and of the Barreau du Québec, where she is also a certified mediator.

Roxanne has actively volunteered for community-led causes involving the homeless and other marginalized communities.



Cheryl Gervais
Treaty Three Police Service

Cheryl, from Iskatewiiaagegan No. 39 First Nation, has been a police officer with the Treaty Three Police Service for 21 years, and was promoted to Chief Designate in 2023.

Throughout her career, Cheryl developed and nurtured relationships, built partnerships to establish trust and resolved issues with various groups.

As an Indigenous woman, she has dedicated herself to the empowerment of women and girls in her community and promoted male inclusion and role modeling in events and initiatives to help raise awareness and denounce violence against women and girls.

Cheryl has been recognized with the Ontario Women in Law Enforcement Community Services Award in 2021, the First Nations Chief of Police Community Services Award in 2021, and the Order of Merit of the Police Forces – Member in 2022.



Meghan Gray
Toronto Police Association

Meghan is the Chief Communications Officer for the Toronto Police Association (TPA), leading all areas of communications and providing strategic advice to the President and Board as they advance the interests of the membership through education, political action, and legislative advocacy.

Prior to joining the TPA in 2022, Meghan served in the Corporate Communications section of the Toronto Police Service (TPS) for 18 years where she provided strategic communications advice to four Chiefs of Police and other senior officers. She led the development of TPS' Social Media strategy, various Media Relations training initiatives, and provided communications support for high-profile projects such as Body-Worn Cameras, Mobile Crisis Intervention Teams, the Neighbourhood Community Officer Program. Meghan also provided real-time support to operational units dealing with school shootings, serial predators, and large-scale demonstrations.

OUR PANEL GUESTS

**Greg Gudelot**

Saskatchewan Public Complaints Commission and Serious Incident Response Team

Greg was appointed in 2021 to jointly serve as the Executive Director for Saskatchewan's Public Complaints Commission and the Civilian Executive Director of the newly created Serious Incident Response Team (SIRT).

Prior to this appointment, Greg served as the Assistant Executive Director for the Alberta Serious Incident Response Team (ASIRT) where he has overseen a number of complex investigations and helped shape national standards for police oversight in Canada.

Before entering the field of civilian oversight, Greg practiced primarily in the area of criminal law, both as an Assistant Chief Crown Prosecutor for Alberta Justice, and as a defence lawyer with the Winnipeg firm of Campbell Gunn Inness.

**Megan Harris**

Public Safety and Solicitor General (BC)

Megan is the Assistant Deputy Minister responsible for Public Safety Transformation within the Ministry of Public Safety and Solicitor General where she oversees the BC Government's Policing and Public Safety Modernization Initiative, the BC Government's response to the Special the Committee for Reforming the Police Act report, the implementation of Next Generation 911, 911 governance development, and the Safer Community Action Plan.

Previously, Megan was Assistant Deputy Minister at Government Communications and Public Engagement providing advice on issues management, crisis communications, and strategic ministry communications.

Megan has held roles with the City of Waterloo, Wilfrid Laurier University's Lazaridis School of Business and was an instructor at Conestoga College.

**Dr. Lori Haskell**

Clinical Psychologist

Dr. Lori Haskell is a clinical psychologist who divides her time between delivering professional training and educational presentations across Canada and her clinical private practice. She is also an Academic Research Associate with the Centre for Research on Violence Against Women and Children at the University of Western Ontario since 2003 and has been an Assistant Professor with the Department of Psychiatry of the University of Toronto from 2000 to 2016.

Having been dedicated to the prevention, treatment and training on issues relating to violence against women and children for the past 30 year, Dr. Haskell, appointed as a Member of the Order of Canada in 2022, is a nationally recognized expert on trauma and abuse, and on trauma informed approaches to mental health service delivery and on legal responses.

**Curtis Hoople**

Edmonton Police Service

Curtis has been a police officer with the Edmonton Police Service (EPS) for 21 years and has been a promoted Sergeant for over 11 years. He has worked in areas such as Patrol, Neighborhood Foot Patrol, Recruit Training Unit – Police Training Officer Program, Employee Family Assistance Section, and Disruption Section.

In addition to his time with EPS, Curtis has, since 2018, represented the membership with the Edmonton Police Association (EPA) as a Director, Secretary, Vice President and now President. Curtis handles various caseloads that deal with criminal, police act, labour, human rights, collective agreement, or internal matters that relate specifically to the 2000+ members of the EPA.

OUR PANEL GUESTS



Dr. Anja Johansen
University of Dundee Scotland U.K.

Anja has a long track record of comparative historical research on police-public relations, police accountability, and citizens' complaints in nineteenth-century Britain, France, and Germany. She is particularly interested in patterns of long-term continuity and change in police complaints procedures from the 19th to the 21st century, and the impact - or lack of impact - of public outcry over police malpractice on the handling of police and the empowerment of complainants.

In a broader perspective, her research compares police accountability within dissimilar political regimes, particularly whether and how democratisation has impacted on police accountability and transparency to the public.



Ralph Kaisers
Vancouver Police Union and BC Police Association

Ralph joined the Vancouver Police Department in 1992, where he worked as a Constable in Patrol for over 9 years with Strike Force. He also has significant experience in the Combined Special Forces Enforcement Unit, and the Major Crime Section. After being promoted to Sergeant, he worked in Professional Standards, Strike Force, the General Investigations Section, and the Major Crime Section.

Ralph joined the Vancouver Police Union as a Director in 2011 and became the Vice President in 2012. In 2019, he was elected as the President of the Vancouver Police Union where he represents all front-line police officers, jail guards, and Special Constables of the VPD. During his career, Ralph has received numerous commendations and was invested into the Order of Merit for Police Forces in 2023.



Stephen Leach
Law Enforcement Complaints Agency (ON)

Stephen was appointed as the Independent Police Review Director in 2020. Stephen is a veteran lawyer with extensive Canadian and international experience and a distinguished career in public governance. He studied law at the University of Alberta and received his MBA from the Richard Ivey School of Business at the University of Western Ontario. Before his appointment, Stephen was a private practice lawyer and spent several years working as an international consultant in the areas of strategic planning and the implementation of programs preventing violent extremism, and anti-corruption.

Stephen is the former the President/CEO of the Canadian International Trade Tribunal, where he restructured the tribunal, increased productivity, reduced expenditures and implemented a governance structure with a focus on stakeholder relations.



Kai Liu
Indigenous Police Chiefs of Ontario

Kai is the Executive Director of the Indigenous Police Chief of Ontario (IPCO). In 2021, Kai was elected to lead the IPCO and the National First Nation Chiefs of Police Association as President and Secretary Treasurer respectively.

Kai has been the Chief of Police for the Treaty 3 Police Service. The Chief of Police with the Cobourg Police and the Chief of Police for the Gananoque Police Services in 2008. He is the first Chief of Police with Taiwanese descent in Canada, and the youngest police chief and was the first Asian police officer with the Ottawa Police Service.

A recipient of many community and policing awards, through his long career in policing, Kai developed a strong reputation as an innovator and champion for Equity, Diversity and Inclusion in the workplace.

OUR PANEL GUESTS



Joseph Martino
Special Investigations Unit (ON)

Joseph is the Director of the Special Investigations Unit, the province's civilian agency responsible for the independent investigation of incidents in which the police have caused serious injury or death, are the subject of a sexual assault complaint, or have discharged a firearm at a person.

Joseph is a graduate of the University of Toronto, Faculty of Law and the Public Policy, Administration and Law graduate program at York University. He has published articles in the areas of policing practices, disclosure and production in criminal cases, leadership, and children's rights. Joseph is also the co-author of *Salhany's Police Manual of Arrest, Seizure and Interrogation*.



Kate McDerby
Civilian Review and Complaints Commission for the RCMP

Kate is the Director, Strategic Communications and Outreach with the Civilian Review and Complaints Commission for the RCMP (CRCC). For over 15 years, Kate has been the CRCC's media spokesperson and she is responsible for public education, partnerships and digital communications. Kate strongly believes that forming partnerships with provincial oversight agencies is critical for raising awareness of the existing processes in place for all Canadians. To this end, she plans the CRCC Chairperson's annual Heads of Police Oversight meeting and supports the Canadian Association of Civilian Oversight of Law Enforcement (CACOLE) in developing programming for their annual conference.



Jeff McGowan
National Police Federation

Jeff is a Board Director, Prairie Region, with the National Police Federation (NPF) the union representing regular Members and reservists of the RCMP below the rank of Inspector.

Jeff sits on the NPF's National Policy Health and Safety Committee, as well as the Conduct, LAPE, Reintegration, PARE Review Committee, RCMP Vets, Uniform and Equipment, and Conduct Measures Guide Review Committees. In 2022, he was a key figure in the NPF's Keep Alberta RCMP Community Engagement Tour, which advocated against the government of Alberta's proposal of a provincial police force.

Jeff joined the RCMP in 1994, working over the course of his career in General Duty, General Investigation Section, the Edmonton Drug Section as part of the Clandestine Lab Team, the ALERT/Gang Unit, the Emergency Response Team, and the Staff Relations Representative program.

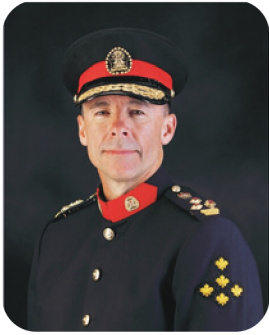


Katherine Murphy
Calgary Police Service

Katherine is the Executive Director of Legal & Regulatory Services with Calgary Police Service (CPS). In this role, she oversees the Service's Professional Standards, Legal Services, and Access & Privacy Sections. Prior to joining the CPS, Katherine served as Chief of Staff and Corporate Secretary of the Canada Energy Regulator (CER) and practiced law at the CER as Associate General Counsel, and at two national law firms.

Katherine holds an Honours Bachelor of Science Degree from Acadia University, and a Bachelor of Laws Degree from Dalhousie University. She volunteers as a Board Director with Influence Mentoring Society, a non-profit that provides mentorship to Indigenous post-secondary students, and with Aventa Centre of Excellence for Women with Addictions.

OUR PANEL GUESTS



Mark Neufeld
Calgary Police Service

Chief Constable Neufeld began his policing career in 1992 with the Vancouver Police Department. In 1993, he joined the Edmonton Police Service (EPS) and spent 12 years as a frontline patrol officer. During his service with the EPS, Chief Neufeld spent time in the Criminal Investigations Division, Operational Policy, the Intelligence Section, Professional Standards and in Human Resources. He was also seconded to the Alberta Serious Incident Response Team (ASIRT) as Director of Investigations.

In 2017, he was appointed Chief of the Camrose Police Service. In 2019, he was appointed to his current role as Chief Constable, with the Calgary Police Service.

Chief Neufeld holds a master's degree in criminology and police management from the University of Cambridge and has completed the CACP Executive Global Studies program, where he studied international approaches to cybercrime.

Chief Constable Neufeld was invested as a member of the Order of Merit of the Police Forces in 2014. He is also the recipient of the Queen's Diamond Jubilee Medal, the Police Exemplary Service Medal, and the Alberta Law Enforcement Long Service Medal.



Mike Ritchie
Combined Forces Special Enforcement Unit of BC

Mike is an Inspector overseeing Legal Special Projects and reports to the Deputy Chief of Personnel Services.

He began his policing career in 2002 working as a patrol Constable, an investigator in the Source Handling Unit, Identity Theft Task Force and the Integrated Gang Task Force and leading teams in patrol and the Property Crime Unit.

Mike worked in Professional Standards as the Department Security Officer, the Investigative Staff Sergeant and as the Officer in charge of the Professional Standards Section, where he remained until January of 2024.

Inspector Ritchie holds a Bachelor of Commerce, graduating with distinction from the University of Guelph.



Robert Roulea
Independent Investigations Bureau (QC)

Robert serves as the Deputy Director of the Independent Investigations Bureau (BEI), a position held since 2020. Robert is instrumental in overseeing investigations, demonstrating a commitment to upholding justice and integrity.

Prior to joining BEI, Robert was the Deputy Chief Prosecutor of the Bureau of Serious Crime and Special Affairs under the Director of Criminal and Penal Prosecutions from 2018 to 2020. This role followed an extensive tenure with the Department of Justice and the Director of Criminal and Penal Prosecutions, where Robert was the Crown Attorney of the Organized Crime Bureau and the Serious Crime and Special Affairs Bureau from 2012 to 2018.

OUR PANEL GUESTS



Dr. Christopher J. Schneider
Brandon University

Christopher is a professor of sociology at Brandon University. He wrote and collaborated on seven books and over 100 scholarly paper and essays, his research and publications focused largely on information technologies and related changes to police work, including having published extensively on police body-worn cameras.

Christopher is the 2024 recipient of Brandon University's Board of Governors Award for Excellence in Community Service and the 2022 recipient of Brandon University's Senate Award for Excellence in Research.

His work has appeared in hundreds of news segments and reports, including The New York Times and The Washington Post, USA Today, The Globe and Mail and The Toronto Star. Christopher was endowed chair of criminology and criminal justice at St. Thomas University in the spring of 2019 and public visiting scholar at Wilfrid Laurier University in the fall 2016.



Cheryl Sheppard
Edmonton Police Service

Cheryl is the Supervisor of the Edmonton Police Service's Media Relations Unit, leading a team of senior communicators who work directly with local, national and international media. She is a strategic communicator and an expert in crisis and issues management and provides organizational advice and communications guidance around major incidents and issues that impact public safety and the perception of policing.

With almost a decade of work experience in law enforcement, Cheryl is best known for her ability to navigate complex and sensitive issues while building relationships with police service members and the media.

She holds a Bachelor of Public Relations from Mount Saint Vincent University and a certificate in Executive Leadership from Queen's University.



Jennifer Smith
New Brunswick Police Commission

Jennifer joined the New Brunswick Police Commission as Executive Director in 2019. Her career in the public service extends over 29 years, serving as a police officer with the Miramichi Police Force from 1995 to 2001 before joining the New Brunswick Human Rights Commission in 2002 until 2013. Between 2013-2019, Jennifer worked with the Department of Justice and Public Safety until assuming her current role. She is also the Vice-President of the Canadian Association for Civilian Oversight of Law Enforcement since 2022.

Jennifer career has focused on criminal and administrative law, process improvement, oversight, investigations, and leading change.

Andrea Spindler
Office of the Police Complaint Commissioner (BC)

Andrea was appointed Deputy Police Complaint Commissioner in 2019 where she is currently responsible for executive oversight of the operations of the OPCC. Andrea is also leading the expansion of the OPCC's outreach, accessibility and communication profile, including the development of enhancements to restorative justice processes for the police complaints system. Andrea has spent much of her career focused on police accountability, occupying a number of key management positions at the OPCC. Prior to her work in police accountability, she worked as a community researcher examining gang desistance and youth protective factors in Surrey, BC.

Andrea has a graduate degree in Criminology from Simon Fraser University where she authored several research articles examining the effects of organizational structures on offending patterns in youth gangs.

OUR PANEL GUESTS



Tom Stamatakis
Canadian Police Association

Tom has been on the Board of Directors of the Canadian Police Association (CPA) since 2003 becoming President in 2011. He has been the President of the Vancouver Police Union (VPU), and the President and founding member of the British Columbia Police Association from . In 2022, he was acclaimed for a third term as President of the International Council of Police Representative Associations.

Prior to being seconded to the VPU, Tom was a constable with the Vancouver Police Department for over 30 years.

Tom has extensive knowledge and experience in a variety of areas including strategic crisis communications and advocacy, disciplinary matters, collective bargaining, negotiations, conflict resolution, organizational health and wellness, benefit administration, pensions and governance.

In 2017, he was promoted to Officer of the Order of Merit of the Police Forces in Canada



Ryan Teschner
Inspectorate of Policing (ON)

Ryan was appointed Inspector General of Policing in 2023. He is responsible for the Inspectorate that operates at arm's-length from government to monitor police and police services board performance and promote improvements to public safety in Ontario.

Ryan has worked collaboratively with police services, boards and commissions to lead successful reforms in the community safety, justice, and social sectors. In previous roles, Ryan most recently served as Executive Director and Chief of Staff at the Toronto Police Services Board, where he modernized governance operations while putting in place new policies, policing innovations and organizational improvements.

Before entering the public sector, Ryan practiced law as a litigator specializing in regulatory, administrative, constitutional, and commercial law. He is a graduate of both the University of Toronto and Osgoode Hall Law School.



Rachel Ward
CBC

Rachel is an award-winning investigative journalist and producer with the CBC documentary team at The Fifth Estate. Throughout her career, she has used freedom of information and data to uncover actions those in power would rather keep secret, with a focus on stories involving abuse and trauma.

Those investigations have forced changes, from extending healthcare coverage for delayed visa renewals and tightening up municipal spending in rural Nova Scotia to identifying potential miscarriages of justice, and reopening a probe into torture on military courses.

In her investigations, she often has focused on flaws in Canadian justice and policing systems. For instance, she identified how the Canadian Armed Forces justice officials systematically downgraded sexual assault convictions, and how its police force was vulnerable to chain of command influence. In another, she identified how an opaque Ontario police disciplinary board allowed a violent officer to stay on the force for decades.

In the past year, missing disclosure she uncovered in a toddler death case helped quash a woman's wrongful conviction in B.C.

Rachel is based in Alberta and also teaches journalism at Mount Royal University in Calgary.

OUR PANEL GUESTS

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