



**CANADIAN ASSOCIATION FOR CIVILIAN  
OVERSIGHT OF LAW ENFORCEMENT**

**2026 ANNUAL  
PROFESSIONAL DEVELOPMENT CONFERENCE**

---

*JUNE 1 - 4, 2026*

# SASKATOON

Police oversight across Canada is undergoing a significant transition. Expanded mandates, rapid technological change, evolving legal frameworks, and increasing public expectations are reshaping how oversight bodies operate and how legitimacy is earned and maintained. This conference brings together oversight leaders, legal experts, policy makers, and practitioners to examine emerging challenges and practical solutions that strengthen accountability, independence, and public trust in modern policing.

**THE SHERATON CAVALIER SASKATOON HOTEL**  
**CENTRE BALLROOM · CENTRAL STANDARD TIME**

[www.cacole.ca](http://www.cacole.ca)

PROGRAM AT A GLANCE

SCHEDULE IS SUBJECT TO CHANGE  
MORE DETAILS TO BE ADDED AS WE FINALISE ARRANGEMENTS

# MONDAY JUNE 1, 2026

- 3:00 EARLY CONFERENCE REGISTRATION BEGINS
- 5:00 WELCOME CONFERENCE RECEPTION *(DETAILS BELOW)*

# TUESDAY JUNE 2, 2026

- 8:00 REGISTRATION & BREAKFAST
- 9:00 CACOLE WELCOME & LAND ACKNOWLEDGEMENT
- 9:30 KEYNOTE
- 10:00 BREAK
- 10:15 BRIDGING TRUST & ACCOUNTABILITY  
*THE ROLE OF INDIGENOUS COMMUNITY LIAISONS IN POLICE OVERSIGHT ACROSS CANADA*
- 12:00 LUNCH
- 1:00 LEGAL UPDATES  
*KEY DEVELOPMENTS AFFECTING POLICE OVERSIGHT*
- 2:30 BREAK
- 3:00 ORGANIZATIONAL WELLNESS & SUPPORTING OVERSIGHT STAFF  
*BUILDING RESILIENT OVERSIGHT AGENCIES THROUGH LEADERSHIP, CULTURE & STAFF SUPPORT*
- 4:30 DAY 1 WRAP UP & SURVEY



NETWORKING OPPURTUNITIES

# JOIN US FOR THE WELCOME RECEPTION

MONDAY, JUNE 1 AT 5 PM IN THE TOP OF THE INN BALLROOM

## PROGRAM AT A GLANCE

SCHEDULE IS SUBJECT TO CHANGE  
MORE DETAILS TO BE ADDED AS WE FINALISE ARRANGEMENTS

# WEDNESDAY JUNE 3, 2026

- 9:00      **BREAKFAST**
- 10:00     **WELCOME TO DAY 2**  
*OVERVIEW OF THE DAY*
- 10:15     **INTEGRITY INSPECTIONS & ANTI-CORRUPTION OVERSIGHT**  
*A SECTOR-WIDE APPROACH*
- 12:00     **LUNCH**
- 1:00      **ARTIFICIAL INTELLIGENCE**  
*POLICIES, PROCEDURES, AND GOVERNANCE IN PRACTICE*
- 2:30      **BREAK**
- 2:45      **ARTIFICIAL INTELLIGENCE**  
*USE IN POLICING AND THE ROLE OF POLICE OVERSIGHT*
- 4:15      **JOINT AI PANELISTS Q&A**
- 4:45      **DAY 2 WRAP UP & SURVEY**

5 PM NETWORKING RECEPTION – TOP OF THE INN, SHERATON CAVALIER SASKATOON HOTEL

# THURSDAY JUNE 4, 2026

- 8:00      **BREAKFAST**
- 9:00      **WELCOME TO DAY 3**  
*OVERVIEW OF THE DAY*
- 9:10      **ACCOUNTABILITY WITH COMPASSION**  
*TRAUMA-INFORMED INVESTIGATIONS*
- 10:30     **BREAK**
- 10:45     **CLOSING PANEL: OPEN FORUM ON THE FUTURE OF CIVILIAN OVERSIGHT**
- MITCHELL LEWIS AWARD PRESENTATION**  
*ANNOUNCEMENT OF 2027 CONFERENCE LOCATION*
- 12:00     **CONFERENCE ENDS**

# PANEL OVERVIEWS

## BRIDGING TRUST AND ACCOUNTABILITY – THE ROLE OF INDIGENOUS COMMUNITY LIAISONS IN POLICE OVERSIGHT ACROSS CANADA

Indigenous community liaisons play a critical role in police oversight by helping to bridge communication, cultural understanding, and trust between oversight agencies and Indigenous communities. This panel will explore how liaison roles support investigators by providing cultural, historical, and community-specific context, while also assisting affected parties in navigating oversight processes.

Panelists will share experiences from multiple jurisdictions and discuss best practices, challenges, and lessons learned in building meaningful relationships. The session will highlight how Indigenous community liaisons contribute to transparency, respect, and more culturally informed oversight outcomes.

Participants will gain insight into:

- The responsibilities and contributions of Indigenous community liaisons
- Challenges and opportunities in fostering trust and engagement
- Systemic barriers and issues faced by liaisons in oversight environments

Key Takeaways:

- The responsibilities and contributions of Indigenous community liaisons
- Challenges and opportunities in fostering trust and engagement
- Systemic barriers and issues faced by liaisons in oversight environments

By the end of this session, participants will be able to:

- Understand the role and responsibilities of Indigenous community liaisons in oversight agencies.
- Identify best practices for engaging Indigenous communities in oversight processes.
- Recognize challenges faced by liaisons and oversight bodies in building trust.
- Apply culturally informed approaches to oversight work involving Indigenous communities.

## LEGAL UPDATES – KEY DEVELOPMENTS AFFECTING POLICE OVERSIGHT

This annual legal update will review significant developments over the past year affecting police oversight, including criminal prosecutions of police officers, disciplinary decisions, and other relevant court rulings. Panelists will highlight noteworthy cases, emerging trends, and legal issues shaping oversight practice across Canada.

Key Takeaways:

By the end of this session, participants will be able to:

- Identify recent court decisions and prosecutions that impact police oversight across Canada.
- Understand emerging legal trends affecting investigations, discipline, and accountability.
- Distinguish between criminal and disciplinary legal considerations in oversight work.
- Anticipate upcoming legal developments that may affect oversight agencies' mandates and practices.

# PANEL OVERVIEWS

## ORGANIZATIONAL WELLNESS & SUPPORTING OVERSIGHT STAFF - BUILDING RESILIENT OVERSIGHT AGENCIES THROUGH LEADERSHIP, CULTURE & STAFF SUPPORT

Oversight professionals face unique workplace stressors, including high caseloads, public scrutiny, exposure to traumatic material, and complex community dynamics. This session will examine organizational wellness through the lens of accountability, culture, and sustainability.

Building on previous conference discussions, the panel will explore strategies for supporting staff mental health, reducing burnout, strengthening organizational culture, and ensuring that wellness considerations are embedded into leadership and operational practices.

Key Takeaways:

By the end of this session, participants will be able to:

- Identify common mental health and wellness challenges faced by oversight staff.
- Understand the relationship between organizational culture, wellness, and accountability.
- Explore strategies to support staff resilience and reduce burnout.
- Consider leadership practices that promote sustainable and healthy oversight organizations.

## INTEGRITY INSPECTIONS & ANTI-CORRUPTION OVERSIGHT - A SECTOR-WIDE APPROACH

On February 9, Ontario's Inspector General of Policing announced a first-of-its-kind, province-wide inspection into police integrity and anti-corruption practices. The inspection will examine the effectiveness of all of Ontario's police services, police service boards, and the Ontario Provincial Police in preventing, detecting, and responding to integrity risks—representing the most comprehensive integrity-focused inspection undertaken in Canada to date.

Moderated by the Inspector General, this session will explore integrity inspections as a critical civilian oversight tool and consider why system-wide inspection models are increasingly important for mature accountability frameworks. For oversight bodies, understanding how integrity risks are identified and addressed internally by police organizations—as well as how those efforts are independently assessed—provides essential insight into strengths, vulnerabilities, and opportunities for systemic improvement.

This session will draw on diverse perspectives at both the operational and oversight levels, including policing organizations with experience examining and responding to integrity risks within their own and others' institutions, and an established external oversight body with decades of experience conducting independent integrity inspections. The discussion will explore what oversight bodies can learn from long-standing inspection regimes and how those lessons can inform emerging or evolving oversight models in Canada.

By the end of this session, participants will be able to:

- Understand the scope, objectives, and significance of the Inspector General of Policing's announced province-wide integrity inspection in Ontario.
- Apply operational perspectives to oversight mandates in examining issues of police integrity and anti-corruption.
- Identify lessons learned from mature inspection bodies that can inform oversight practice in Canada.
- Reflect on how integrity inspections contribute to stronger accountability frameworks and public confidence in policing.
- Discover lessons for transparency and governance: Learn how public reporting strengthens accountability and what other jurisdictions can take from Ontario's experience.

# PANEL OVERVIEWS

## ACCOUNTABILITY WITH COMPASSION - TRAUMA-INFORMED INVESTIGATIONS

Investigations involving police services and police associations, whether conducted internally or through independent oversight—often engage individuals who have experienced trauma, including complainants, families, officers, and communities. This session will explore how trauma-informed practices can be meaningfully integrated across police oversight bodies, police services, and police associations while maintaining investigative rigor, procedural fairness, and legal integrity.

Panelists will examine what a trauma-informed approach looks like in both oversight and policing contexts, and why it is increasingly essential amid heightened public scrutiny, complex and high-profile cases, and evolving legislative and governance frameworks. The discussion will also consider how oversight bodies and police organizations can align practices to support accountability, transparency, and trust, while recognizing the diverse impacts of trauma on all parties involved.

Key Takeaways:

By the end of this session, participants will be able to:

- Learn how to operationalize these principles—through intake and triage, interview design, communications, privacy and media protocols, family and officer liaisons, and staff wellness programs.
- Case studies will illustrate the practical steps oversight bodies could take when designing their own investigations, as well as lessons learned and pitfalls to avoid.

## OPEN FORUM ON THE FUTURE OF CIVILIAN OVERSIGHT

This 45 minute interactive closing panel brings together leaders from civilian oversight agencies, a Chief of Police, and a representative from a police association for a candid and forward-looking discussion on the evolving landscape of police oversight in Canada. By convening perspectives from across the oversight and policing continuum, the session is designed to foster meaningful dialogue on complex, and sometimes contested, issues shaping the field today.

Participants—both in person and online—will play a central role in guiding the conversation. The session will prioritize audience questions, offering a unique opportunity to engage directly with panelists, raise jurisdiction-specific challenges, and explore issues that may not have been fully addressed elsewhere in the program.

Panelists will draw on their respective experiences to discuss practical realities and areas of both alignment and tension across oversight bodies and policing organizations. Topics may include accountability frameworks, independence and governance, public trust, transparency, and the impact of evolving expectations on both oversight agencies and police services.

This session is intended to create an open and respectful space for dialogue, where diverse perspectives can be shared, challenged, and better understood—supporting a more informed and constructive approach to advancing civilian oversight in Canada.