

**Canadian Association for Civilian Oversight of Law
Enforcement**

(CACOLE)

Conference 2004

Many Voices: Communities and Civilian Oversight



Moderator & Speaker Biographies

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CACOLE extends deepest appreciation to the Speakers and Moderators who so generously give of their time to participate in the annual conference. Without them, the informative and lively professional development sessions would not be possible.

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Barbara Attard is has been a member of the executive board of the National Association of Civilian Oversight of Law Enforcement) NACOLE for the past four years. She first served as NACOLE's Secretary and is now Vice-President.

Ms. Attard is the director of the Berkeley Police Review Commission (PRC), one of the oldest civilian oversight agencies in the United States, having celebrated its thirtieth anniversary in 2003. She began her career with the San Francisco Office of Citizen Complaints (OCC) in 1983 as one of the first investigators hired for the newly founded agency.

Ms. Attard has championed the use of mediation in police misconduct cases and authored an article, "In Praise of Mediation." While at the OCC, she developed an "Early Warning System" for detecting and counseling San Francisco police officers whose citizen complaint records indicated possible problematic behavior patterns.

Ms. Attard earned her Masters Degree in Public Administration at the University of San Francisco. She has a Bachelor of Arts Degree in Philosophy and Social Science from Humboldt State University in northern California.

Ms. Attard has been active in international and national associations of civilian oversight for over twelve years and attended the CACOLE/IACOLE conference in Quebec in 2001.

Chief Constable Paul Battershill

- Appointed as Victoria Police Chief in 1999 following a 23 year career in the Vancouver Police Department.
- Paul was elected as a police union official in the 1980's at a municipal, provincial and national level.
- Chief Battershill was a member of the Justice Oppal Royal Commission of Inquiry Into Policing in British Columbia in 1993. The Commission's recommendations led to the system of oversight presently in place in British Columbia.
- Paul was a founding director of the E-Comm Corporation in the Lower Mainland in 1997. E-Comm established the first integrated multi-agency public safety service in North America including police, fire and ambulance in wide area radio, information systems, 911 and post disaster facilities.
- Chief Battershill is presently Chair of the Steering Committee implementing the PRIME BC police database in B.C.
- Chief Battershill is Chair of the RCMP National Forensic Laboratory Committee and is a member of the Webster Foundation which recognizes outstanding media achievement in B.C.

Commissioner Gwen Boniface

Gwen M. Boniface began her career in 1977 and has held a number of progressively responsible positions, such as Superintendent of the First Nations and Contract Policing Branch, Chief Superintendent of the Organizational Development Bureau, Regional Commander for Western Ontario and, currently, as Commissioner of the Ontario Provincial Police (OPP).

Commissioner Boniface leads over 7,000 OPP uniform and civilian members serving in excess of one million square kilometers of land and water. She is responsible for policing services to diverse communities throughout Ontario, including front-line delivery, administrative support services and highly specialized and multi-jurisdictional investigations.

Commissioner Boniface earned a Bachelor of Arts degree from York University and a Bachelor of Laws degree at Osgoode Hall Law School. She was called to the Bar in Ontario during 1990, and is a member of the Law Society of Upper Canada.

In 1997, she was appointed to the Law Commission of Canada, an independent federal law reform agency that advises Parliament on how to improve and modernize Canada's laws. Through this appointment, and her work as an adjunct professor at the University of Western Ontario Law School, the Commissioner has made significant contributions to the field of justice. She has been the recipient of the Humber College Alumnus of Distinction Award and was invested into the Order of Ontario in 2001, and the Order of Merit of the Police Forces in 2002.

Commissioner Boniface is, by invitation, a member of the First Nations Chiefs of Police. She has served as a Director, Vice-President, and, in 2001, became the first female President of the Canadian Association of Chiefs of Police. In 2002,

Commissioner Boniface was elected Second Vice Chair of the Division of State and Provincial Police of the International Association of Chiefs of Police, and is the first Canadian police officer to hold such a position.

A. Alan Borovoy

Mr. Borovoy completed his undergraduate studies at the University of Toronto and in 1958 was admitted to the Bar of Ontario at Osgoode Hall, Toronto. Alan Borovoy has been General Counsel of the Canadian Civil Liberties Association since May 1, 1968, He was formerly: Associate Secretary, National Committee for Human Rights, Canadian Labour Congress; Secretary, Ontario Labour

Committee for Human Rights; and Director, Toronto & District Labour Committee for Human Rights.

Community Organizing Activities

Among Mr. Borovoy's community organizing activities are the following:

- C a delegation to the Ontario Government, which culminated in legislation against racial discrimination in housing
- C a march by more than 400 aboriginal people in Kenora, Ontario, which culminated in government compliance with every proposal in the aboriginal brief
- C a delegation to the Ontario Minister of Health, which culminated in tighter standards and procedures in the mental health laws dealing with involuntary civil commitment
- C delegations to the federal and provincial governments on capital punishment, religious education in the public schools, the War Measures Act, custodial access to counsel, national security and intelligence, welfare practices, etc.
- C a public rally protesting the Fort Erie search and strip drug raid, which culminated in the establishment of a royal commission
- C public protest meetings against a special Alberta statute abolishing native caveat claims, the return of capital punishment, a federal pornography bill, and the excesses of the federal bill creating CSIS.

Testimony Before Parliamentary Committees and Presentations To Public Inquiries

Among the issues on which Mr. Borovoy has made public presentations are the following: wiretapping, prisoners' rights, racial discrimination, poverty, mail opening, immigration, involuntary civil commitment, the Official Secrets Act, freedom of information, legal aid, confidentiality of health information, national security.

Fact Finding Surveys and Research

Among the research projects which Mr. Borovoy has supervised are surveys into the following issues: racial discrimination among employment and real estate agencies, the shortage of non-whites in certain government services and managerial positions, the under-employment of native people in Northern Ontario banks, prisoners' lack of access to lawyers, the powers of welfare administrators and the safeguards for welfare recipients.

Gerry Braun, Deputy Commissioner, Northwest Region
“D” Division, Royal Canadian Mounted Police

Gerry Braun joined the Royal Canadian Mounted Police at Winnipeg, Manitoba in 1975. He had previously graduated from the University of Manitoba with a B.A. in 1974. After completion of training at Depot he was posted to Alberta and served in a variety of positions and locations in that province performing duties in both general duty policing and commercial crime. In 1988 he graduated from the University of Calgary with a law degree and was posted to RCMP Headquarters in Ottawa, Ontario. While in Ottawa he worked in Professional Standards Directorate as a legal representative and adjudicator and received his commission as an Inspector in 1991.

In addition to his experience in the RCMP he has also served in the Privy Council Office of the Government of Canada as chief investigator on the Somalia Commission of Inquiry and with the Department of Justice, Canada, as a Project Manager for implementing major legislative changes in Canada’s firearms laws, during which time he was transferred to Edmonton, Alberta.

In 1999, he was promoted to the rank of Chief Superintendent and transferred to Vancouver, British Columbia where he served as the officer in charge of federal operations in B.C., responsible for the RCMP’s organized crime, drugs, economic crime and counter-terrorist strategies in that province. During his posting in B.C., he, together with the Criminal Operations management team, engineered numerous organizational changes to make the criminal operations program strategically focused.

In June of 2002, Assistant Commissioner Braun was promoted to his present rank and posted to the position of Commanding Officer, responsible for all RCMP policing operations in “D” Division (Manitoba, Saskatchewan, Alberta, Nunavut, Northwest Territories). He is totally dedicated to achieving excellence in all aspects of policing operations in “D” Division, and ensuring safe homes and safe communities for all Manitobans and Canadians.

James Lawrence Cornish, LLB

Until his recent appointment as Interim Director of the Special Investigations Unit (Ontario), James Cornish served as Crown Attorney-Haldimand (Haldimand County) from April 1999, where he was responsible for all matters relating to the prosecution of criminal and quasi-criminal charges in Haldimand. He was also Acting Crown Attorney for Norfolk from January 2002 to May 2004.

Mr. Cornish’s professional background includes work as Team Leader: DNA Retroactive Team, Ministry of the Attorney General, membership in the Crown Policy Manual Review Committee, the Kaufman Report Response Team and Assistant Crown Attorney in Milton, Ontario. He has worked on projects as

diverse as *the* Federal/Provincial/Territorial Heads of Prosecution Working Group on DNA issues, development of Crown/Police Protocol on investigation, organization and disclosure in respect of major crimes, development of a police protocol for investigation of sexual assaults presently in use by the Halton Regional Police and the Committee which developed the Policing Standard in respect of Criminal Harassment.

James has authored "*Suicide and Attempted Suicide: Legal Issues*" for the Canadian Journal of Psychiatry, March, 1986, co-author, essay on mental health legislation in Ontario and Canada, together with James Brown and Dr. G. T. Swart, *The Law of Criminal Harassment and Stalking*, co-author (together with Dr. Peter Collins and Kelly Murray), a comprehensive text on the law in respect of criminal harassment and related psychiatric issues.

He received his Bachelor of Law degree from the University of Western Ontario in 1982 and is a Barrister at Law and Solicitor of the Supreme Court of Ontario since 1984 and holds memberships in organizations such as the National District Attorneys' Association, the International Homicide Investigators Association, Colonel Henry F. Williams Homicide Investigators.

Satya Das

Satya Das is an experienced opinion leader, a noted policy advisor, and most recently, the author of the best selling *The Best Country - Why Canada Will Lead the Future*.

With more than 25 years of public policy experience in his previous career as an award winning editorialist and national columnist, Das has substantial expertise in economic policy, social policy and foreign policy. A pioneering commentator on Canadian identity and values, he wrote about Canadian pluralism in the 2003 Supreme Court Law Review.

As a principal in Cambridge Strategies Inc., he has advised at the most senior levels of the federal, Alberta and municipal governments on governance issues, policy development, strategic planning and economic policy. His volunteer work has brought him a number of major awards for the advancement of human rights and cultural diversity.

John Duncanson

John Duncanson is 38-year-old investigative reporter for the Toronto Star. He is the winner of a 2002 Michener Award (Governor General's award), as well as the 2002 National Newspaper Award for Investigative Journalism. Duncanson was part of the team that produced the "Race and Crime" series for Star in October 2002. The controversial series about racial profiling on the Toronto police service was greeted by denials from police services across the country, but was widely

accepted as a landmark study by criminologists and black community leaders. The series sparked a separate study by Ontario's Human Right Commission.

Duncanson, who has been with The Star since 198, was the paper's first "Police Issues Reporter", tasked with bringing a greater focus through stories and analysis to police oversight issues in the province.

Julian N. Falconer

Barrister & Solicitor

Julian Falconer the person is a husband and father. With his wife and colleague Elisabeth, he has two boys, Ben and Justin.

In the true tradition of a Barrister, Julian's practice takes him to civil, administrative and criminal courts at both trial and appellate levels. He has argued cases in both English and French. Julian's civil litigation practice includes plaintiffs' personal injury cases and commercial litigation on behalf of institutional clients as wells as individuals.

Julian's practice has also included acting as counsel for lawyers on matters ranging from partnership disputes to contempt proceedings and personal costs applications. Julian's work has also involved advocacy in human rights and public interest litigation.

Some of Julian's more renowned clients led a December 2000 National Post profile to describe him as a "Voice for the Powerless": His clients have included many families who have lost loved ones at the hands of the state, be they police shootings or prison deaths. Julian's more notable work at the inquiry level has included acting on the Donaldson Inquest and representing the families of Robert Gentles, Edmund Yu and Wayne Williams in Coroners Inquests. He presently represents the family of Otto Vass.

In February 2000 Julian was honoured by the Black Law Students Association with their "Vision of Justice" award for his advocacy on issues of equity. In April of 2000 Julian was honoured by the University of Toronto as one of the twentieth century's 100 most notable graduates for his work on social change in the context of Coroners Inquests. In June 2000 Julian co-chaired a Conference on "Alternatives to the Use of Lethal Force by Police" which, for the first time in Canada, brought police and community together to jointly work towards solutions to police shootings.

Julian's academic publications include writings in constitutional law as well as issues of race and the justice system. Last year Julian co-authored a book for Butterworths of Canada on the Ontario *Coroners Act*.

Sonya Ferrara

Sonya Ferrara began working as a Field Officer with the Office of the Ombudsman's Children's Section in 1999. As a Field Officer, Ms. Ferrara reviews complaints received from youth in custody and care (including youth detained in police holding cells).

Sonya provides youth with a voice, and she monitors and investigates institutional authorities for policy and legislative compliance. She also represents the Children's Section on various committees and national roundtables.

Ms. Ferrara works on research projects, and her work promotes rights education and clarifies complaints procedures. Ms. Ferrara brings a combination of education and practical experience in the field with youth at risk. She has also been a Youth Worker for the Department of Justice, and volunteered as a Probation Officer in both Ontario and Nova Scotia.

A York University graduate, Ms. Ferrara obtained an honours degree in political science and is currently pursuing a Master's degree in Criminology at Halifax's Saint Mary's University, focusing on youth rights and police accountability.

David G. Finlay, QC

David Finlay graduated in law from the University of Alberta and was admitted to the Alberta bar in 1975. He practices law with the Alberta firm of Parlee McLaws in Edmonton and Calgary. David's primary areas of practice are: development, financing and acquisition of commercial real estate; corporate law; and health law.

David was a member of the Edmonton Police Commission for five years and is currently in private practice. He is a past chair of the Support Network, an Edmonton charitable organization that operates a 24 hour distress line and suicide prevention programs. He has also been involved in other community endeavors and is a director of two charitable foundations. He was awarded the designation Queen's Counsel in 2004. David is married and has four adult children.

Johanne Gauthier

Ms. Johanne Gauthier was appointed General Counsel on September 24, 2001 and took on the supervision and direction of Legal Services for the Military Police Complaints Commission. Since October 31, 2004, she is also acting Executive Director of the Complaints Commission. In this capacity, Operations, Human Resources, Finance and Information Technology are also under her

responsibility. Ms. Gauthier is a member of the Complaints Commission Executive Committee and chairs its Management Committee.

Ms. Gauthier holds a Law Degree she received from the University of Sherbrooke and is a member of the Québec Bar. She practiced in litigation, criminal, administrative and constitutional law as well as in police ethics. Ms. Gauthier started her career with the Québec Department of Justice and then spent a few years in private practice. In 1993, she was appointed by Justice Canada as Legal Counsel for the Royal Canadian Mounted Police.

A few months later, Ms. Gauthier became a civilian member of the RCMP and held a number of positions of increasing responsibility, including Senior Prosecutor for disciplinary matters nationally. Ms. Gauthier was the first civilian member to perform these duties and was tasked to train the new “civilian” Prosecutors for the Force. In 1998, still with the RCMP, she was appointed Internal Affairs Manager for the provinces of Québec and Ontario. As such, she was responsible for public complaints and internal investigations, internal disciplinary prosecutions as well as labour relations. Finally, Johanne also worked for the Strategic Planning Branch of the Royal Canadian Mounted Police before joining the Legal Services team of the Office of the Commissioner of Official Languages.

Ms. Johanne Gauthier is a federal representative on the Board of Directors of the Canadian Association for the Civilian Oversight of Law Enforcement (CACOLE), is part of CACOLE Research Committee and acted as a special representative for oversight of extra-jurisdictional police activities. Ms. Gauthier is also a member of the Advisory Committee on Access to Justice in both Official Languages before Federal Tribunals. In addition, she is a member of the Canadian Bar Association.

Michael Gennaco came to the County of Los Angeles Office of Independent Review from the Office of the United States Attorney, where he served as Chief of the Civil Rights Section. In that position, Mr. Gennaco was responsible for overseeing all police misconduct, hate crimes, and involuntary servitude investigations and prosecutions for the Central District of California. He also served as the federal civil rights liaison for community and public interest groups and federal and local law enforcement agencies.

Prosecutions and investigations that Mr. Gennaco has been involved in included the prosecution of Buford Furrow, Jr., for his racially motivated killing of a postal carrier and anti-Semitic shootings of four children and one adult at the North Valley Jewish Community Center, the Thai El Monte garment slaveshop case, the UC Irvine and Cal State Los Angeles Internet hate e-mail prosecutions, and the prosecution of an INS detention enforcement officer for using excessive force. The Furrow prosecution was the first federal prosecution involving dual allegations of hate motivation and domestic terrorism. The UCI prosecution was

the first federal prosecution of a hate crime perpetrated over the Internet. As Chief of the Civil Rights Section, Mr. Gennaco also oversaw prosecutions of officers from the Los Angeles County Sheriff's Department, the Los Angeles Police Department, and the Adelanto Police Department.

Prior to working at the U.S. Attorney's Office, Mr. Gennaco served for ten years as a trial attorney with the Civil Rights Division in Washington, D.C. While there, Mr. Gennaco successfully prosecuted an LAPD officer for using excessive force and false arrest and was involved in prosecuting numerous other hate crimes and police misconduct cases. Mr. Gennaco also served for two years in the Voting Section of the Division where he litigated voting discrimination cases.

Mr. Gennaco is a graduate of Dartmouth College and received his Doctorate of Jurisprudence from Stanford Law School. He has also taught as an adjunct professor at American University Law School, George Washington University School of Law, Loyola Law School, and Chapman College of Law.

Prior to becoming an attorney, Mr. Gennaco taught elementary and high school in Arizona public schools. Largely as a result of his multi-ethnic upbringing and the encouragement of his family and his mentor, the Hon. Thomas Tang, for whom Mr. Gennaco served as a law clerk, Mr. Gennaco has dedicated his entire legal career to the protection of civil rights.

Elton R. Gritzfeld, QC

A lifetime resident of the Province of Saskatchewan, Mr. Gritzfeld received his primary education in a rural school and he is a graduate of Luther College, Regina. He graduated from the University of Saskatchewan with a B.A. in 1951 and an LL.B. in 1953 and was called to the Bar of Saskatchewan in 1954. Elton has continuously practised in Regina since that time. A respected member of the Law Society of Saskatchewan and the Canadian Bar Association, he was awarded the Queen's Counsel designation in 1968.

During a long and distinguished career, Mr. Gritzfeld served as a Bencher of the Law Society of Saskatchewan from 1979 - 1985 and as President of the Society in 1983. He is a Fellow of the American College of Trial Lawyers and practised extensively in the areas of real estate, estate law, civil and criminal litigation. He is Counsel at Gerrand Rath Johnson, Barristers & Solicitors, Regina, Saskatchewan, a Member of the Saskatchewan Review Board and has been Saskatchewan Police Complaints Investigator, from 1992 to the present.

Nick Hardwick was appointed as the first Chair of the Independent Police Complaints Commission in December 2002.

Nick was Chief Executive of the Refugee Council from June 1995 to January

2003. The Refugee Council is the largest refugee agency in Europe and gives practical help and promotes refugees' rights in Britain and abroad. He was Chair of the European Council on Refugees and Exiles from 1999 to 2003 and is a member of the Holocaust Memorial Day Steering Group. He has also been a member of the Social Security Advisory Committee (1994-99) and the Prince's Trust Ethnic Minorities Advisory Group.

Nick has a BA (Hons) 1979 from Hull University in English Literature and an Honorary Doctorate in Social Sciences from the University of Wolverhampton. After leaving University, Nick worked for the National Association for the Care and Resettlement of Offenders (NACRO) from 1980 to 1986. He held a number of positions in NACRO's Youth Training Section including a period from 1984 to 1986 where he was based in Wolverhampton and responsible for a group of training schemes in the West Midlands. After leaving NACRO in 1986, Nick worked briefly as the Deputy Director of the Society of Voluntary Associates that recruited volunteers to work with the probation service.

From 1986-1995 Nick worked as Chief Executive of Centrepoint, the charity and housing association for young homeless people. During his time at Centrepoint Nick was seconded to the Department of the Environment for 6 months to advise the Housing Minister on the implementation of the government's Rough Sleepers Initiative.

Nick is 46 and lives in London with his wife and son.

Shirley Heafey



Shirley Heafey was born in Maniwaki, Quebec in 1945. The eldest of seven children, she was raised in a fluently bilingual environment in Maniwaki and, then, during her teen years, Ottawa. After completing high school at Notre Dame Convent in Ottawa, she earned a BA at St. Patrick's College (University of Ottawa) in French and English literature.

From 1972-1984, Ms. Heafey devoted her attention to raising her two daughters, Sarah and Jessica. During this 12-year sabbatical, she was involved in community activities, served as a court interpreter, a fitness instructor and manager of a successful used-car dealership.

In 1984, Ms. Heafey re-entered the full-time workforce at the Department of Foreign Affairs, producing an Overnight Digest of foreign activities for the Minister. She was later appointed Director of Appeal/Complaints at the newly-formed Security Intelligence Review Committee (SIRC), a civilian agency that oversees the activities of the Canadian Security Intelligence Service. Ms. Heafey was primarily responsible for conducting investigations on matters of national security.

In 1988, at the age of 43, Ms. Heafey enrolled in the University of Ottawa Law School and graduated with a law degree in 1991. While attending law school she provided *ad hoc* services to SIRC as an investigator and analyst. Upon her call to the Bar in 1993, Ms. Heafey established her own successful law firm where she restricted her practice to matters involving administrative law, employment law and human rights.

From 1993 to 1997, Ms. Heafey:

- Was appointed a member of the Evaluation Committee responsible for awarding funds pursuant to the Action 21 Program at Environment Canada.
- Was appointed as Chair of the City of Gloucester Task Force reporting on, "Remuneration of Elected Representatives."
- Was appointed a member of the Commission for Public Complaints Against the RCMP where, among other things, she presided over quasi-judicial hearings inquiring into public complaints about police conduct.
- Served as an *ad hoc* Assistant City Solicitor (Ottawa) conducting litigation and defending challenges to municipal laws based on the *Canadian Charter of Rights and Freedoms*.

In October 1997, Ms. Heafey was appointed Chair of the Commission for Public Complaints Against the RCMP. In addition to presiding over sweeping changes in the structure and operation of the Commission, she has instituted the largest and most far-reaching public interest hearing and public interest investigation in the Commission's history. As Chair, she has travelled extensively across Canada to promote understanding, and to enhance public awareness, of the Commission's important role.

Gareth Jones

Gareth joined the Metropolitan London (U.K.) Police in 1982 and was promoted to sergeant in 1986. In 1988, he immigrated to Canada and continued to work in the field of investigations for major insurance companies.

In January 1991, Gareth joined Ontario's Special Investigation Unit (SIU) as an investigator. The SIU is an independent agency that investigates incidents involving civilians who have been seriously injured or died as a result of police action. While with SIU, he investigated - in the field - over 500 cases, including approximately 100 police shootings, 200 police pursuits and numerous custody deaths and allegations of sexual assault. He was the lead investigator in most of these cases.

In 1998, Gareth was seconded from his position to become Senior Policy Advisor to Mr. André Marin, then newly-appointed Ombudsman for the Department of National Defence and the Canadian Forces (DND/CF). He returned to SIU in late 1999. In 2001, Gareth returned to DND/CF as the Director of SORT (the Special Ombudsman Response Team) in the DND/CF Ombudsman's Office. The team investigates complex, high profile cases, often involving broad systemic issues. SORT also conducts Minister of National Defence- directed investigations for the Office. Gareth has been retained as an expert in police-related matters in Canada and the United States.

He is the co-author of an article entitled 'Lessons Learned. Death or injury cases involving law enforcement officers', which was published in the journal of the United States National Association of Criminal Defense Lawyers in July 2002.

Gareth has a BA (Hons) degree in History from the University of Manchester, UK.

Cal Johnston

Cal Johnston became Chief of the Regina Police Service in September, 1998. Prior to that he served as a member of the Calgary Police Service from 1980. Growing up in Regina, he attended Thom Collegiate and graduated from the University of Regina with a Bachelor of Arts in 1979. In 1987, he received a Master of Arts Degree from the University of Calgary. In addition to numerous police-related courses attended in both Canada and the United States, he has completed the Operations Leadership Course - Queen's University, Executive Development Program; Creating a Customer-Centered Culture - International Management Technologies; and Safety and Performance in Shift Work Operations (Work Schedules and Circadian Rhythms) - Harvard University, School of Public Health.

In 1998, Cal Johnston participated in the development of a police practice and procedures handbook as a member of the Police Futures Group of the Canadian Association of Chiefs of Police (CACP). He has guest lectured at the University of Calgary (Leadership and Power), Mount Royal College (Forensic Evidence and Team Investigation), and the University of Regina (Policing in a Democratic Society).

He is a member of the International Association of Chiefs of Police, Canadian Association of Chiefs of Police, Police Executive Research Forum, and the past President of the Saskatchewan Association of Chiefs of Police. He is Chair of the national Police Information and Statistics (POLIS) Committee, Chair of the Criminal Intelligence Service Saskatchewan Executive Committee, and a member of the Board of Directors of the Regina United Way.

Chief Johnston believes in the shared responsibility between police and community in strategies and practices to address crime and crime prevention.

He and the Regina Police Service have a strong commitment to community-based policing, focusing on external partnerships and the pivotal role of front-line personnel.

Cal and his wife, Linda, have two children, four grandchildren, and too many pets.

Fourth Vice Chief Lawrence Joseph

Vice-Chief Lawrence Joseph was born, in a tent, on Big River First Nation, in 1945, and is a member of the Big River band and of Treaty 6. He is the youngest son of the late Ernest and Maria Joseph; his father passed away when he was a few months old. Educated first in a one room school house on Big River, and later in a Prince Albert Residential school, Joseph is fluent in both the English and Cree languages.

In 1967, he received a Business Administration Certificate from the Prince Albert Business College. He went on to study Social Work, Psychology and Sociology at the Universities of Regina and Saskatchewan, beginning in 1974.

From these humble beginnings he reached, at the age of 17, the highest rank with the All Indian Air Cadet Squadron #590 (Warrant Officer II). He served in the Royal Canadian Army (Militia) 44th Battery (Artillery Unit). He was also a civilian instructor with the National Defense Department.

In 1964, Lawrence Joseph received the Queen's Commission in the Royal Canadian Air Force (Reserves). He was Commissioned at the rank of Pilot Officer, but was immediately promoted to Flying Officer. He is now a full-time member of the Royal Canadian Legion Branch #2, Prince Albert.

Vice-Chief Joseph was employed with the federal government for 30 years, 15 of which he served in management. While employed at the Saskatchewan Federal Penitentiary in Prince Albert he received commendations from the Solicitor General's Office for assisting in saving a fellow officer's life and for preventing the escape of a dangerous offender. In 1992 he received the Governor General's Medal for public service.

Throughout his career Lawrence Joseph has held several elected positions in the public service sector. He was elected as a Trustee and as Vice-Chairman of the Prince Albert Public School Board of Education. He served two terms as Alderman for Prince Albert, first in 1991 and again in 1995. He was appointed Acting Mayor in 1993 when Mayor Gordon Kirkby was elected as a Member of Parliament. Vice-Chief Joseph is currently a licensed Lay Reader for the Anglican Church of Canada, and has been for the past 25 years. In 1996-97, Vice-Chief Joseph was President of the Prince Albert & District United Way.

Founder and lead singer of the “Lawrence Joseph Band,” he is well known throughout Saskatchewan for his musical talent. In 1987, he was awarded Prince Albert’s Entertainer of the Year. His talents were again recognized in 1996 as the Saskatchewan winner of the “Women of the Dawn Arts and Entertainment Award.” He hosted BBS-TV’s “Showcase” in 1996-97, and he co-hosted “Indigenous Circle” in the same year.

In October of 1997, Lawrence Joseph was elected Fourth Vice-Chief of the Federation of Saskatchewan Indian Nations. Throughout his first year as Vice-Chief, he held the Lands and Resources portfolio. In 1998-99 he also accepted responsibility for the Federation’s Justice Commission, which includes Saskatchewan Indian Gaming and Licensing (SIGL).

Re-elected in 1999, Vice-Chief Joseph served his second term as Fourth Vice-Chief. He held the Justice and the Health and Social Development portfolios and sat as the Chairman of the SIGL Board. It was through his responsibility as Vice Chief responsible for the Justice portfolio that Vice Chief Joseph played what one Saskatchewan Deputy Minister has called “large part in reshaping Justice in this province.” As Justice portfolio holder, Vice Chief Joseph raised national and international awareness of Justice issues for First Nations people in Saskatchewan, and focused the world’s attention on creating positive and lasting change. As Justice Portfolio holder he was awarded the Queen’s Medal on Her Majesty’s 50th Jubilee in 2002.

Once more re-elected in October, 2002, Vice Chief Joseph currently holds the Lands and Resources Portfolio. He continues to Chair the Indigenous Gaming Regulators (formerly the Saskatchewan Indian Gaming and Licensing) Board, and is responsible for the Federation of Saskatchewan Indian Nation’s Treasury Board, Saskatchewan First Nations Veterans and the Dakota/Lakota Treaty Adhesion file.

The Honourable Monte Kwinter

Monte Kwinter was first elected to the Ontario legislature in 1985 for the riding of Wilson Heights and was re-elected in 1987, 1990 and 1995. He ran and won in the new riding of York Centre in 1999 and was re-elected in 2003.



In the previous Liberal government, Mr. Kwinter served as Minister of Consumer and Commercial Relations, Minister of Financial Institutions and Minister of Industry, Trade and Technology. In opposition, he was critic for enterprise, opportunity and innovation and a member of the Standing Committee on Finance and Economic Affairs.

His long record of community service has included serving as a member of the board of directors for the Canadian National Exhibition, chairman of the Toronto

Harbour Commission, chairman of the Toronto Humane Society, founding president of the Toronto Regional Council of B'nai Brith, trustee for the Molson Indy board of trustees, and chairman of the International Advisory Board, Bishkek International School of Management and Business.

Prior to entering public life, Mr. Kwinter operated his own commercial real estate firm following several years as vice-president of another company in this field. He has also been vice-president of the Ontario College of Art, the owner and operator of a summer camp, editorial director of a publishing firm and an industrial designer.

Mr. Kwinter was born in Toronto and educated at the Ontario College of Art, Syracuse University, Massachusetts Institute of Technology, the Institute of Contemporary Art (Boston) and the University of Montreal. He holds a Bachelor of Fine Arts degree and has studied extensively in industrial design. Mr. Kwinter also holds an honorary International Master of Business Administration Degree and an honorary Doctor of Law Degree.

He and his wife, Wilma, have two sons and two daughters.

Robert Lunney

Consultant, Police & Public Safety

Robert Lunney is a consultant on police and public safety issues residing in Toronto. After retiring from the Royal Canadian Mounted Police at the rank of Superintendent after twenty-one years service, he served as Chief of Police for the City of Edmonton for twelve years, three years as Commissioner of Protection, Parks & Culture at Winnipeg, and seven years as Chief for Peel Regional Police, Ontario.

He is a Past President of the Canadian Association of Chiefs of Police and represented Canada on the Management Committee of the IACP. An advocate of police accreditation available from the Commission on Accreditation for Law Enforcement Agencies (CALEA), Mr. Lunney was responsible for introducing accreditation into Edmonton, Winnipeg and Peel Regional Police. A long time member of the Washington DC based Police Executive Research Forum, his contribution was recognized by the PERF Leadership Award in 1995.

Since his retirement from active policing in 1997 Mr. Lunney has offered his services as a consultant to government, police governing authorities and directly to police services, working mainly in the United States with PERF. He is co-author of the 2001 PERF publication, "Racially Biased Policing" widely distributed in the United States.

Foreign experience includes assignments in Saudi Arabia, Israel, and Hong Kong. Since 2001 he has been a member of the oversight team evaluating the progress of reforms to the Police Service of Northern Ireland. Currently Mr. Lunney is coordinating a PERF project providing technical assistance to the Jamaican Constabulary Force.

Andre Marin



André Marin was appointed the first Ombudsman for the Department of National Defence and the Canadian Forces (DND/CF) on June 9, 1998. He officially took office on June 15, 1998 for a three-year term and was re-appointed for a period of five years, effective on June 15, 2001.

He is often asked to speak on ombudsman and ethical issues and has lectured at several international conferences in Canada and abroad. In

addition, he has provided advice to ombudsman's offices in South Africa and Thailand during their initial set-up.

Before being appointed Ombudsman, Mr. Marin occupied the position of Director of the Special Investigations Unit (SIU) of the Ontario Ministry of the Attorney General from 1996 to 1998. Responsible for overseeing the actions of Ontario police officers, he gained valuable experience dealing with multiple chains of command and earned a reputation for conducting thorough independent investigations into highly sensitive matters.

Before joining SIU, he was Assistant Crown Attorney with the Ministry of the Attorney General in Ottawa, and became renowned for prosecuting difficult, high profile and sensitive cases.

From 1993 to 2002, Mr. Marin served as a part-time Professor of Law at the University of Ottawa. He is the author of several legal articles as well as the legal text, *The Guide to Investigations and Prosecutions*, which has received much recognition in the legal community.

Mr. Marin graduated *Magna Cum Laude* with First Class Honours from the University of Ottawa Law School and was the recipient of the *Mr. Justice Brian Dickson Prize* and *The John Aylesen Prize* for academic excellence in the LL.L. - LL.B. program.

Joseph Martino, LL.B.

Counsel, Special Investigations Unit

Joseph Martino graduated from the University of Toronto Faculty Of Law in 1998 and was called to the bar in Ontario in 1999. Since then he has been legal counsel for the Special Investigations Unit – an agency of the Attorney General in Ontario composed of civilian investigators, which is statutorily charged with investigating incidents of serious injuries and deaths involving the police and with the authority to lay criminal charges against police officers where warranted by the evidence.

As counsel with the Unit, he provides legal, operational, policy and strategic advice in all areas touching the Unit's oversight mandate. He is also active in the Unit's outreach activities and is a regular lecturer on SIU-related oversight issues at a policing course in the Criminology Program at the University of Toronto. He is currently the chair of CACOLE's Research Project Committee, which aims to facilitate and encourage scholarship on matters of oversight and accountability related to law enforcement.

Edward J. McIsaac was appointed Executive Director of the Correctional Investigator's Office in 1986. The Office acts as an Ombudsman for federal offenders. He began his career in the corrections field in 1973 as a parole officer at a Federal Penitentiary in Kingston, Ontario.

Mr. McIsaac has an undergraduate degree from Queen's University and a Masters in Criminology from the University of Ottawa.

He has been an active member of the executive of the Canadian Criminal Justice Association for two decades having served as the Association's Vice-President. He is as well a member of the International Ombudsman Institute, the Ontario Corrections Association and the Canadian Form of Ombudsman.

David McNairn, C.D., B.A., LL.B., M.A.

David McNairn is employed as counsel with the Department of Justice in Ottawa at the Criminal Conviction Review Group. He is one of several counsel responsible for reviewing and investigating criminal conviction review applications submitted to the Federal Minister of Justice pursuant to sections 696.1-696.6 of the Criminal Code and the Regulations Respecting Applications for Ministerial Review – Miscarriages of Justice.

As part of this process, Mr. McNairn provides advice to the Federal Minister of Justice with regard to whether an applicant should be granted a remedy (i.e., a

new trial or a referral to the court of appeal) because there is a reasonable basis to conclude that a miscarriage of justice likely occurred in his or her case.

Mr. McNairn was called to the bar of Ontario in 1988. He received his post-secondary education at Carleton University where he earned his Bachelor of Arts degree (History and Political Science) in 1983, the University of Ottawa where he earned his Bachelor of Laws degree in 1986, and Wilfrid Laurier University where he earned his Master of Arts degree (Military History) in 1997.

After articling in Ottawa, Mr. McNairn spent nine years in private practice in Stratford, Kitchener-Waterloo and Ottawa. His practice focussed on litigation with an emphasis on criminal law including defence and prosecution work.

Mr. McNairn enrolled in the Canadian Forces (CF) in 1984 as a non-commissioned member of a reserve infantry regiment. He was commissioned from the ranks in 1986 and served thereafter as a reserve infantry officer. In 1996 Mr. McNairn became a reserve legal officer with the Office of the Judge Advocate General for the CF and transferred to the regular force a short time later. After five years of full-time military service – three of those years as a military defence counsel - Mr. McNairn left the regular force in 2002 and accepted his present position with the Department of Justice.

Mr. McNairn is active in the Canadian Bar Association and in particular served as chair of the National Military Law Section in 2002-2003. He is the author of several published articles on military law and justice issues and is presently working on a book tentatively entitled Canadian Military Justice.

Mr. McNairn is married, has two children and resides in Ottawa.

Christopher J. McNeil, B.Comm, LL.B. is a non- practicing member of the Nova Scotia Barristers Society and has served as a Solicitor with the Nova Scotia Department of Justice providing advice to Policing and Corrections.

A twenty-two year veteran of the Halifax Regional Police with a broad range of policing experience in Operations, Communication and Automation, and Administration. He currently holds the rank of Deputy Chief, serving as the Officer in Charge of the Operations Division. He is responsible for the implementation of the HRP/RCMP Integration project.

Chris has significant experience in such areas as Human Resources, Recruiting, Training, and has managed litigation including Human Rights complaints. He serves as Workplace Rights Coordinator overseeing the administration, mediation, and investigation of racial and sexual harassment complaints.

Deputy Chief McNeil currently is responsible to implement the recommendations arising from a recent human rights complaint of racial profiling. He is currently

the Disciplinary Authority for the Halifax Regional Police. He was the officer responsible for the implementation of the Halifax Regional Police Restorative Justice Program, serves on the provincial Youth Criminal Justice Act (YCJA) Implementation Steering Committee, Board member for Phoenix Youth Programs, and Chairman of the Drug Abuse Committee for the Canadian Association of Chiefs of Police.

Pierce Murphy

Boise's first Community Ombudsman, was appointed by the Mayor and the City Council on March 2, 1999 and began work on April 5, 1999. Mr. Murphy has extensive experience in human resource management, facilitation, mediation and investigation.

Mr. Murphy earned a Master of Pastoral Studies degree from Loyola University of New Orleans, a Master of Arts degree in Counseling Psychology from Gonzaga University in Spokane, Washington, and a Bachelor of Science degree in Commerce from Santa Clara University in Santa Clara, California. Mr. Murphy began his career in 1972 as a law enforcement officer with the City of Menlo Park in California. Following his graduate studies and from 1986 until 1994, Mr. Murphy maintained an active Human Resource Management consulting practice, with clients throughout the United States, Europe, Asia and Latin America.

In 1994 Mr. Murphy joined the Paper Division of the Boise Cascade Corporation as Manager of Human Resource Development. Mr. Murphy is married; he and his wife have seven children.

Fo Niemi, a public Adjudicator, was the co-founder (in 1983) and is still the Executive Director of the Centre for Research-Action on Race Relations (CRARR) in Montreal. Mr. Niemi has also served, since 1991, on the Quebec Human Rights Commission and, in 1993, chaired the Commission's public consultations on discrimination and violence directed at gays and lesbians.

Fo Niemi's other activities include, or have included: President of AIDS Community Care Montreal, Chairman of the Court Challenges Program of Canada and Member of the Directors of the Canadian Race Relations Foundation (the Crown Corporation established as part of the redress claim settlement of Japanese Canadians). Mr. Niemi was awarded the Prix de la Justice du Québec by the Attorney General of Quebec for his outstanding commitment to the ideals of justice as well as the 125th Anniversary of Confederation Medal by the Governor General.

Margaret Parsons

Margaret has been Executive Director of the African Canadian Legal Clinic in Toronto since 1996. The Clinic was established in 1994 as an anti-discrimination test case legal service. They address issues of anti-black racism in all levels and in all spheres of Canadian society. The ACLC was instrumental in responding to recent studies and media reports on racial profiling and its impact on African-Canadians. They also spear-headed and continue to coordinate the African Canadian Community Coalition Against Racial Profiling, a group of 54 agencies, organizations and leaders of the black community.

She received her LLB at the University of Windsor. Prior to joining the clinic she coordinated the Court Workers programs for black youth in Toronto in five courts throughout the city. Margaret was also an adjudicator with the Ontario Human Rights Commission.

William Phillips

William Phillips is a Mohawk from the Akwesasne Mohawk Reservation, located in the southern portion of Ontario, which borders the state of New York and the province of Quebec.

Currently, Mr. Phillips is District Chief of TsiSnaihne. He represents the Mohawk Council of Akwesasne and the community on the Canadian portion of the reserve. He serves as Chairperson for the Akwesasne Mohawk Police Commission. Along with his political duties, he has portfolios in Justice and Public Safety while serving his term.

Mr. Phillips served on active duty with the United States Marine Corps, from 1971 to 1974 and received an honourable discharge. He was also a member of the New York State Army National Guard from 1983 to 1989. His police career started as a Malone Village Patrolman in Malone, New York and then as Tribal Police Officer in Akwesasne, New York. HE switched careers to work at a federal correctional institution, the Ray Brook Bureau of Prisons in Ray Brook, New York. He retired in 2003 having served twenty three years.

William is a member of the Police Governance Authority Committee, the National Native American Law Enforcement Association and the Canadian Association for Civilian Oversight of Law Enforcement.

Dirk Ryneveld, QC

Dirk Ryneveld obtained his law degree in 1971 at the University of Saskatchewan in Saskatoon. He articulated and practised law in Cranbrook BC until his

appointment as the first Deputy Regional Crown Counsel for the East Kootenays in April 1974. In that capacity Mr. Ryneveld was responsible for setting up and administering the newly created Crown counsel office and overseeing prosecutions within the East Kootenays

In July 1985 Mr. Ryneveld became the Deputy Regional Crown Counsel for Victoria, where he was responsible for both administering the office and handling a personal caseload of trials. During this period he became the Director of Major Crime Prosecutions for Vancouver Island. In that capacity he regularly interacted with all municipal police departments and several RCMP detachments on Vancouver Island. Dirk also conducted numerous high-profile cases, including murder, sexual assault, arson, and dangerous-offender proceedings. He acted as counsel on a regular basis at the BC Court of Appeal and occasionally at the Supreme Court of Canada. He was appointed as Queen's Counsel in 1990.

In March of 1999 Dirk took a leave of absence from Crown Counsel to become Senior Prosecuting Trial Attorney with the International Criminal Tribunal for the Former Yugoslavia in the Hague, Netherlands. Mr. Ryneveld has been the lead counsel in a number of significant cases. The first was a case out of Bosnia that led to the precedent-setting declaration by the Court of the Tribunal that rape, sexual assault and sexual enslavement of women by soldiers are war crimes. That case was followed by the Keraterm detention camp case, in which the camp commander and shift leaders were convicted of persecution as a crime against humanity. Most recently, Mr. Ryneveld was the lead counsel in the Kosovo component of the ongoing Slobodan Milosevic trial, which has been described by the media as the most significant war crimes trial since the Nuremberg trials.

Mr. Ryneveld was sworn in as British Columbia's Police Complaint Commissioner on 13 February 2003.

Ian Scott, LL.B.

Ian Scott is a graduate of the University of Toronto and University of Western Ontario. He was called to the bar in 1983. After working as a law clerk for Justices of the former High Court of Justice, he worked briefly at a downtown law firm, and then joined the Crown Attorneys' system in 1985. After working as an Assistant Crown Attorney for about five years in downtown Toronto, he joined what was then called the Office of the Director of Criminal Prosecutions in 1991. This office conducted prosecutions where the local Crown's office was in a conflict, meaning that most of the accused were police officers and lawyers. He ultimately became the head of the office between 1994 and 1997. In 1997, he left the office, established his own practice, and during that period conducted numerous internal police prosecutions and OCCPS appeals for Peel Regional Police. In 2001, he returned to Crown Law Office- Criminal and is involved in appeal work, as well as police and lawyer prosecutions.

Ian has also written and lectured in the area of police prosecutions and legal ethics. His recent publications include:

Police Misconduct Causing Death or Serious Injury- A Proposal to Amend the Mandate of the Special Investigations Unit, to be published in the *Criminal Law Quarterly*, 2005

Taking Statements from Police Officers Suspected of Criminal Misconduct: A Proposed Protocol, to be published in the *Criminal Law Quarterly*, fall 2004

To Plead or Not to Plead- Implications of a Criminal Record under the Police Services Act Disciplinary Regime, University Education Program Materials, Ontario Court of Justice, June 2003

Can Documents Smoke? An Inquiry into the Relationship between the R. v. Murray decision and Documents characterised as Evidence of Crime, *Criminal Law Quarterly*, [2003] Volume 47, p. 157

Search of Law Offices and Turning the Client In, Emergency Situations in Criminal Law, Metro Toronto Lawyers Association Nutshell Programme, January 12, 2000

Subpoenas and Medical Records, The Canadian Medical Legal Conference Papers and Abstracts, Interactive Learning Continuum, June 1997

Calder - The Charter Trumps the Truth Seeking Tool of Impeaching the Accused with a Prior Inconsistent Statement (1996), 46 C.R. (4th) 161

Dave Seglins

Dave Seglins is a CBC Radio reporter and news host based in Toronto. His recent investigative work on alleged corruption within Toronto's police drug squad -- and on drug addiction among undercover officers has just won a Silver Medal at the New York Festivals for media excellence. He is one of CBC's lead reporters on justice and police accountability issues in Toronto.

Dave has worked for CBC Radio in locations across Canada, including as a host in Whitehorse, Yukon. He has also received awards for breaking news of the Walkerton water tragedy to listeners across Canada - and for his ongoing coverage of the judicial inquiry into Walkerton's deadly water contamination that killed seven people and made thousands sick.

Donna L. Shelley, Q.C

Donna L. Shelley, Q.C. is a partner with the law firm McLennan Ross LLP in Edmonton, practicing primarily in the area of corporate commercial law. Ms. Shelley has extensive experience in administrative law, having served as a member of various quasi-judicial tribunals since 1990.

As a former member of the Edmonton Court of Revision and a current member of the Municipal Government Board of Alberta, Ms. Shelley had adjudicated many appeals related to property assessment and planning matters. As a member of the Citizen's Appeal Panels, she has heard appeals under the Social Development Act, the Assured Income for Severely Handicapped Act and the Seniors' Benefit Act.

Ms. Shelley has acted as a sessional lecturer at the Faculty of Extension and, since 1994, has been an instructor in the Bar Admission courses for the Legal Education Society of Alberta. She has presented papers at, chaired panels of, or made presentations to a variety of organizations and conferences, including the Law Society of Alberta and the Canadian Bar Association. Ms. Shelley is actively involved in a number of charitable and community organizations, including the Rotary Club of Edmonton.

T. Sher Singh

Mr. Singh is a litigation lawyer based in Guelph, Ontario. Born in Patna, in eastern India, he received his early education at a boarding school run by Irish Catholics. He says that gave him an extraordinary perspective on his own religion while opening his eyes to the west. Getting into law was the end result of a long and difficult process. He had earned a BA in English and was on the verge of completing his MA in English literature in India.

He came to national prominence in 1990 when he launched a court challenge against then Prime Minister Brian Mulroney for appointing former Nova Scotia premier John Buchanan to the Senate (Buchanan was under investigation by the RCMP for corruption at the time). He also challenged what he referred to as Mulroney's "stacking" of the Senate by appointing eight new senators for the express purpose of pushing through controversial legislation to establish the Goods and Services Tax. Now, in addition to operating his own successful law practice in Guelph, Dr. T. Sher Singh is a journalist. Interestingly, the first newspaper that asked him to write weekly column was the Italian-Canadian paper *Corriere Canadese*, which was starting an English section at the time. He is a regular columnist on current issues of *The Toronto Star* and *The Guelph Mercury*. He writes a weekly travel column for *The Kitchener-Waterloo Record*. He hosts a weekly talk show on Sikh issues, and he frequently appears as a commentator on radio and television on the CBC and other media outlets. Proud of his Sikh heritage, Dr. Singh is passionately Canadian.

In 1997 he was one of the founding members and Chair of the Centennial Foundation. The Centennial Foundation seeks to showcase the achievements of Sikh-Canadians-a dynamic community of 300,000 individuals. In October 2001 he traveled to Rome where he helped unveil a bronze sculpture, a gift from Canadian Sikhs to the Vatican to commemorate the commencement of the Third Millennium of Christian Faith. He also served as a delegate to the Inter-religious Assembly, part of the Great Jubilee celebrations in Vatican City, and met Pope John Paul II.

In early 2002, the Governor General of Canada appointed him Member of the Order of Canada in recognition for his vast record of public service.

David F. Sunahara

After completing his doctorate in sociology at the University of Alberta in 1980, Dr. Sunahara worked as a researcher and policy analyst for the Law Enforcement Division of the Alberta Solicitor General. In that capacity, he undertook a variety of police-related research projects. In 1989, Dr. Sunahara left the Alberta Solicitor General to become a civilian member of the RCMP.

Since that time, he has been a research officer and the manager of research at the Canadian Police College where for the last 14 years he has conducted and managed a variety of research projects including projects on ethics, the use of force, Aboriginal policing and a range of training issues. He sits on the Ethics Subcommittee of the Canadian Association of Chiefs of Police (CACP) and contributed to the writing of the CACP Ethical Framework, the code of ethics for that organization.

Dr. Sunahara has published several articles on police ethics, strategic planning, alternate dispute resolution and the history of the Japanese Canadian community.

Peter A. Tinsley

Peter A. Tinsley is a lawyer and former Assistant Judge Advocate General of the Canadian Armed Forces. He was appointed Director of the Special Investigations Unit on January 1, 1999, and served until 2003. He was then appointed to the United Nations Interim Administration in Kosovo as International Prosecutor, Mitrovica District and Chair of the Kosovo Judicial and Prosecutorial Council where he was posted until June 2004.

Mr. Tinsley's 28-year career in the Armed Forces included 15 years with the Office of the Judge Advocate General. During that time he served in a variety of positions including as counsel to senior Department of National Defence authorities and he was the lead prosecutor and appellate counsel in the

prosecutions of Canadian Forces members stationed in Somalia. Immediately prior to his appointment, Mr. Tinsley was in private practice in Belleville, concentrating in criminal law and mediation.

Mr. Tinsley also served as Vice President on the Board of Directors for the Canadian Association for Civilian Oversight of Law Enforcement (CACOLE) and as a member of the Advisory Committee to Ontario's Centre of Forensic Sciences.

Oliver Bruce Williams

Oliver B. Williams was hired by the Federation of Saskatchewan Indian Nations in April 2000 as the Senior Special Investigator, Special Investigations Unit (SIU), Justice Secretariat. The SIU mandate deals mainly with complaints of Police abuse, misconduct, poor quality of service and other related matters involving Municipal and RCMP agencies on behalf of Saskatchewan First Nations citizens.

As the Senior Special investigator, Oliver is responsible for the co-ordination and daily supervision of the Special Investigations Unit. In addition, Oliver serves as Advisor to FSIN Vice Chief, Lawrence Joseph, when dealing with Police issues.

Prior to this, Oliver served twenty-five years with the Royal Canadian Mounted Police with postings throughout Alberta. In 1968, he entered the service and assumed many responsibilities including Detachment Training/ Instructor, Major Crimes Investigator, Drug Investigator, Division Drug Co-coordinator and Detachment Operations Commander.

Upon his retirement, Oliver returned "home" and became Chief of Police for the newly formed Stl' Atl' Imx' (now STA' TIMIC) Tribal Police in Lillooet, B.C. and served in this capacity for several years.

Since 1995, Oliver has concentrated solely on private work for First Nations communities and organizations throughout western Canada.

Sandra Wilson

Community Relations Coordinator, Hamilton Police Service

Sandra is responsible for the strategic and operational direction of the Police, Race and Ethnic Liaison Branch. She accomplishes this through the development, co-ordination, planning, implementation, and evaluation of relations between the Service and the diverse communities in Hamilton.

Ms. Wilson earned a Bachelor of Arts from McMaster University and has a Training & Development Certificate from the Ontario Society Training &

Development, qualification in Alternative Dispute Resolution from Mohawk College and in Human Resources Management from McMaster University.

Her background includes:

- Former Vice-chair, Mayors Advisory Committee on Race Relations
- Former Member of the City of Hamilton's Committee on Equitable Representation on Committees, Boards, Commissions.
- Former Volunteer Tutor: McMaster University.
- Police Chief's Citizen Advisory Committee
- Civilian Constable Panel Member

George V. Wright was appointed Commissioner of the Manitoba Law Enforcement Review Agency (LERA) in March 1998. Prior to his appointment he was Registrar of Private Investigators and Security Guards. He also served as senior investigator with the Manitoba Department of Justice Law Enforcement Services Branch where he was responsible for LERA investigations and management of the special constable program. He also consulted with and provided advice on policing issues to municipal, community, and First Nation councils.

Mr. Wright has a long and distinguished career in policing. In 1965 he joined the Royal Canadian Mounted Police and was posted throughout Manitoba. His duties as an RCMP officer included detachment, general investigation, highway patrol, detachment commander, administration, subdivision supervisor, and at his retirement, Division Traffic Supervisor. Mr. Wright attained the rank of Staff Sergeant and retired from the RCMP in 1995 after completing thirty years of service. He is a recipient of the RMP Long Service Medal with silver clasp.

In July 1981 Sandy Bay First Nation presented Mr. Wright with a star blanket, a gift that indicates that the giver of the blanket holds the recipient in high esteem for generosity and or accomplishments.

Mr. Wright is on the Board of Directors for the Canadian Association for Civilian Oversight of Law Enforcement. He has attended national and international conferences on civilian oversight of law enforcement.