

Canadian Association for Civilian Oversight of Law Enforcement

(CACOLE)

CONFERENCE 2007

**CIVILIAN OVERSIGHT:  
Challenges, Experiences and Solutions**



**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 national conference. Without them, the informative and lively professional development sessions would not be possible.**

## **Kimberly Armstrong**

Ms. Armstrong received her Honours Bachelor of Arts in Political Studies from Queen's University in 1990. She then attended Osgoode Hall Law School and received her Bachelor of Laws in 1993. She has also completed the Police Management Certificate through the University of Alberta. She undertook articles of clerkship with the Alberta Court of Appeal and then finished her law articles with Milner Fenerty (Fraser Milner Casgrain). She continued to work for Milner Fenerty practicing in the areas of securities litigation, defamation and insurance litigation until 1997.

In 1997, she joined the Edmonton Police Service as a Legal Advisor. In 2002, she was promoted to the position of Manager in charge of Professional Standards Branch. The Professional Standards Branch is comprised of Internal Affairs Section, Legal Advisors' Section and Freedom of Information and Protection of Privacy Unit. As a result of a reorganization, in July, 2006, she became the Manager in charge of Legal Services and Risk Management Branch which included policy management, audits, accreditation, and standards.

She served as Chair of the Canadian Association of Chiefs of Police subcommittee on Professional Standards and is on the Board of Directors of the Canadian Association of Civilian Oversight of Law Enforcement. She currently serves on the Canadian Police College Advisory Committee.

As of October, 2006, Ms. Armstrong began working for the Alberta Solicitor General as the Executive Director in charge of the Policing and Community Safety Branch which is her current position.

## **Chief Constable Paul Battershill**



Chief Battershill joined the Vancouver Police Department in 1977 following completion of a B.Sc. in Clinical Biochemistry at UBC. During a 22 year career in Vancouver, Paul worked in a variety of operational roles including patrol, traffic, investigations, surveillance and emergency response.

In the 1980's Paul served as the elected president of police labor organizations at a municipal, provincial and national level.

During the late 1980's and early 1990's Chief Battershill was the leader of the Vancouver Regional Emergency Response Teams.

In 1993 Paul served as a member of the Justice Oppal Royal Commission of Inquiry into Policing in British Columbia.

In 1996 AND 1997 Paul was one of the founding Directors of the E-COMM Corporation which established a multi-jurisdictional dispatch centre for police, fire and ambulance

In 1999 Chief Battershill was appointed as Chief Constable of the City of Victoria.

In 2002 and 2003 Paul was elected as Chair of the RCMP Forensic Laboratory Services Advisory Group tasked largely with implementing DNA technology at a national level.

In 2004 Paul was appointed as the Chief Investigator for the study of the use of TASERS in British Columbia.

## **Bruce Brown**

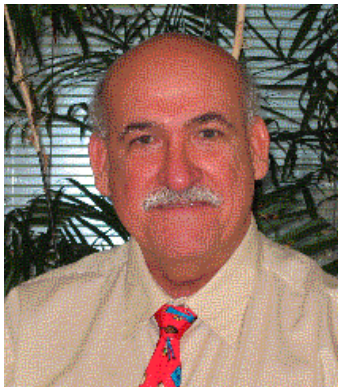


Bruce Brown is currently the Deputy Police Complaint Commissioner for the Province of British Columbia, having started with the Office of the Police Complaint Commissioner in 2003. Prior to working with the OPCC, Bruce was a member of the RCMP, spending 32 years with that organization in British Columbia and Alberta.

Bruce worked primarily in the Mayor Crime field as well as being a crisis Negotiator on the Emergency Response Team.

During 1996/1997 Bruce was seconded to the British Columbia's Children's Commission to review child fatalities.

## **Eduardo I. Diaz, Ph. D.**



Eduardo I. Diaz is the Executive Director of Miami-Dade County's Independent Review Panel (IRP), which hears citizen complaints regarding County departments or staff. His department is charged with formulating corrective actions and process improvements. He formerly served as Coordinator of Program Evaluation and Crime Prevention for the Department of Justice System Support (DJSS) and as the Director of the Crime and Delinquency Prevention Division of the Department of Justice Assistance (DJA), operating multiple Miami-Dade County programs targeting special populations.

He is active advocating for improved police/community relations and a variety of other violence reduction efforts. He is a member of the National Association of Civilian Oversight of Law Enforcement (NACOLE) and currently serves on the Board of Directors as President-Elect. He also serves on the Steering Group of the International Network for Independent Oversight of Policing (INIOP).

Deeply interested in violence prevention, he served the American Psychological Association's (APA) Commission on Violence and Youth as a member of their cadre of Experts. In January 2008, he assumes the role of President Elect of APA's Division of Peace Psychology: the Society for the Study of Peace, Conflict and Violence. Diaz is also a member of Psychologists for Social Responsibility (PsySR) and serves as a Lead Facilitator for the Alternatives to Violence Project-Miami (AVP-Miami).

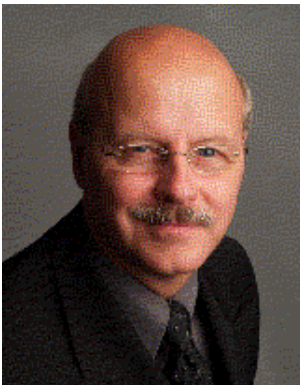
## **Kevin Fenwick, Q.C.**



Kevin Fenwick received his formal mediation training from the Centre for Dispute Resolution in Boulder, Colorado in 1987 and has been mediating and facilitating since that time. Kevin began his mediation career as part of the law practice he maintained in Melville from 1980 until 1995. He began working with The Dispute Resolution Office of Saskatchewan Justice (formerly Mediation Services) on a contract basis in 1991 and was been employed full time as a Staff Mediator and then Dispute Resolution Consultant since 1995.

Kevin's work now includes a wide range of facilitation and mediation services, from two party mediations to facilitating large scale collective bargaining and public consultation processes.

## **Réjean Gauthier**



Mr. Gauthier earned his Bachelor of Law degree in 1976 and was called to the Bar of the Province of Quebec in 1977. His background includes his work as Litigator and Legal Advisor of Legal Services, Advisor to the Deputy Minister and Intergovernmental and International Affairs Coordinator, He completed his studies for Master of Law in 1986 while managing Access to Information and Privacy. With the Police Ethics Commissioner he previously held the positions of Litigator, Executive Assistant and Executive Secretary.

In relation to Conducted Energy Weapons (TASER) Gregg was involved in the initial Canadian Police Research Centre study in 1999. He continues to be a subject matter expert on matters related to the CEW use, training, and policy development. Gregg has presented in Canada and the United States on matters related to CEW tactics and policy. Gregg has also presented on the relationship between Conducted Energy Weapons and Excited Delirium Syndrome. Gregg has co-presented to the BC Coroners Conference with Dr. Christine Hall on Conducted Energy Weapons and Excited Delirium Syndrome As a member of the Excited Delirium working group Gregg has assisted in development of policy guidelines and a training package on Excited Delirium syndrome.

As a member of both the National Use of Force Working Group and the B.C. Use of Force Working Group Gregg is presently involved in a project related to mandatory use of force reporting.

## **David Goetz**

David has served as Legal Counsel with the MPCC since 2003. Prior to that, he worked for six years in the Law and Government Division of the Parliamentary Research Service of the Library of Parliament in Ottawa, specializing in the areas of criminal, military, international and general public law. He also previously served on the research staff of the Somalia Inquiry.

David completed his university studies at McGill University, receiving an honours B.A. in history and political science in 1988 and Bachelors degrees in both common and civil law in 1992. He articulated with an Ottawa criminal defence firm and was called to the Ontario Bar in 1994.

David has recently been elected to a second term as an Executive Member of the National Military Law Section of the Canadian Bar Association.

## **Victor J. Goldberg**



Mr. Goldberg is a founding Partner in Goldberg Thompson, specializing in commercial and corporate law including insolvency and litigation including human and criminal rights.

Mr. Goldberg is Past Chairperson, Boards of Inquiry, Nova Scotia Human Rights Commission. He is a Member of the Canadian Bar Association and a Past Member of the Nova Scotia Subsection Reimbursement Executive. He has also been a Member of the Admissions Committee, Faculty Council of University of Toronto Law School.

Mr. Goldberg received his B.A. from Dalhousie University, his LL.B. from the University of Toronto and his LL.M. from the University of London; King's College.

## **Shawna Goodkey**

Shawna Goodkey is currently a patrol sergeant for the Edmonton Police Service (EPS) with over 14 years service. Prior to her move to patrol in January of 2007, she worked for five years in the EPS's the Officer Safety Unit. Her primary responsibilities included delivery of training programs to all 1400 EPS police officers in such areas as use of force, control tactics, and firearms. Additionally she was responsible running the EPS CED (Taser) program. Shawna has a wide variety of Instructor Certifications in such areas as Use of Force Articulation, Force Options, Contact and Cover, O/C Spray, CED, Baton, Weapon Retention and Retrieval, Stuns, Strikes, Tactical Handcuffing, Dealing with Multiple Subjects, Ground Control, Knife Defence, Firearms Instruction- Pistol and Shotgun, Searching, Excited Delirium, Team Arrest Concepts, Vehicle Stops, Building Searches, Co-operative, Resister and Assailant Control, Scenario Training, Body Armour, Hobbles, Pressure Point Areas. She was involved in the Review of Conducted Energy Devices done by the Canadian Police Research Centre, which published a technical report nationally used by law enforcement agencies across Canada. Shawna has provided CED Instructor Training to police officers and corrections workers throughout the Prairie Provinces. She is also a court recognized Use of Force and CED Expert.

## **David Griffin**

For the past nineteen years David has served as a police association executive at the local, provincial and national levels. Prior to joining the CPA as the Executive Officer in 1999, David served for four years as the Administrator of the Police Association of Ontario, seven years with the Peel Regional Police Association, and seven years as a patrol constable with the Peel Regional Police. Throughout his association career, David's responsibilities have included advocacy, government relations, media relations, negotiation, and strategy development and implementation. He is a frequent witness before committees of the Canadian House of Commons and Senate on policing and justice related issues.

For the past seven years he has served as a Director with the Covington Labour Sponsored Investment Funds, and is a member of the Governance, Audit and Valuation committees. In 2003 David completed his Masters in Business Administration at the University of Ottawa Executive MBA program. From 1993 to 1999 he served as a Board Member for the Ontario Municipal Employees Retirement System (OMERS) and was Chair of the Board in 1997.

### **Thomas P. Haney SBStJ, CD, BA, cdsc, pcsc, plsc**

Tom Haney took up his appointment as the Director, Nova Scotia Police Complaints Commission on 21 August, 2006. Prior to this, he was the Director of the Police Leadership Program at Dalhousie University, the CEO of Commissionaires Nova Scotia and CEO of the Nova Scotia Safety Council.

Tom has worked as a consultant in police and democracy matters in Jamaica, Ukraine and for the Iraqi Electoral Commission as well as an advisor with the Haitian National Police. All of this followed a career as a Military Police officer which spanned nearly 30 years and included service in Canada, Germany, United Kingdom, Cyprus, Egypt, Israel, Somalia and Qatar.

He holds a BA from St Mary's University and is a graduate of the Executive Development Course of the Canadian Police College as well as the Canadian Forces Staff College.

### **Al Hutchinson**



RCMP Assistant Commissioner (retired) Al Hutchinson was the Northern Ireland Policing Oversight Commissioner, a position established in 2000 to oversee changes to policing in Northern Ireland. From 2001 to 2003, he was the resident Chief of Staff in Belfast for the first Oversight Commissioner, Tom Constantine. The mandate of the Oversight Commissioner formally ended on 31 May 2007.

Originally from Canada, Mr. Hutchinson is a graduate of Carleton University in Ottawa and of Queen's University in Belfast, where he obtained an MBA.

He served 34 years in the Royal Canadian Mounted Police (RCMP), rising through the ranks to become Assistant Commissioner and the Commanding Officer responsible for "O" Division (Ontario). In addition to the recently completed six years of oversight of the policing reforms within Northern Ireland, his RCMP experience in a variety of policing functions throughout Canada provides background experience for many of the major issues central to policing management in Northern Ireland.

Al Hutchinson will become Police Ombudsman for Northern Ireland on 6<sup>th</sup> November 2007.



## Denis Jubinville



Denis Jubinville has been a member of the Edmonton Police Service for 15 years and is currently a Staff Sergeant in a Patrol Division. Within his career, he has worked as a patrol constable for over eight years, has been a recruit training instructor, has held the position of sergeant in charge of Recruit Selection Unit, and has worked as a detective in Internal Affairs for two years. Within the past year, Denis has worked in the Edmonton Police Service's Human Resources Division in order to research, develop, and implement an effective Early Intervention System. Since the program's introduction, Denis has provided consultation and assistance to several Canadian and American police agencies in the development of their Early Intervention Systems. Denis holds a Diploma in Law Enforcement, a Degree in Criminal Justice, and a Master of Business Administration.

## Paul Kennedy



Mr. Kennedy received his B.A. from Loyola College of Montreal in 1969 and his L.L.B. from the University of Western Ontario in 1972. He joined the Toronto Regional Office of the Federal Department of Justice as a criminal prosecutor in 1974.

During a 25-year career with the Justice Department, Mr. Kennedy held a number of increasingly important positions including roles as General Counsel for the Canadian Security Intelligence Service and Senior General Counsel in the Federal Prosecution Service.

In November of 1998 Mr. Kennedy was appointed as Senior Assistant Deputy Minister for the then Department of the Solicitor General. He was responsible for providing expert advice and support to the Minister in relation to law enforcement and national security matters. In May of 2004, following the creation of Public Safety and Emergency Preparedness Canada, Mr. Kennedy was appointed as Senior Assistant Deputy Minister with responsibility for national security and emergency preparedness, a position that he held until his retirement in May of 2005.

During his 31 years of public service, Mr. Kennedy has played a leadership role in the public safety arena both domestically and internationally. From 1997 to 2005 he was the Canadian Co-Chair of the Canada - U.S. Cross Border Crime Forum, the Chair of the Canadian National Coordinating Committee on Organized Crime, Chair of the Assistant Deputy Ministers Committee on Public Safety and Chair of the Inter-American Drug Abuse Commission of the Organization of the American States.

Mr. Kennedy was appointed as Chair of the Commission in October 2005.

## Honourable Patrick LeSage, Q.C.



Patrick LeSage began his distinguished career as a Crown Attorney in the Ontario Ministry of the Attorney General, where he rose to the position of the Director of Crown Attorneys for Ontario. Appointed to the County and District Court in 1975, he became Associate Chief Judge of that Court in 1983. In 1994 he became Associate Chief Justice and in 1996 was appointed Chief Justice of what is now the Superior Court of Justice for Ontario, a position he held until September 2002.

During his remarkable 29 years on the bench, Mr. LeSage presided over some of Canada's most publicized and complex cases. He lectured extensively to judges, law students and law societies. He was involved in introducing gender and racial equality seminars for judges in the late 1980's. Mr. LeSage was a member of the Equality Committee and the Administration of Justice Committee of the Canadian Judicial Council, and is a past Director of the Canadian Judges Conference.

Mr. LeSage was appointed to the Board of Governors of York University in 2004 and elected a Senior Fellow of Massey College, University of Toronto, in 2005.

He was appointed by the Government of Ontario to conduct an extensive review of Ontario's police complaints system. His final report, presented to the Attorney General in 2005, contained 27 recommendations aimed at creating a new and independent police review body that would be both equitable and effective for all. The independent Police Review Act will entrench a transparent public complaints system, centered around a new civilian organization, and led by an Independent Police Review Director.

Mr. LeSage was appointed a Commissioner of the Ontario Securities Commission in December 2005. He was also appointed in December 2005 by the Attorney General of Manitoba to conduct an Inquiry into the first-degree murder conviction of James Driskell.

In March 2007, he was appointed by the Government of Ontario as Vice-Chair of the Consent and Capacity Board. In August 2007 he was appointed as an Advisor to the Business Law Section of the American Bar Association.

Mr. LeSage was awarded a D.C.L. (H.C.) from the University of Windsor in 1996 and an LL.D (H.C.) from Laurentian University in 2001. For his lifelong commitment to justice and public service throughout his distinguished career, including 29 years service as a judge, Mr. LeSage was awarded an LL.D (H.C.) by the Law Society of Upper Canada in July 2006.

## **Chief Glenn Lickers**



Glenn was born and raised on the Six Nations of the Grand River Territory. He is a member of the Mohawk Nation, Turtle Clan.

In 1976 Glenn joined the R.C.M.P. He spent the next 7 years stationed in the Lower Mainland of British Columbia carrying out uniform, general duty policing.

In 1985 Glenn returned home to Six Nations to become one of the first 2 officers hired by Six Nations. He was appointed to Supervisor and then just a year later in 1990 he became the first Chief of Police when the Six Nations Service became a self-administered entity.

As Chief of Police, Glenn embarked upon fulfilling a vision of establishing the 1<sup>st</sup> First Nations Police Service and immediately began working with the Six Nations Police Commission and Elected Band Council. He was instrumental in building the service from the ground up. The Six Nations Police Service has now grown to a complement of 28 sworn officers of varying ranks, titles and positions.

In a professional capacity, the Service has developed specialized units in criminal investigations, criminal intelligence, motor vehicle accident investigation and reconstruction and policy development.

Glenn has also recognized the unique position of policing in our own communities. Today, the Six Nations Police Service is extensively involved in the community through a number of programs and initiatives that the service leads, participates in, or supports.

Chief Lickers has served on the F.N.C.P.A. Executive Board for 13 years. He has served as President of the FNCPA, Vice President and presently as Past President. He is currently a member of the Ontario Chiefs of Police Association (OACP), the Canadian Chiefs of Police Association (CACP) and the International Association of Chiefs of Police (IACP).

## **Joseph Martino, LL.B.**

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.

## Brooke McNabb



Mr. McNabb was appointed in October 2005 as Vice-Chair of the CPC, having previously served in the same position from May 2003 to August 2004. He is a lawyer with diverse experience as a television producer and host, a litigation lawyer in private practice, a mediator and arbitrator, and a professor of Conflict Resolution Studies.

He is a member of the Law Society of Upper Canada, the Canadian Bar Association, the Arbitration and Mediation Institute of Manitoba.

His education background includes a B.A. from the University of Winnipeg, where he was awarded the Gold Medal in Conflict Resolution Studies, an LL.B. from the University of Ottawa Law School and an LL.M. in Alternate Dispute Resolution from Osgood Hall Law School.

Mr. McNabb has been recognized for his enthusiastic support, over the years, of numerous community events and not-for-profit organizations.

Mr. McNabb has been the champion for the Commission's project to eliminate the backlog of review cases and to introduce a time-to-completion service standard for review cases (see 2005-2006 Annual Report).

## Deputy Chief Chris McNeil, B. Comm., LL.B, O.O.M.



Deputy McNeil 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. He has a broad range of policing experience in Operations, Communication and Automation, and Administration, since becoming a police officer in 1982.

Deputy McNeil 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.

Currently, Deputy McNeil is responsible for the Operations Division. This Division includes all uniform policing from the front-line uniform officers to the officers working in specialized uniform positions.

## **Robert W. Mitchell, QC**



Mr. Mitchell was appointed Chair, Saskatchewan Public Complaints Commission in July, 2004.

His background is as a lawyer, politician and civil servant. He was admitted to the Saskatchewan Bar in 1960, and was appointed a Queen's Counsel in 1989. He left law practice in 1991, being the senior partner in the Saskatoon firm of Mitchell Taylor Romanow Ching. In 1986, Robert was elected as a Member of the Saskatchewan Legislature, and in 1991 was appointed as Minister of Justice in the newly elected Romanow government. He continued to serve as a Cabinet Minister until his retirement from politics in 1999.

His civil service career included three years with Justice Canada, one year with the International Labour Organization, and five years as Saskatchewan Deputy Minister of Labour.

He acted as the Chief Negotiator for the Federation of Saskatchewan Indians on self-government from 1999 until 2003. He is presently a mediator and labour arbitrator in addition to his duties as Chair of the Saskatchewan Public Complaints Commission.

## **Honourable Dennis R. O'Connor Associate Chief Justice of Ontario**



The Honourable Dennis R. O'Connor is the Associate Chief Justice of Ontario and was Commissioner of the Walkerton Inquiry.

Justice O'Connor graduated from Osgoode Hall Law School in 1964, and was called to the Bar of Ontario in 1966.

He practiced law until 1973 when he was appointed Magistrate in the Yukon Territory until 1976, a position he held until 1976. From 1974 to 1976 he also served as provincial judge in British Columbia and Deputy Magistrate for the Northwest Territories.

In 1976, he became associate professor of law at the University of Western Ontario, teaching criminal law, civil and criminal procedure and trial advocacy. In 1980 he joined the Toronto law firm of Borden, Elliot. From 1980 to 1984, he acted as the chief negotiator for the Government of Canada for the Yukon Indian Land Claim. He served two terms as an elected benchler for the Law Society of Upper Canada beginning in 1987. In 1998, he was appointed to the Ontario Court of Appeal, and in 2001 he was appointed Associate Chief Justice of Ontario.

In June 2000, Justice O'Connor was appointed by the Province of Ontario to conduct a public inquiry into the causes of the contamination of the water system in Walkerton, Ontario. He was directed to make recommendations to ensure the safety of the Province's water system and delivered two reports in 2002.

Justice O'Connor is a member of the Canadian Judicial Council, Canadian Bar Association, the Advocates' Society and a Fellow of the American College of Trial Lawyers.

In February 2004, the Federal Government appointed Justice O'Connor to conduct the Arar Inquiry. The Inquiry was established February 5, 2004 under Part I of the Inquiries Act, on the recommendation of the Deputy Prime Minister and Minister of Public Safety and Emergency Preparedness to investigate and report on the actions of Canadian officials in relation to Maher Arar. The Commission was also mandated to recommend an arm's length review mechanism for the activities of the Royal Canadian Mounted Police with respect to national security.

## **Nuala O'Loan**



Mrs. Nuala O'Loan is out-going Police Ombudsman for Northern Ireland, responsible for the investigation of all complaints against the police. She is a qualified solicitor and was the Senior Lecturer holding the Jean Monnet Chair in European Law at the University of Ulster.

In the past, among other things, she has been: Chairman of the Northern Ireland Consumer Committee for Electricity; a Special Commissioner for the Commission for Racial Equality's Formal Investigation into Racism in Policing in England and Wales, a Member of the Police Authority; Vice-Chair of the Police Authority's Community Relations Committee; a Member of the Northern Health and Social Services Board; Convenor of the NHS Complaints System for the Northern Health and Social Services Board; a Member of the General Consumer Council, and Convenor of the Transport and Energy Group of that Council; and a Legal Expert Member of the European Commission's Consumers Consultative Council. For seven years, Mrs. O'Loan was also a custody visitor to police stations.

This career has involved dealing with policy, strategy and complaints matters in areas as diverse as policing, health, transport, energy supply and consumer protection. She has produced more than 50 articles and other publications on law, policing, faith and other issues. In the course of her work she has spoken widely at conferences, and in an advisory capacity to government, in Brazil, South Africa, USA, Canada, The Netherlands, The Republic of Ireland, Portugal and throughout the United Kingdom.

For 16 years she was a voluntary marriage counsellor. She is married and has 5 sons. In 2003 she received an award from the North American Association for the Civilian Oversight of Law Enforcement for her outstanding contribution to police accountability. She was also awarded a Peace Person of the Year Award by PEACE in 2003.

## **Inspector Mike O` Rielly MA BA(Hons)**

Inspector O` Rielly is a 21 year member of the RCMP, presently posted in Ottawa as the Director of the Alternate Dispute Resolution Program, as well as the Project Manager for the Workplace Relations Management Initiative. Prior to his arrival in Ottawa in 2005, Insp. O` Rielly served in a variety of communities in Alberta, including Bonnyville and the St Paul Region in the northeastern corner of the province, Fort McMurray, and in the Calgary area in Okotoks, the Tsuu Tina Nation and Cochrane. O` Rielly has enjoyed working in a variety of roles, as a patrol officer, in traffic services, and as a serious crime investigator in large, small and first nations communities. During the preparation efforts for the 2002 G8 Summit in Kananaskis, O` Rielly developed and implemented a series of activities intended to increase levels of trust between security services

and the civil society movement in Canada, in an effort to reverse the high levels of violence that had been experienced during similar gatherings of international significance. For two years prior to his transfer to Ottawa, Insp O` Rielly was the Conflict Manager for the RCMP in Alberta, during which time he traveled throughout the province assisting RCMP employees in addressing their workplace conflicts.

Since 1997 Insp O` Rielly has provided intervention services as a mediator, facilitator, conflict coach and trainer in communication, active listening, dispute resolution and other skills development sessions designed to empower others to work towards the resolution or management of conflictive situations. In 2002 he graduated from Royal Roads University with a Masters Degree in Conflict Analysis and Management. He continues to apply the skills and awareness developed through his academic accomplishments and practical experiences in examining opportunities for the RCMP to more effectively address and learn from manifestations of conflict from both within and external to the organization.

### **Dr. Daniel N. Paul, C.M., O.N.S.,**



Dr. Daniel N. Paul, C.M., O.N.S., was born on Indian Brook Reserve, Hants County, Nova Scotia. He is an ardent spokesperson and activist for human rights. Among his many other activities he is an author, lectures in schools, is a Justice of the Peace for the Province of Nova Scotia, and a Member of the Board of the Nova Scotia Police Commission.

His varied employment history includes fifteen and a half years with DIAND, last five years as District Superintendent of Lands Revenues and Trusts. He was the founding Executive Director of the Confederacy of Mainland Micmacs and the founder of the Mi`kmaq/Maliseet News.

He has served on many provincial commissions including the Province's Human Rights Commission and was a member of the Nova Scotia Department of Justice's Court Restructuring Task Force.

He holds an honorary degree in letters from Universite Saint-Anne. On October 2, 2002, he was awarded the Order of Nova Scotia for bringing honour to Nova Scotia. On October 6, 2006, for making a difference in Canadian society, he was inducted into the Order of Canada.

A few of Paul's accomplishments: He is the author of a history book about the Mi`kmaq and other First Nations entitled "First Nation History - We Were Not the Savages - Third Edition." Was a prime mover and shaker of the Boat Harbour Land Claim, which netted the Pictou Landing Band \$35million and additional land.

## **Peter Seheult**



Peter Seheult was named Chair of the New Brunswick Police Commission in December, 2006.

He is a lawyer specializing in Arbitration, Mediation and Administrative Law. He served as an Adjudicator under the Canada Labour Code and in the Small Claims Court of New Brunswick.

Mr. Seheult served as a member of the New Brunswick Police Commission from 1995 to 2000, acting as Chair from 1998 to 2000. He later served a three year term as a member of the Military Police Complaints Commission.

## **Superintendent Siu Kit-hung Tony**



Siu joined the Hong Kong Police Force in November 1986 as a Probationary Inspector. In the early years of his career, Mr. Siu specialized in criminal investigation stream and had served in Divisional crime units as well as the renowned Criminal Intelligence Bureau at Police Headquarters.

Mr. Siu was promoted to Chief Inspector in 1997 and continued to work in the intelligence field. In 1999, Mr. Siu was selected by the Commissioner's Office to work as the Personal Assistant to the Commissioner, assisting in the smooth running of the Commissioner's Office and taking care of all administrative work. He also accompanied the Commissioner in all official engagements as well as visits, be it local or in Mainland China.

In March 2001, Mr. Siu was handpicked for secondment to the Hong Kong Economic and Trade Office in Sydney, Australia, working as the Police Liaison Officer responsible for the planning and coordination of all liaison work with the Australian law enforcement counterparts. Mr. Siu returned Hong Kong in March 2003 and was posted to the Recruitment Division responsible for the selection of probationary inspectors and the vetting of police applicants. Mr. Siu returned to front-line divisional duties in 2004 and worked as a District Operations Officer in charge of all anti-vice operations.

In August 2005, Mr. Siu was promoted to Superintendent and took up an Assistant District Commander post heading the administration wing of the district. In 2006, Mr. Siu returned to Police Headquarters to be the Head of one of the three regional Complaint Against Police Offices, a post that he is currently holding.

Academically, Mr. Siu earned a Master of Social Science Degree in Criminology at the University of Hong Kong in 1994 and a Post-Graduate Diploma in Public and Social Administration at the



City University of Hong Kong in 1998. In addition, he attended the National Criminal Intelligence Course at the Australian Police Institute of Management in 1997.

## **Wellington Staats**



Wellington Staats is a member of the Bear Clan, Upper Mohawk, Six Nations of the Grand River.

Wellington is a former Chief of the Six Nations of the Grand River. He also served as the Chair of the Chiefs of Ontario Finance Committee and was instrumental in assisting them in that capacity. During his tenure as Chief, Wellington established a rapport with the other First Nations leaders in Ontario and earned their respect and support on a number of issues.

Wellington also served as the Chief Executive Officer for the Assembly of First Nations and as the President of the Indian Arts and Crafts Corporation. He is the current President of the Indian Art-I-Crafts and the Canadian Aboriginal Festival, which hosts the Sky Dome Pow Wow in Toronto.

Wellington is also a well established business man on the Six Nations Indian Reserve being the proprietor of two small businesses.

Wellington is the Chairperson of the Six Nations Police Commission, the First Nations representative on the Board of Directors for the Canadian Association of Police Services Boards, a member of the CACOLE Board of Directors and an Associate member of the First Nations Chiefs of Police Association.

## **The Honourable Judy Streach Minister of Community Services Province of Nova Scotia**



Ms. Streach has an Arts degree in French and English from Saint Mary's University, teaching certificate from Nova Scotia Teachers College in Truro, and a diploma in French from L'Université du Québec à Trois Rivières.

She has worked as an educator for more than 15 years. She was a high school French immersion teacher at Forest Heights Community School, and was previously employed with the Halifax Regional School Board.

First elected to the Legislative Assembly in a by-election on June 21, 2005 and re-elected in June 2006. She has been Minister of Tourism, Culture and Heritage, Minister responsible for the Nova Scotia Liquor Corporation, Minister responsible for the Liquor Control Act, Minister responsible for the Advisory Council on the Status of Women and Minister responsible for the Heritage Property Act.

## Peter Tinsley



Mr. Tinsley is a graduate of McMaster University and the University of Windsor Law School. He is a member of the Law Society of Upper Canada.

Mr. Tinsley had a 28-year career in the Canadian Armed Forces, serving overseas and in Canada as a military police officer for almost 10 years. Following his graduation from law school he transferred to the Office of the Judge Advocate General. In that capacity Mr. Tinsley was best known as the senior prosecutor and appellate counsel in the prosecution of Canadian Forces members stationed in Somalia for murder and torture. On his departure from the military in 1997, Mr. Tinsley was Special Assistant Judge Advocate General and held the rank of Lieutenant Colonel.

Following his retirement from the military Mr. Tinsley entered the private practice of law as a criminal defence counsel. On January 1, 1999, Mr. Tinsley was appointed by the Government of Ontario to a five year term as the Director of the province's Special Investigations Unit. Following that appointment and commencing in 2003 Mr. Tinsley served as an international prosecutor in the former Yugoslavia, first with the United Nations Interim Administration in Kosovo and then in the newly created Special War Crimes Department of the State Court of Bosnia and Herzegovina. In December 2005 Mr. Tinsley returned to Canada to accept an appointment by the Government of Canada to a four year term as the Chairperson of the Military Police Complaints Commission.

In the professional context, Mr. Tinsley has spoken frequently, both within Canada and internationally, on matters related to the Rule of Law and civilian oversight of security forces. Such presentations have been made in Nicaragua, Guatemala, El Salvador, Cuba, Romania, Brazil, Northern Ireland, Kosovo and Portugal.

## Tong Chi-chung Eddy



Mr. Tong joined the Hong Kong Police Force as a constable in December 1982. Having spent five years mainly in the uniformed branch, he was promoted to the rank of Inspector in 1988. Except the first year in his inspector service, Mr. Tong mainly served in various crime units, including intelligence unit, anti-triad unit and crime squad, until he was promoted to Chief Inspector in 1997.

Mr. Tong continued to serve in the detective field after his promotion and had been the Assistant Divisional Commander in three different police divisions responsible for investigating all incoming crime reports received by the police divisions.

To depart his knowledge and experience in criminal investigation, Mr. Tong had been posted as an instructor in the Detective Training School between 2000 and 2002 to train all newly appointed detectives.

His career came to a turning point in December 2004 when Mr. Tong switched to work in the Complaint Against Police Office (CAPO). He started off as the team leader of a complaint investigation team and took up his present post 18 months later as the Chief Inspector of the CAPO Headquarters responsible for the liaison with the oversight body, namely the Independent Police Complaints Council.

Academically, Mr. Tong has a BSc degree in Policing and Police Studies with the University of Portsmouth and a MSocSc degree in Criminology with the University of Hong Kong. He had also attended the Advanced Interview Course at the Kent County Constabulary, UK in 2001 that qualified him as a trainer in investigative interviewing.

## **Andre Vandoren**



Andre Vandoren was called to the bar in 1973 after graduating magna cum laude from Katholieke Universiteit Leuven.

He joined the Brussels public prosecutor's office in 1973 and served as an intern until 1977. He was then appointed deputy public prosecutor at the Brussels public prosecutor's office in 1977. In 1985 he became the first deputy public prosecutor.

In 1985 the Board of the Joint Anti-Terrorist Group (AGG/GIA) appointed Mr. Vandoren as magistrate from the Brussels' public prosecutor's office to take over the management of the Joint Anti-Terrorist Group.

In 1988 Mr. Vandoren took over the leadership of the special brigade targeting major crime and terrorism (known as the '23<sup>rd</sup> brigade' or the 'national brigade of the judicial police').

In 1990 the Minister for Justice appointed Mr. Vandoren 'national magistrate' on the recommendation of the Board of Public Prosecutors.

In 1991 he was appointed deputy public prosecutor at the Brussels public prosecutor's office and in 1993 became advocate-general. In 1997 Mr. Vandoren became 'national magistrate'.

In 1999, pursuant to an appointment and vote by the Belgium Federal Parliament, Mr. Vandoren became chairman of the Standing Police Monitoring committee.

Mr. Vandoren has travelled extensively in connection with the fight against terrorism, organised crime and drug trafficking and has served in multiple national and international study sessions on issues relating to national and international terrorism, drugs and organized crime.

## **Tom Walker - Developmental Service Worker, BSW, RSW**

Tom is the Director of Training and Business with the Canadian Training Institute (CTI). Before coming to CTI Tom was the supervisor of Breakaway Youth and Family Initiatives and the Harm Reduction Outreach Team. His previous work included in front line and leadership roles with the YMCA Youth Substance Abuse Program and YMCA Youth Gambling Program. His work has included clinical supervision, managing teams, providing individual, group, and family counselling, prevention and education work, and presentations and training to professionals.

As well Tom currently teaches part-time at Centennial (Addiction studies) and George Brown College (CYW, SSW program).

## George V. Wright



Mr. 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 RCMP 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.