



CACOLE
Canadian Association for
Civilian Oversight of
Law Enforcement

ACSCMO
L'Association Canadienne
de Surveillance Civile du
Maintien de l'Ordre



CACOLE CONFERENCE 2008

Best Practices and Other Lessons in Oversight

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HELEN BANULESCU
Executive Director
Commission for Public Complaints Against the RCMP

Helen Banulescu was appointed as the Executive Director of the Commission for Public Complaints Against the RCMP in May 2007.

Ms. Banulescu previously served as the Director General of the Policing Policy Directorate and the Deputy Director General of the National Security Directorate at the Department of Public Safety and Emergency Preparedness Canada, as well as the Senior Advisor, National Security in the Security and Intelligence Secretariat at the Privy Council Office. She has worked on a wide range of issues in the policing and security sector such as the Commission of Inquiry in relation to Maher Arar, policing and security services for the 2010 Winter Olympics, and RCMP international peacekeeping efforts.

Ms. Banulescu's educational background includes a B.A. from the University of Toronto and an LL.B. from the University of Ottawa.



GARY BASS, O.O.M.
Deputy Commissioner
Royal Canadian Mounted Police

Gary Bass joined the RCMP from New Brunswick in 1971 and, following training, was posted to Canada's East Coast where he worked in General Duties, Underwater Recovery Operations, National Criminal Intelligence Section and General Investigation Section.

In 1992, he was commissioned to the rank of Inspector and transferred to British Columbia's Provincial Serious Crime Section. D/Commr. Bass has investigated and overseen a multitude of complex investigations, including several hundred homicides. He has been accepted as an expert witness in Supreme Court in Canada with respect to Major Case Management, Organized Crime and Drug investigations.

Through successive positions of increasing responsibility, in December 2006, D/Commr. Bass was promoted to his current rank and position as the Deputy Commissioner Pacific Region and Commanding Officer "E" Division for the RCMP in British Columbia. He is responsible for all policing matters for the 5800 police officers serving hundreds of communities from 127 Detachments.

D/Commr. Bass is the recipient of a Commanding Officer's Commendation, two Commissioner's Commendations, the RCMP Good Conduct & Long Service Medal with Gold Clasp; the Queen's Golden Jubilee Medal and has been invested as an Officer of the Order of Merit of the Police Forces. He holds a Master of Arts Degree in Criminal Justice as well as a Certificate in Criminology.

BILL BEAHEN, PhD

Dr. Bill Beahen holds a doctorate in history from the University of Ottawa. Previous employment included positions with the Canadian War Museum, the Communications Security Establishment and Parks Canada. He joined the RCMP in 1979 as historian and worked in that capacity for many years providing advice and information to Senior Management and the public publishing numerous articles and co-authoring a bestselling history of the North-West Mounted Police entitled "Red Coats on the Prairies".

Dr. Bill Beahen retired from the RCMP in December 2004 and then was selected for the position of Program Director for the Law Enforcement Aboriginal and Diversity (LEAD) network. Dr. Beahen became associated with the challenges and opportunities facing Canadian police services in his former position as Director, Strategic Partnerships and Heritage with the RCMP in Ottawa. In that capacity he was able to forge a partnership with the Multiculturalism Program of the Department of Canadian Heritage and the RCMP to hold the symposium "Policing in a Multicultural Society" held in February 2003 in Ottawa. From there Dr. Beahen facilitated the support from Multiculturalism for the much larger "Respect in Service" conference hosted by the Winnipeg Police Service and the RCMP in Winnipeg in June 2003.

The most decisive outcome of these conferences was the recommendation that the Canadian Association of Chiefs of Police adopt a program to support a network of police services which would raise the bar on how we consult with and serve our Aboriginal and ethnocultural communities. Dr. Beahen managed this program until the completion of his three year contract with CACP in December 2007 and is currently semi-retired.



DAN BELLEGARDE
Former Vice-Chief
Federation of Saskatchewan Indian Nations

Daniel J. Bellegarde is a citizen of Little Black Bear's Band of the Assiniboine-Cree in Treaty 4 Territory, southern Saskatchewan. He attended the Qu'Appelle Indian Residential School and the University of Regina in the Faculty of Administration and has received numerous specialty training at various universities and professional development institutions.

He has held senior positions with First Nations organizations, including Socio-Economic Planner with the Meadow Lake Tribal Council, President of the Saskatchewan Indian Institute of Technologies, and First Vice-Chief of the Federation of Saskatchewan Indian Nations. As Vice-Chief, he held the portfolios of Treaty Land Entitlement and Specific Claims, Gaming, Justice, International Affairs and Self-Government. He is currently the Senior Governance Coordinator at the Treaty 4 Governance Institute in Fort Qu'Appelle.

He has served on a number of community Boards and Committees, as well as the national Board of CESO. He has been a Commissioner of the Indian Specific Claims Commission since 1992 and has served as Co-Chair of the Commission from 1994 to 2000.

He is President of Dan Bellegarde and Associates, specializing in training, organizational development and self-government.



GWEN BONIFACE
Deputy Chief Inspector
Garda Síochána Inspectorate

Gwen Boniface is the Deputy Chief Inspector of the Garda Síochána Inspectorate in the Republic of Ireland.

Ms. Boniface served 30 years in Canadian Policing, including 8 years as the Commissioner of the Ontario Provincial Police (OPP) where she gained wide experience in operational, policy and management positions. As Police Commissioner, she led the (OPP) through significant restructuring and change management. She is the recipient of the Order of Ontario, the Order of Merit of Police Forces and the Lieutenant Governor's Medal of Distinction in Public Administration.

Ms. Boniface is a graduate of York University and a law graduate of Osgoode Hall. She was called to the Ontario Bar in 1990 and she also holds an honours diploma in Law Enforcement.



KEVIN BROSSÉAU
Senior Director
Operations
Commission for Public Complaints Against the RCMP

Mr. Brosseau was appointed to the position of Senior Director, Operations, at the Commission for Public Complaints Against the RCMP in 2008, where he is responsible for managing all phases of the complaint and review process at the Commission - including intake, analysis, review and investigations. Prior to this appointment, he practiced law in New York.

Mr. Brosseau is a former member of the RCMP with extensive operational policing and outreach experience in several locales. He also provided both legal and national security-related policy advice on the Air India Review and the O'Connor Inquiry, in addition to serving as a research and policy analyst in the Strategic Policy and Planning Branch of the RCMP.

He is an active member of the Law Society of Upper Canada, the New York Bar and the Canadian and American Bar Associations.

His educational background includes a B.A. and LL.B. from the University of Alberta and an LL.M. from Harvard Law School where he wrote extensively on topics addressing jurisdictional and crime-related issues in support of the Harvard Project on American Indian Economic Development.



MURRAY CHITRA
Chair
Ontario Civilian Commission on Police Services

Mr. Chitra is a graduate of the University of Toronto and the Faculty of Law of Queen's University. He was called to the bar in Ontario in 1980.

Mr. Chitra is currently Chair of the Ontario Civilian Commission on Police Services. Prior to assuming this position in 1994, he was Legal Director of the Ontario Insurance Commission (now the Financial Services Commission). As well, Mr. Chitra worked for ten years with the Legal Services Branch of the Ministry of Correctional Services. Six of those years were served as Legal Director.

He is a member of the Board of Directors of the Council of Canadian Administrative Tribunals. He is a former President of that organization as well as the Society of Ontario Adjudicators and Regulators. In November of 2006 he was awarded the SOAR medal for outstanding service to the administrative justice system of Ontario.

Mr. Chitra is Vice-President of the Ontario Public Service Quarter Century Club. The QCC is an association of 80,000 active and former long serving provincial civil servants. He is also a member of the Lieutenant Governor's Advisory Committee for the Ontario Medal For Police Bravery.



MAURICE CLOUTIER
Director of Legal Services
Police Ethics Commissioner, Québec

Mr. Cloutier has been a lawyer since 1983 and obtained his master's degree in administrative law in 1990. He went into private practice for 3 years and then attended court on behalf of the Workmen's Compensation Board and the Health Insurance Board.

Since 2007, Mr. Cloutier has headed the legal department at the Police Ethics Commissioner, Québec.

He is a member of Québec Bar as well as a member of a Committee of lawyers and Québec's Court judges (Bar of Montréal).

Mr. Cloutier teaches administrative law in Québec's Bar school (mandatory for articling students).

NADINE COOPER MONT
Chair
Nova Scotia Police Commission

Nadine was appointed the Chair of the Nova Scotia Police Commission in December of 2001. She studied at Dalhousie University, earning a Bachelor of Laws Degree, and a Masters Degree in Public Administration. She has extensive experience in public service, private business, and in the community.

In her career with the Province of Nova Scotia, she first served as a Senior Policy Executive with the Department of Consumer Affairs, then as Deputy Solicitor General, and finally as Deputy Minister of Housing and Consumer Affairs. Nadine was instrumental in the restructuring the Nova Scotia Police Commission and the Policing Services of the Department of Justice and implemented 46 of recommendations that arose from the Donald Marshall Inquiry.

Nadine is also the owner and president of a successful business in Dartmouth, Nova Scotia.



RAYMOND D'AOUST
Assistant Privacy Commissioner of Canada

Effective September 2, 2003, Raymond D'Aoust was appointed Assistant Privacy Commissioner of Canada with primary responsibility for the *Privacy Act*, the federal public sector privacy law.

Mr. D'Aoust has more than twenty years of experience in the Canadian government in areas such as program evaluation, review, policy, public consultation, strategic planning, business planning, quality management, technology management and research in several departments and agencies.

Mr. D'Aoust was a part-time teacher at Concordia University and delivered training to federal public servants on several occasions. He studied in political sociology and advanced research methods at Université Laval (B.A.), Ottawa University (M.A.) and Université du Québec à Montréal (doctoral studies).

DR. JAMES DRENNAN
Dean for the School of Business and Technology
Sir Sandford Fleming College

James Drennan is the Dean for the School of Business and Technology at Sir Sandford Fleming College. He recently moved to Toronto from his recent role as the Program Coordinator for the four-year 'Applied Police Studies Degree' at Georgian College in Barrie Ontario and faculty member in Justice Studies at Durham College and the University of Guelph. James recently completed a three year term as the Director of the Police College of Northern Ireland in Belfast, United Kingdom, a police service operating under the auspices of the International Policing Oversight Commission. His role was to rebuild the police learning systems and educational development programs and partnerships for the 13,500 member Police Service of Northern Ireland, formerly the Royal Ulster Constabulary.

Previous to his role internationally, James was Bureau Commander for the 'Education and Development Services Bureau' and Director of the OPP Academy for the Ontario Provincial Police. James has also served in the police labour relations sector as the Chief Administrative Officer for the 8,000 member Ontario Provincial Police Association. His experience in academic leadership, management and administration, justice, labour relations and extensive community partnerships development have all contributed to his very successful professional career outcomes. Following fourteen years in public policing as an officer and commander, James was successful in roles as the School of Business Chair Conestoga College and Centennial College, Dean of Science and Technology at George Brown College and Vice President Academic of the 6,000 student Holland College of Applied Arts and Technology where he was also responsible for rebuilding the four province agreement on police training in PEI for the Atlantic Police College.



JULIANNE C. DUNBAR
General Counsel
Military Police Complaints Commission

Ms. Julianne Dunbar has been a member of the Military Police Complaints Commission's legal team since 2001, first as Legal Counsel, then as the Senior Counsel in 2006. In July 2007, she was appointed as the Commission's General Counsel. In this capacity, she manages the Operations Section which is comprised of lawyers, the registry section, a Paralegal/Librarian, investigators and support staff.

Before joining the Commission, Ms. Dunbar, as a civilian member of the RCMP, served as Legal Counsel in the capacity of Internal Affairs prosecutor. Her professional legal career began as a criminal defence lawyer in the Law Office of Addelman & Mannarino of Ottawa.

Ms. Dunbar completed her university studies at the University of Ottawa, graduating with a Baccalaureate of Social Sciences with a concentration in Criminology and a Baccalaureate of Laws. She articulated with the Ottawa criminal defence firm of Addelman, Edelson & Meagher and was called to the Ontario Bar in 1997.

Ms. Dunbar also served as a member of the executive of the National Military Law Section of the Canadian Bar Association for four years.



JOHN EPP
Commissioner
Office of the Complaints Commissioner (Grand Cayman)

John A. Epp, PhD (Law) (Liverpool) 2001, MCJ (Texas) 1990, LLB (Sask) 1982, BA (Sask) 1979, was called to the Bar of Saskatchewan in 1983.

Mr. Epp began his professional career in Canada and eventually specialised in insurance litigation. From 1991 to 2004, Mr. Epp served in the Attorney General Chambers of the Cayman Islands as a recognised law teacher of the University of Liverpool. He served as a chairman of the Public Service Commission Tribunal. Mr. Epp is a certified NITA skills trainer, and regularly participates in intensive trial advocacy programs. He is the author of *Building on the Decade of Disclosure in Criminal Procedure*, (London: Cavendish, 2001), and the co-author of *Legal Aid Provision 2002* (Grand Cayman: CILS Academic Press, 2003). Mr. Epp accepted the appointment as Cayman's first Complaints Commissioner in July 2004.



RICHARD EVANS
Director of Professional Standards and External Review
Royal Canadian Mounted Police

Richard Evans is the Director of Professional Standards and External Review at the Royal Canadian Mounted Police National Headquarters in Ottawa. In this position, he is responsible for the RCMP's coordinating and liaison function with both the CPC and the ERC as well as policy matters relating to Professional Standards. In addition, he has recently taken on the new duties of Director General, Adjudicative Services. In this capacity, he is responsible for the operation of the Force's formal discipline, performance and grievance adjudications.

Prior to this, Chief Superintendent Evans participated in an Interchange Program and acted as the Director General of the National Security Policy Directorate at Public Safety Canada. The Directorate provides advice to senior management and the Minister on various national security policy matters. Recently, the Directorate has managed high-profile issues such as Commissions of Inquiry, anti-terrorism legislation, terrorist organizations listing regime, lawful access, the Security Certificates regime and a review of Canada's national security review mechanisms.

Before this, Chief Superintendent Evans was Director General, National Security Legislative Affairs at the RCMP; served as a Discipline Adjudicator in the RCMP; and worked with the Privy Council Office's Security and Intelligence Secretariat, where he provided policy advice on security and intelligence-related issues and legislative initiatives from 1999 to 2002.

Chief Superintendent Evans holds a Bachelor of Laws degree as well as a Diploma in Public Administration and Bachelor of Arts (Honours, Economics and Political Studies).



HONOURABLE JUSTICE LOWELL GODDARD
Chair
Independent Police Conduct Authority (NZ)

The Hon Justice Lowell Goddard was appointed as a Judge of the High Court of New Zealand in 1995 and as a member of the Criminal Division of the New Zealand Court of Appeal.

She is currently appointed as Chair of the Independent Police Conduct Authority for a term of 5 years.

Following her admission as a barrister and solicitor in 1975 she practised first as defence counsel and later as a Crown prosecutor. In 1988 she was appointed Queen's Counsel and in 1989 became Deputy Solicitor-General for New Zealand. In that role she undertook responsibility for the oversight of all indictable trials in New Zealand and for the conduct of all criminal appeals in the New Zealand Court of Appeal and the Privy Council. She has defended and prosecuted in a number of homicide and other serious criminal trials and has acted as counsel assisting tribunals and Commissions of Inquiry.



AL HUTCHINSON
Police Ombudsman
Northern Ireland

Al Hutchinson was appointed the Police Ombudsman for Northern Ireland and commenced his position on 6th November 2007, succeeding Dame Nuala O'Loan. He will hold that position until 5th November 2014.

Originally from Canada, and now a resident of Northern Ireland, Mr Hutchinson is a graduate of Carleton University in Ottawa and of Queen's University in Belfast, where he obtained an MBA. Mr. Hutchinson served 34 years in the RCMP.

The Office of the Police Ombudsman for Northern Ireland was established under Part VII of the Police (NI) Act 1998. The primary statutory duty of the Police Ombudsman is to exercise his powers as appears to him to be best calculated to secure the efficiency, effectiveness and independence of the police complaints system and the confidence of the public and the police in that system. The Office operates in Belfast, Northern Ireland with a staff of 150 and investigates all police complaints, including all criminal matters involving police.



PAUL KENNEDY
Chair
Commission for Public Complaints Against the RCMP

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.

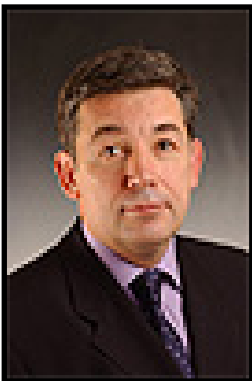
During his more than 33 years of public service, Mr. Kennedy has played a leadership role in the public safety arena both domestically and internationally. From 1997 to 2005 he was the Canadian Co-Chair of the Canada - U.S. Cross Border Crime Forum, the Chair of the Canadian National Co-ordinating Committee 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.



DALE LARSEN
Chief of Police
Moose Jaw Police Service

Dale Larsen was hired by the Moose Jaw Police Service in 1977. Since then he has worked in almost every section of the Police Service including Criminal investigations, Drugs and Fraud. Dale spent a five-year term in the 1990's as Provincial Baton Instructor, lecturing and teaching at the Saskatchewan Police College on defensive tactics and the use of force after being trained under renowned United States police tactics instructor Robert Koga. The Saskatchewan Police College has also benefited from his Ethics lectures for a number of years. Dale's education includes a Certificate in Senior Police Executive Development from the University of Regina as well as a Business Certificate from the Saskatchewan Institute of Applied Science and Technology. Dale has been Chief of Police in Moose Jaw since January of this year.

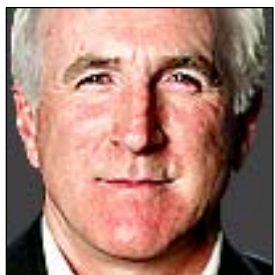


NICHOLAS LONG
Commissioner
Independent Police Complaints Commission (UK)

Mr. Long has a longstanding interest in social and human rights issues, which have included acting as a volunteer adviser and trustee of numerous organisations. He also has an active interest in the criminal justice system, which he has developed over the last 16 years, with roles that include lay visitor, trustee, consultant and chair for a number of organisations including NACRO and the Community-Police Consultative Group for Lambeth. Nicholas was a founding member and Chair of the Metropolitan Police Operation Trident Independent Advisory Group and was a member of the London Crimestoppers Board.

For his services to the community and the police in Lambeth, he was appointed MBE in 2001. Nicholas has contributed to a number of published reports pertaining to policing methods. He was an independent member of the Metropolitan Police Authority until 2004, where he was the deputy chair of the finance committee.

Nicholas is responsible for Humberside, South Yorkshire, North Yorkshire and West Yorkshire police forces.



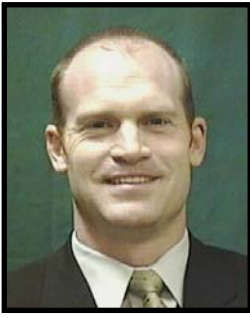
GARY MASON
Toronto Globe and Mail
Vancouver Bureau

Gary Mason began his journalism career in British Columbia in 1981, working as a summer intern for Canadian Press. One of his first assignments was covering the last days of the province's favourite son, Terry Fox.

Mr. Mason would later go on to work for the Victoria Times-Colonist before joining The Vancouver Sun, where he worked for 19 years in a variety of roles, including legislative bureau chief, city editor and deputy managing editor before he began writing a popular sports column in 1997.

Mr. Mason joined The Globe and Mail in 2005 as a national columnist writing on B.C. affairs.

Mr. Mason has twice been the recipient of the Jack Webster Award, the highest journalism honour handed out in B.C., and has also been nominated for a National Newspaper Award on three occasions, winning in 2000 and 2002 for sports writing. Mr. Mason is the author of several best-selling books, including his latest Oldtimers: On the Road with the Legends of Hockey.



MICHAEL MacDonald
Director
Strategic Policy and Research Division
Commission for Public Complaints Against the RCMP

Mr. MacDonald was appointed in November 2007 as Director of Strategic Policy and Research at the Commission for Public Complaints Against the RCMP. Prior to that, he held positions at Public Safety Canada over a six year period where he lead several Canadian delegations in various international bodies developing strategic partnerships related to emergency management and national security.

In September 2006, he was appointed Acting Director of the Science and Technology Policy Division – Public Safety Canada – and was responsible for advancing domestic and international science and technology efforts in emergency management and national security.

Mr. MacDonald was previously the Executive Assistant to the Senior Assistant Deputy Minister – Department of Public Safety from January 2005 – September 2006, and was responsible for providing expert advice and assisting in the operation of the Emergency Management and National Security Branch.

He also held the position of Senior Policy Analyst in the National Security Policy Directorate – Public Safety Canada – responsible for numerous files related to counter-terrorism, terrorist financing and intelligence. During this time, he supported the Minister and Deputy Minister on various initiatives and traveled extensively bringing a Canadian perspective to much of the work being undertaken in the international community in combating terrorism.

Prior to joining Public Safety Canada, Mr. MacDonald spent time at the Department of Justice as a Research Analyst and the Canadian Security Intelligence Service as an Intelligence Officer working in the Counter-Terrorism Branch.

Mr. MacDonald holds a Bachelor of Arts degree (1990) and Master of Arts degree (1994) in Criminology from Simon Fraser University. He joined the Federal Public Service in 1997 and has published articles in such areas as law enforcement, youth justice, corrections and Aboriginal issues.



WILLIAM MacDonald
Senior Investigative Analyst
BC Office of the Police Complaint Commissioner

On July 1, 1998, William MacDonald was appointed the first Investigator for the British Columbia Police Complaint Commissioner, an Independent Officer of the Provincial Legislature. In a jurisdiction where the police investigate the police, Mr. MacDonald conducts reviews of complaint investigations on behalf of the Police Complaint Commissioner to ensure thorough and impartial investigations of alleged police misconduct.

With delegated authority to recommend investigations and public hearings, Mr. MacDonald has provided vigilant civilian oversight of the complaint process, and has monitored and reviewed more than a thousand police complaint investigations since

1998. Mr. MacDonald was appointed Senior Investigative Analyst by Police Complaint Commissioner Dirk Ryneveld in 2003.

In August of 2007, Mr. MacDonald was invited as an international expert to attend a seminar on police oversight in Chilpancingo, Mexico, to offer his insight and advice on plans for the establishment of that country's first civilian oversight agency. Mexican NGOs, Fundar, Insyde and Tlachinollan had worked exhaustively towards the establishment of a civilian monitor of police, and chose the Guerrero Mountains of Mexico - notorious for police corruption and abuses, and violence associated with the activities of drug cartels involved in the cultivation of opium and manufacture of heroin in the mountains. The Civil Monitor of Police and Security Forces has now been established in the mountain city of Tlapa.



BROOKE McNABB
Vice Chair
Commission for Public Complaints Against the RCMP

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.

In addition to his responsibilities for adjudicating appeals to the Commission, Mr. McNabb was also tasked by the Chair to manage a number of special projects, including the elimination of a chronic backlog of review cases, the implementation of performance based service standards throughout the public complaints process, a pilot project with National Association of Friendship Centres to improve relations with the aboriginal community and the implementation of a code of conduct for the Commission of Public Complaints Against the RCMP.

Mr. McNabb 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.



ROBERT MITCHELL, QC
Chair
Saskatchewan Public Complaints Commission

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.



ALOK MUKHERJEE
Chair
Toronto Police Services Board

Alok Mukherjee is the first South Asian to be elected Chair of the Toronto Police Services Board. Mr. Mukherjee has held several public appointments including membership on the Ontario Civilian Commission on Police Services, and Vice Chair and Acting Chief Commissioner of the Ontario Human Rights Commission.

Dr. Mukherjee plays an active role in the community. His volunteer activities have included Chair of the Council of Agencies Serving South Asians (CASSA); a member of the Board of Governors, Centennial College of Applied Arts and Technology; President of Indian Immigrant Aid Services; Chair of the Housing Sub-Committee, Social Issues Committee of the Children's Aid Society of Metro Toronto; Chair of the Sub-Committee on Access to Services, City of Toronto Mayor's Committee on Community and Race Relations; and a member of the Multiculturalism Committee, United Way of Greater Toronto.

He has received the Ontario Volunteer Service Award (1996), the Molson New Pioneers Award for Leadership by Skills for Change, Toronto (1996) and Commendation by the Mayor of Toronto (1987). He brings a unique perspective to law enforcement issues from his experiences in a highly multicultural and multiracial environment.



DANNY MUSQUA
Professor
First Nations University of Canada

Mr. Musqua is currently the resident Elder for the Masters of Aboriginal Social Work at the First Nations University of Canada (formerly the Saskatchewan Indian Federated College). He also teaches in the Masters program, co-ordinates culture camp, provides traditional activities such as sweatlodge ceremonies and supports individuals through traditional counselling. He holds an honorary degree from the U of S, where he formerly taught. He has been a band councillor and has received a Citizen of the Year award from the FSIN.

ADAM PALMER
Inspector
Vancouver Police Department

Inspector Adam Palmer has been a member of the Vancouver Police Department (VPD) since 1987. During that time he has worked in a variety of operational, investigative and administrative assignments. Inspector Palmer spent the first 13 years of his career working as a patrol officer in District 3 (Southeast Vancouver). He has also worked in the Crowd Control Unit, the Gang Crime Unit, the Organized Crime Agency of BC, Police/Crown Liaison and the Planning, Research and Audit Section.

While assigned to the Planning, Research and Audit Section Inspector Palmer was involved in the development of the VPD Strategic Plan 2004-2008 and managed a long-term Operational Review of policing operations at the VPD. The Operational Review project examined topical policing issues including the use of overtime, the civilianization of sworn positions, shared services with the City of Vancouver, and the deployment of patrol, investigative and administrative police resources. The Operational Review resulted in improved departmental business practices and the addition of 194 police officers and 95 civilian staff positions over the past three years.

The Vancouver Police Department has an authorized strength of 1,327 officers and 390 civilian support staff. The VPD polices a population of 600,000 within a metro area of 2.3 million people.

Inspector Palmer is currently an operations commander in charge of District 2 (Northeast Vancouver), which is one of four patrol districts in the City of Vancouver. District 2 is comprised of 199 police officers who police the neighbourhoods of Gastown, the Downtown Eastside, Chinatown, Strathcona, Grandview-Woodlands and Hastings-Sunrise. Inspector Palmer is also in charge of port and marine policing for Vancouver, which is the largest port in Canada. Inspector Palmer is the recipient of seven commendations and is a former Police Officer of the Year.



WALTER PEETERS
Member
Standing Police Monitoring Committee

Mr. Peeters received his Degree in Law from the University of Leuven in 1976. After serving in the military, Mr. Peeters was called to the bar in 1978. In 1985, he was appointed as a judge at the court of first instance in Dendermonde and served as an examining magistrate and presiding magistrate of a number of civil chambers and divisions of a court of justice. He has been deputy judge at the military court of Ghent until 1999. He lectured in civil law at the Police Training School of Antwerp.

Walter M. J. Peeters has served as a Member of the Standing Police Monitoring Committee since 2001. He published various police analyses and reports through the Standing Committee P.

Even though he has been appointed by Parliament, he is still a magistrate who is active within the magistrate organisation N.V.M. He published studies about damage and compensation as well.



CLIFF PURVIS
Executive Director
ASIRT (Alberta Serious Response Team)

Mr. Purvis is a career prosecutor, who has devoted his entire professional life to public service. He has appeared in all levels of Court in Alberta conducting both trials and appeals on behalf of the Attorney General. He has also advised police agencies on many complex investigations. While assigned to the Special Prosecutions Branch Mr. Purvis was the Coordinator for Organized Crime investigations and prosecutions. He has lectured and provided training to, both police and prosecutors on a broad range of issues.

He is currently seconded to and responsible for the establishment and implementation of ASIRT, an initiative of the Solicitor General Alberta. ASIRT is an independent investigative agency whose mandate is to investigate police misconduct and incidents that come within the scope of s. 46.1 of the Police Act – specifically, incidents where the actions of a Police Officer cause serious injury or death or, incidents of a serious or sensitive nature. As the Civilian Director of ASIRT he is responsible for ensuring independent, objective investigations into s. 46.1 incidents.

SUPERINTENDENT WAYNE RIDEOUT
Officer in Charge
IHIT (BC Integrated Homicide Investigation Team)

Superintendent Wayne Rideout has been with the RCMP for twenty six years and is currently the officer in charge of the Integrated Homicide Investigation Team (IHIT). The unit is responsible for the investigation of homicides, missing persons in which foul play is suspected and police involved death or serious injury incidents in twenty five RCMP Detachments and Municipal Police agencies throughout the lower mainland.

The Lower Mainland of British Columbia represents unique challenges in Policing. The area of responsibility includes large metropolitan cities such as Vancouver, North Vancouver, Richmond, Burnaby, Surrey, New Westminster and Coquitlam, medium size cities such as West Vancouver, Maple Ridge, Langley Mission and Chilliwack. The district encompasses a vast rural area including Sechelt and Whistler to the West to Boston Bar in the East. The area is populated by approximately 2.9 million people and has in the past decade experience significant increase in gang and organized crime activity and the associated violence that surrounds it. The lower mainland is policed by six Municipal Police forces as well as the RCMP acting as the Municipal Police service for numerous municipalities. Over the past several years there has been substantial movement in the Lower Mainland towards joint force operations, integration, sharing of information and a collaborative approach.

The Integrated Homicide Investigation Team (IHIT) has completed five years of operation. The unit structure, management, case management, reporting and quality assurance systems were all designed around the major case management model. Investigators working in dedicated investigative teams operated across boundaries seamlessly and maintained long term conduct and continuity of each investigation. Teams rather than individual investigators were aware of the nuisances and finite details of each unique case. The unit operates as the homicide unit for each partner agency rather than an independent body. The integration of municipal police officers with RCMP investigators has been extremely positive and has enhanced the operation considerably.

Superintendent Rideout has worked in the major crime field as an investigator, supervisor and manager for seventeen years including Surrey Serious Crimes Unit, Unsolved Homicide, Southwest District Major Crime and the Integrated Indo Canadian Homicide Task Force. In addition to major crime he has worked in general duty policing in Fox Creek and Killam Alberta as well as Chemainus and Surrey British Columbia.

Superintendent Rideout teaches at the Canadian Police College and the Pacific Regional training Academy in major case management and major crime investigation.



DIRK RYNEVELD, QC
BC Police Complaint Commissioner

Dirk Ryneveld was the Director of Major Crime Prosecutions for Vancouver Island in British Columbia, Canada. He conducted numerous significant high-profile trials and 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. While there, Mr. Ryneveld was the lead counsel in a number of significant war crimes trials. 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 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.

Mr. Ryneveld served as President of the Canadian Association of Civilian Oversight of Law Enforcement (CACOLE) for two terms in 2004 and 2005. Dirk, in the role of CACOLE Past President, continues to be the liaison with the committee spearheading the creation of an International Network for Independent Oversight of Policing – (INIOP).



FRANK SCHUERMANS
Member
Belgian Standing Police Monitoring Committee

Frank Schuermans obtained his Degree in Law from the University of Ghent in Belgium in 1991.

Apart from his professional career as a magistrate, member of cabinet and member of the Committee P, Frank Schuermans is also active as an academic. He is teaching penal (procedural) law at the University of Brussels (VUB) and is also teaching different courses related to police matters and police law at a regional Police Academy (Province of Eastern Flanders). He is a member of the Belgian Privacy commission with is also a parliamentary body.

Frank Schuermans has served as a Member of the Belgian Standing Police Monitoring Committee since 2005. He published numerous articles on police matters, criminal and police law and reports for the Standing Committee P. Even though he has been appointed by Parliament for a 5 year term, he remains a prosecutor but who does not however exercise that profession as long as he is a member of the Committee P.



PETER TINSLEY
Chair
Military Police Complaints Commission

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.



KATHLEEN THOMPSON, PhD Candidate, MSW, BA (Hons)
Co-Chair
Justice and Mental Health Committee
Canadian Mental Health Association – Saskatchewan Division

Kathleen is a PhD Candidate in the Faculty of Social Work at the University of Calgary. Her dissertation project is a participatory research project in partnership with a group of adults living with a serious mental illness, such as schizophrenia. Kathleen's PhD studies are funded by SSHRC, the Social Sciences and Humanities Research Council of Canada. In 2004, Kathleen was the Executive Director of the Schizophrenia Society of Saskatchewan. In 2005, she co-founded the Saskatchewan Justice / Mental Health Steering Committee, which she continues to co-chair.



ALAN CAMERON WARD
Barrister & Solicitor
A. Cameron Ward & Company

Mr. Ward obtained his B.A. from the University of Waterloo in 1979 and his LLB. from the University of Ottawa in 1983. Mr. Ward was called to the Bar of British Columbia in 1984 and practiced with a major Vancouver firm until 1990. After two more years with another major Lower Mainland firm, Mr. Ward founded A. Cameron Ward & Company in 1993.

Mr. Ward is a member of the Law Society of British Columbia, the Canadian Bar Association, the Trial Lawyers Association of British Columbia, the British Columbia Civil Liberties Association and the American Civil Liberties Union.

Mr. Ward practises primarily in the areas of civil litigation, administrative law and criminal law. He has appeared as counsel before the Provincial Court, Supreme Court and Court of Appeal of British Columbia, as well as the Federal Court and the Supreme Court of Canada. He has also appeared before the Commission for Complaints against the Royal Canadian Mounted Police and the British Columbia Police Complaints Commission.

Mr. Ward has a particular interest in social justice issues and has represented a number of activists who have become involved in legal proceedings. His clients have included environmental advocates, antiwar demonstrators, students opposed to foreign policy initiatives, the homeless, First Nations people, and others. He has written on legal affairs and his work has been published in the Environmental Law Journal, the Advocate and the Globe & Mail.

EEVA K. WHITE, B.A. (Psych.), L.L.B.
Legal Counsel
Professional Standards
Calgary Police Service

Eeva has been associated with the fields of criminal justice and law enforcement since 1987, when she articulated with the Attorney General of Alberta's office as a Crown Prosecutor. Eeva continued working as a Criminal Prosecutor for 14 years and as a Federal Drug Prosecutor for 4 years. During that time she acquired several areas of expertise: domestic violence, criminal harassment, dangerous offenders and organized crime.

Eeva joined the Calgary Police Service in 2006 as legal counsel for their Professional Standards Section, as well as the manager of the Directives and policy unit. She also provides training and mentoring for the senior officers who adjudicate and prosecute at disciplinary hearings in Calgary, as well as providing related training for other services, such as the Ontario Provincial Police.

Over the last 20 years, Eeva has taught as well as published on topics covering areas such as being an effective witness, evidence and procedure, similar fact investigations, dangerous offender applications and the police disciplinary process. Eeva also created, wrote and published "For Justice", a newsletter for Crown Prosecutors which received national circulation.

TED WOOD
Office of the Auditor General of Canada

Tedd was born and raised in Montreal. He graduated from the University of New Brunswick in 1980, with a degree in Forest Engineering.

His career started in 1980 as a forester in Nova Scotia then to Gold River on Vancouver Island and LaTuque in the lac St. Jean region. In 1983 Tedd joined the Canadian Forestry Service in Ottawa. In 1989 he moved to The Office of the Auditor General of Canada where with the exception of a 2 year secondment to the Communications Security Establishment, he has remained.

At the OAG Tedd has worked on audits ranging from the construction of the CSIS HQ to national security to the Firearms Centre. He is currently a Principal on the Public Works and Government Services Canada team, with specific responsibility for Major Crown Projects.



GEORGE WRIGHT
Commissioner
Manitoba Law Enforcement Review Board

George V. Wright was appointed Commissioner of the Manitoba Law Enforcement Review Agency (LERA) in March 1998. Prior to his appointment, he was the 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. Previously, he was Registrar of Private Investigators and Security Guards.

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.

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.