



2019 CACP Annual Conference

FROM THE TOP: A Strategic HR Approach

Professional Program

 @CACP_ACCP & #CACP2019

SATURDAY, AUGUST 10, 2019	
08:00 – 17:00	CACP Committee Meetings (<i>Hyatt Regency Calgary</i>)
12:00 – 17:00	Registration (<i>Hyatt Regency Calgary – Coat Check – 3rd floor</i>)

SUNDAY, AUGUST 11, 2019	
08:00 – 17:00	CACP Committee Meetings (<i>Hyatt Regency Calgary</i>)
09:00 – 17:00	Registration (<i>Hyatt Regency Calgary – Coat Check – 3rd floor</i>)
10:00 – 11:30	<p>CACP/CPA/CAPG Town Hall (<i>The Westin Calgary, 320 4 Ave SW, Calgary, AB T2P 2S6</i>)</p> <p>Description Join leadership from the Canadian Association of Chiefs of Police (CACP), the Canadian Police Association (CPA) and the Canadian Association of Police Governance (CAPG) for a facilitated discussion on ‘Defining the Role of Community in Shaping Future Leaders in Policing’. With a large number of police chiefs retiring the pressure is on police governance bodies to get the right person hired. What do they look for in a Chief? What is the best process for hiring? How do you engage the community? How do you evaluate you’ve made the right choice?</p>
15:00 – 16:30	New Members, VIP & Sponsors Reception (by invitation only) (<i>Hyatt Regency Calgary – Stephen Room – 3rd floor</i>)
17:00 – 18:45	Opening Ceremonies (<i>Hyatt Regency Calgary – Imperial Ballroom – 3rd floor</i>)
18:45 – 20:00	Welcome Reception – sponsored by Motorola Solutions (<i>Hyatt Regency Calgary – Grand Foyer – 3rd floor</i>)

MONDAY, AUGUST 12, 2019	
07:00 – 08:30	Breakfast – sponsored by Commissionaires Canada (<i>Hyatt Regency Calgary – Grand Foyer – 3rd floor</i>)
07:00 – 12:00	Registration (<i>Telus Convention Centre – Exhibit Hall Prefunction – 2nd floor</i>)

08:30 – 17:00	Plenary Sessions (<i>Telus Convention Centre – Exhibition Hall E – 2nd floor</i>)
10:00 – 16:00	Exhibit Show (<i>Telus Convention Centre – Exhibition Hall C/D – 2nd floor</i>)
08:30 – 08:35	Opening Remarks Chief Constable Adam Palmer, O.O.M., Vancouver Police Department; President, Canadian Association of Chiefs of Police
08:35 – 09:45	The Future Police Workforce – an Australian and New Zealand Perspective Description Hear about the factors driving strategic human resource planning for the future police workforce, including research and initiatives around capability and future skills, diversity and inclusion, talent management and wellbeing initiatives. Presenters Commissioner Darren Hine, APM, Tasmania Police; Board Chair, Australia New Zealand Policing Advisory Agency (ANZPAA) Katherine Van Gorp, Chief Executive Officer, Australia New Zealand Policing Advisory Agency (ANZPAA) Moderator Chief Paul Smith, O.O.M., Charlottetown Police Service
09:45 – 10:00	CACP Award of Excellence for Combating Organized Crime – sponsored by Information Builders Canada Inc. Presenters Assistant Commissioner Kevin Hackett, M.O.M., Royal Canadian Mounted Police; Co-Chair, CACP Organized Crime Committee Tara Myshrall, Manager, Public Sector, Information Builders Canada Inc.
10:00 – 10:45	Network Break – sponsored by Vancouver Fraser Port Authority (<i>Telus Convention Centre – Exhibit Area</i>)
10:45 – 11:50	Specialization, Civilianization or Professionalization: How Police Forces are modernizing Description This session will explore the strategic and tactical considerations of “modernizing“ todays police forces. The first speaker, Sir Craig MacKey, will explore the journey the “Met” took in modernizing their force in the United Kingdom. Sir Craig Mackey will describe the reason for change, how the back and middle office roles and activities have been outsourced and rationalised and outline the multiple entry routes into policing ranging

	<p>from direct entry detectives, direct entry Superintendents and Police Now. He will highlight both the successes and those areas that UK policing and the Met are still wrestling with.</p> <p>The second speaker, Mr. Sean McGillis, will look at this issue from the Canadian context with a focus on Royal Canadian Mounted Police Federal Policing mandate. He will explore the drivers of change that has created the new Federal Policing vision for a modern, professional, agile workforce. With work underway he will provide an update on the efforts to date and outline the challenges and strategic considerations that are shaping the initiative.</p> <p>Presenters Deputy Commissioner Sir Craig Mackey (Rtd.), Metropolitan Police Service, UK</p> <p>Sean D. McGillis, Executive Director, Federal Policing, Resource Management, Royal Canadian Mounted Police</p> <p>Moderator Chief Paul Smith, O.O.M., Charlottetown Police Service</p>
11:50 – 11:55	<p>CACP Electoral Commission Report</p> <p>Presenter Chief Paul Smith, O.O.M., Charlottetown Police Service</p>
11:55 – 12:00	<p>CACP Resolutions Committee Report</p> <p>Presenter Chief Marlo Pritchard, M.O.M., Weyburn Police Service</p>
12:00 – 13:30	<p>Lunch (<i>Telus Convention Centre – Exhibit Area</i>)</p>
13:30 – 15:00	<p>CACP Town Hall</p> <p>Description Earlier this year, Chief Constable Adam Palmer hosted the President’s Council on Strategic Direction. This strategic planning session involved members of the CACP Board of Directors, co-chairs of CACP general and special purpose committees in addition to representatives from provincial associations of chiefs of police. The key outcomes included an updated mission statement, the articulation of a new vision statement and the identification of four key strategic pillars: Our people, Partnerships, Advocacy and Research.</p> <p>In addition, 9 national strategic priorities were identified.</p> <p>The Town Hall is designed as an opportunity to up-date CACP members on each of the priorities, create dialogue and gain feedback on today’s most current national issues affecting policing. Have a look at our Mission, Visions and Priorities Statements: https://www.cacp.ca/mission.html#54 and share your thoughts in this interactive session. We want to hear from you!</p>

	<p>Facilitator William (Bill) Moore, O.O.M., Executive Director, Canadian Association of Chiefs of Police</p>
15:00 – 15:45	Network Break (<i>Telus Convention Centre – Exhibit Area</i>)
15:45 – 17:00	<p>Annual General Meetings (AGM)</p> <ul style="list-style-type: none"> - CACP Research Foundation - CACP
18:30	<p>Versaterm/CACP Appreciation Night – Boots, Badges & Bucks (<i>Ranchman’s Cookhouse & Dancehall</i>)</p> <p>Join us at Ranchman’s Cookhouse & Dancehall for an authentic western experience. Ten-time recipient of the Canadian Country Music Awards ‘Country Club of the Year,’ Ranchman’s is a cornerstone to Calgary’s year-round western hospitality.</p> <p>Transportation to and from the Hyatt will be provided, along with your choice of cowboy hat to get you in the honky-tonk, bullbustin’ mood. Live music, dancing and authentic Stampede cuisine await!</p> <p>And it wouldn’t be authentic without Bullbustin’ for a Cause. Try your hand, or hat, at the mechanical bull in support of Special Olympics.</p>

TUESDAY, AUGUST 13, 2019	
07:00 – 08:00	Breakfast (<i>Hyatt Regency Calgary – Grand Foyer – 3rd floor</i>)
08:00 – 16:30	Plenary Sessions (<i>Telus Convention Centre – Exhibition Hall E – 2nd floor</i>)
09:00 – 15:30	Exhibit Show (<i>Telus Convention Centre – Exhibition Hall C/D – 2nd floor</i>)
08:00 – 08:30	<p>Modernizing Training with Technology</p> <p>Description Improving police training and response when dealing with people with mental illness has the power to protect lives. By leveraging newer technologies like virtual reality and augmented reality, police services have the opportunity to use immersive training as a new way forward to best train their members for today’s challenges. This session will focus on opportunities to improve training by leveraging video-based training to virtual reality to enhance empathy and learning retention.</p> <p>Presenter Vishal Dhir, Managing Director, Canada and Latin America, Axon</p> <p>Moderator Assistant Commissioner Dwayne McDonald, M.O.M., Royal Canadian Mounted Police</p>

08:30 – 09:30	<p>Accommodations in a Changing Police Environment</p> <p>Description Ms. Smith will open the session providing an overview of the law surrounding the Duty to Accommodate, including who is entitled to accommodation, when the Duty to Accommodate arises, how employers fulfill their duty and how undue hardship and bona fide occupational requirements can affect an accommodation. Examples of how courts and other decision making bodies have ruled with regards to contested accommodations in the law enforcement context will also be provided.</p> <p>Ms. Kimpel will share successes and key learnings from the recent changes that Waterloo Regional Police Services has implemented to their accommodation process;</p> <ul style="list-style-type: none"> • Hiring an occupational health nurse, we've now implemented a new model for accommodated members; • Developed reintegration pathways for members returning to work (includes training and coaching); • Created a Front Line Support Unit that provides meaningful modified work for officers. <p>Presenters Ashley Smith, Director of Legal Services, Saskatoon Police Service</p> <p>Molly Kimpel, Human Resources Director, Waterloo Regional Police Service</p> <p>Moderator Assistant Commissioner Dwayne McDonald, M.O.M., Royal Canadian Mounted Police</p>
09:30 – 10:15	<p>Network Break (<i>Telus Convention Centre – Exhibit Area</i>)</p>
10:15 – 10:45	<p>CACP Foresight: Building New Capacities for Navigating Seismic Shifts in Public Policy</p> <p>Description The CACP Executive Global Studies 2019 team will outline their findings arising from an international research study examining seismic shifts in 13 diverse societies, the corresponding impacts on community safety and well-being, and the relative ability of global policing sectors to influence and/or respond to new directions in public policy. The cohort will introduce an exciting new capacity building program designed to position the Canadian policing sector at the forefront of recognizing, amplifying and advocating for public safety considerations in the face of anticipated long-view social trends with the potential to affect our communities in the years ahead.</p> <p>Presenters Superintendent Dan Alakas, Ontario Provincial Police</p> <p>Emma Poole, Public Affairs/Media Relations Team Lead, Calgary Police Service</p> <p>Lieutenant Colonel Stephane Vouligny, Canadian Forces Provost Marshal</p> <p>Program Director</p>

	Norm E. Taylor, President, Global Network for Community Safety Canada Inc.
10:45 – 11:45	<p>Understanding and Dealing with High Conflict Personalities in the Workplace</p> <p>Description No, it's not just your imagination-more and more people in the workplace today have high-conflict personalities behaving in narcissistic or bullying ways, choosing targets and placing blame on them, treating them with disdain, or otherwise acting in aggressive, inappropriate ways. Some go so far as to spread damaging rumors, harass, or directly sabotage their targets, among other extreme behaviours. These are not people who are just having an occasional bad day; these are people who display a repeated pattern of high-conflict behavior. And they aren't just difficult; they are the most difficult of people.</p> <p>High conflict behaviour can very often lead to complaints of workplace harassment or bullying, grievances, law suits and serious damage to the workplace. Michael Lomax will participants through how to quickly recognize these high conflict personalities, and provide a simple set of very effective skills for managing their extreme behaviour. These skills can help prevent unnecessary complaints and investigations and bring about more effective resolutions.</p> <p>Presenter Michael Lomax, JD, High Conflict Institute</p> <p>Moderator Assistant Commissioner Dwayne McDonald, M.O.M., Royal Canadian Mounted Police</p>
11:45 – 12:00	<p>National Police Award for Traffic Safety and Lifetime Achievement Award for Traffic Safety – sponsored by Accident Support Services International Ltd.</p> <p>Presenters Chief Superintendent Charles (Chuck) Cox, M.O.M., Ontario Provincial Police; Co-Chair, CACP Traffic Committee</p> <p>Steve Sanderson, President, Accident Support Services</p>
12:00 – 13:30	Lunch (<i>Telus Convention Centre – Exhibit Area</i>)
13:30 – 13:45	<p>CACP International Policing Award</p> <p>Presenter Deputy Chief Robin McNeil, M.O.M., Halifax Regional Police; Member, CACP International Committee</p>
13:45 – 14:00	<p>Role of the Commissioner of Canada Elections, the Royal Canadian Mounted Police and CACP members during the 43rd General Election</p> <p>Description The Commissioner of Canada Elections (CCE) often relies on police of local jurisdiction for support during an election period. This presentation will focus on the ways law</p>

	<p>enforcement personnel may be of assistance to the CCE during the election period, and in turn, how the CCE can help to address issues arising out of the election period. The CCE and RCMP will also provide an overview of their respective and collaborative roles on foreign influence in the election context.</p> <p>Presenters Michel Aubin, Senior Investigator, Office of the Commissioner of Canada Elections; Chief Superintendent (Ret.), Royal Canadian Mounted Police</p> <p>Moderator Chief Danny Smyth, Winnipeg Police Service</p>
14:00 – 14:30	<p>New Drone Safety Regulations</p> <p>Description On June 1, 2019, new drone safety regulations came into force for drones smaller than 25 kg and flown within visual line of sight, regardless of whether they are flown for fun or for work. Transport Canada will provide an overview of the new regulations, and how the Department is working with law enforcement agencies to provide tools and training on these new rules.</p> <p>Presenter Jason Rule, Civil Aviation Safety Inspector – Flight Operations, Remotely Piloted Aircraft Systems (RPAS) - Center of Expertise, Transport Canada, Government of Canada</p> <p>Moderator Chief Danny Smyth, Winnipeg Police Service</p>
14:30 – 14:45	<p>You called 9-1-1 and it didn't go through!</p> <p>Description How would it feel if you called 9-1-1... and it didn't go through?</p> <p>In 2023 the 9-1-1 system, as we know it today, ceases to operate. There will be a tremendously busy lead-up to that deadline, and to make matters worse, the technical resources from your NG9-1-1 network provider (Bell, TELUS, or SaskTel) and 9-1-1 vendors will be in short supply. As a police executive, what do you need to do NOW to ensure you are not faced with a 9-1-1 disaster? Fire and Paramedic partners are also involved, and there is a whole new digital infrastructure involved in transferring and managing 9-1-1 calls. This presentation is quite likely to alter your capital project decisions.</p> <p>This presentation will include a take away package that will summarize the actions you need to take now. It will also highlight the immediate need for you to decide who will own this mandate in your organization to ensure a successful transition that includes technical changes, policy changes, operating procedure changes, significant capital investment and working with first responder partners to ensure they are ready as well.</p> <p>Presenters</p>

	<p>Inspector Jim Elves, Ottawa Police Service; Chair, ICT NG9-1-1 Working Group</p> <p>Superintendent Hugh Ferguson, Toronto Police Service; Member, ICT NG9-1-1 Working Group</p> <p>Moderator Chief Danny Smyth, Winnipeg Police Service</p>
14:45 – 15:30	Network Break (<i>Telus Convention Centre – Exhibit Area</i>)
15:30 – 15:45	<p>RF Connect: A secure online portal for the Canadian police community</p> <p>Description Relationship building is a key focus for police leaders. Much time is invested in improving relationships between leaders and their team, between team members themselves and, between the police service and the community they serve. But what about the relationship between your police service and other police agencies across the country? This is the focus of the CACP’s RF Connect. Connect to Share. Connect to Use. Connect to Create.</p> <p>Objectives Understand how RF Connect can help:</p> <ol style="list-style-type: none"> a. support your business cases and decision-making processes, b. support the development of policies and procedures, c. support your media relations and public relations functions, d. identify emerging issues and trends at the local, provincial and national level and gather data to address strategic priorities, e. support professional development objectives, f. provide a secure shared workspace for your local, provincial and/or regional committees, g. save time, effort and money by maximizing existing knowledge, experience and resources. <p>Presenters William (Bill) Moore, O.O.M., Executive Director, Canadian Association of Chiefs of Police</p> <p>Natalie Wright, Communications Advisor, Canadian Association of Chiefs of Police</p>
15:45 – 16:30	<p>CACP Special Purpose Committee on Firearms: Who we are and what we are doing?</p> <p>Description The CACP Board of Directors created a Special Purpose Committee on Firearms to support the CACP in looking at the Firearm issue from a broad perspective. Chief Bray and Deputy Fordy have accepted the role of co-chairs of the Committee and have gathered an impressive team of committee members with a variety of expertise from across Canada. They will provide an outline of the planned work of the committee, highlight the partnerships and key stakeholders and update on the work to date.</p>

	<p>Presenters Chief Evan Bray, Regina Police Service; Co-Chair, CACP Special Purpose Committee on Firearms</p> <p>Deputy Chief Bill Fordy, O.O.M., Niagara Regional Police; Co-Chair, CACP Special Purpose Committee on Firearms</p> <p>Moderator William (Bill) Moore, O.O.M., Executive Director, Canadian Association of Chiefs of Police</p>
18:00	Gala Awards Reception – sponsored by Canadian Bankers Association (<i>Hyatt Regency Calgary – Grand Foyer – 3rd floor</i>)
19:00	Gala Awards Banquet (<i>Hyatt Regency Calgary – Imperial Ballroom – 3rd floor</i>)

WEDNESDAY, AUGUST 14, 2019	
07:30 – 08:30	2020 Victoria Breakfast (<i>Hyatt Regency Calgary – Grand Foyer – 3rd floor</i>)
08:30 – 12:00	Plenary Sessions (<i>Hyatt Regency Calgary – Imperial Ballroom – 3rd floor</i>)
08:30 – 08:45	2020 Victoria Presentation
08:45 – 09:15	<p>Special Olympics Canada</p> <p>Presenters Sharon Bollenbach, CEO, Special Olympics Canada</p> <p>Darby Taylor, Athlete, Special Olympics Canada</p> <p>Moderator Chief Constable Adam Palmer, O.O.M., Vancouver Police Department; President, Canadian Association of Chiefs of Police</p>
09:15 – 09:25	<p>Minister of Justice Canada’s National Youth Justice Policing Award</p> <p>Presenter The Honourable David Lametti, Minister of Justice and Attorney General of Canada</p> <p>Moderator Chief Constable Adam Palmer, O.O.M., Vancouver Police Department; President, Canadian Association of Chiefs of Police</p>
09:25 – 09:45	<p>Justice Canada - Minister’s Address</p> <p>Description</p>

	<p>The Honourable David Lametti, Minister of Justice and Attorney General of Canada, will speak to the Government of Canada's priorities and achievements in the area of criminal justice.</p> <p>Presenter The Honourable David Lametti, Minister of Justice and Attorney General of Canada</p> <p>Moderator Chief Constable Adam Palmer, O.O.M., Vancouver Police Department; President, Canadian Association of Chiefs of Police</p>
09:45 – 10:00	<p>Bank of Canada Award</p> <p>Presenter Maureen Carroll, Managing Director, Currency Bank of Canada</p> <p>Moderator Chief Constable Adam Palmer, O.O.M., Vancouver Police Department; President, Canadian Association of Chiefs of Police</p>
10:00 – 10:20	<p>Network Break (<i>Hyatt Regency Calgary – Grand Foyer – 3rd floor</i>)</p>
10:20 – 10:50	<p>CACP Research Foundation – 5 For 5</p> <p>Description Five speakers.... five minutes each.... five new research topics! This fast-paced and informative session on what's new in policing research brings together five participants to tell us about their research project whether it's completed, underway or just an idea looking for feedback or support. Join us for lots of knowledge and hopefully a bit of fun as speakers try to beat the clock and update you on what is happening on the research front in Canada!</p> <p>Presenters</p> <p><i>Technology and Police Training: Evolution, Culture Change, and Science</i> Dr. Gregory P. Krätzig, Ph.D. (Psyc), Director, Research and Strategic Partnerships, Royal Canadian Mounted Police Depot Division</p> <p><i>The body-worn camera perspective bias</i> Dr. Remi Boivin, Professor, School of Criminology, Université de Montreal</p> <p><i>Bringing the right technology tool to first responder problems</i> Gerry Doucette, Centre for Security Science, Defence Research and Development Canada</p> <p><i>The Victimization and Predation Cycle as an Opportunity to Work Towards Desistance from Crime</i> Inspector Dan Jones, Edmonton Police Service; PhD Candidate, University of Huddersfield</p> <p><i>Current Issues in Officer Mental Health and Wellbeing Research</i> Dr. Greg Anderson, Ph.D., Dean of Applied Research & Graduate Studies, JIBC</p>

	<p>Facilitator William (Bill) Moore, O.O.M., Executive Director, Canadian Association of Chiefs of Police</p>
10:50 – 11:55	<p>Overcoming Exclusion in the Workplace</p> <p>Description Policies and directives can only go so far in creating inclusive work environments. This session will delve into the everyday instances of exclusion that Service members face and how to address them through conscious leadership and authentic practices.</p> <p>Presenter Nicole Bonnie, Chief Executive Officer, Ontario Association of Children’s Aid Societies</p> <p>Panelists Deputy Chief Ingrid Berkeley-Brown, Peel Regional Police; Co-Chair, CACP Equity, Diversity and Inclusion Special Purpose Committee</p> <p>Vaughn Charlton, Director, Gender-based Analysis+, Royal Canadian Mounted Police</p> <p>Sergeant Craig Smith, M.O.M., Site Supervisor of the Lower Sackville Detachment, Royal Canadian Mounted Police</p> <p>Facilitator Suelyn Knight, Manager Equity, Inclusion & Human Rights, Toronto Police Service; Co-Chair, CACP Equity, Diversity and Inclusion Special Purpose Committee</p>
11:55 – 12:00	<p>Closing Remarks Chief Constable Adam Palmer, O.O.M., Vancouver Police Department; President, Canadian Association of Chiefs of Police</p>