

# POLICE LEADERSHIP CONFERENCE ★

## APRIL 7 - 9, 2019



British Columbia Association of Chiefs of Police / Canadian Association of Chiefs of Police

TIME	SUNDAY, APRIL 7, 2019
16:00-19:00	Onsite Registration ( <i>Bayshore Grand Foyer</i> )
17:00-19:00	Delegate Welcome Reception ( <i>Bayshore Grand Foyer</i> )

TIME	MONDAY, APRIL 8, 2019
07:00	Onsite Registration ( <i>Bayshore Grand Foyer</i> )
07:00-18:00	Exhibit Show ( <i>Bayshore Grand Foyer</i> )
07:00-08:00	Continental Breakfast ( <i>Exhibit Area</i> )
08:00-16:45	Plenary Sessions ( <i>Bayshore Grand Ballroom</i> )  <i>Master of Ceremonies</i> <b>Staff Sergeant Randy Fincham, Vancouver Police Department</b>
08:00-09:00	<b>Welcome and Opening Remarks</b> <ul style="list-style-type: none"> <li>Chief Constable Del Manak, M.O.M., Victoria Police Department, President, British Columbia Association of Chiefs of Police</li> <li>Chief Constable Adam Palmer, O.O.M., Vancouver Police Department, President, Canadian Association of Chiefs of Police</li> <li>Deputy Commissioner Brenda Butterworth-Carr, O.O.M., Commanding Officer, Royal Canadian Mounted Police "E" Division</li> <li>Shane Pointe, Musqueam Elder and Knowledge Keeper</li> <li>Chief Superintendent Deanne Burleigh, M.O.M., Royal Canadian Mounted Police, Conference Chair</li> </ul>

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09:00-10:00	<p><b>Millennials: The New Generation of Employees in the Workplace</b></p> <p><i>Presenter</i>  <b>Dr. Jessica Kriegel, Millennial Expert, Author of Unfairly Labeled</b></p> <p><b>Description</b>  As more baby boomer employees are retiring, more millennials are joining the workplace (and with 80 million people born between 1982 and 2000 in the US alone, that's a major shift). Millennials have been the focus of countless books, blogs, and speaking engagements, each purporting to offer a guide on how to manage, recruit, and connect with this new generation. However, Jessica Kriegel argues, most of our information is incorrect and misguided by stereotypes. Misconceptions about millennial attitudes and behavior are not only negatively impacting their chances of being hired but can cost organizations talented employees. In this eye-opening and highly customizable keynote, Kriegel illustrates the most harmful and unfair myths about millennials affecting their role in the workplace—and politics. She offers tips for millennials struggling to distinguish themselves in a world of stereotypes. She gives advice to managers and CEOs on how to lead millennial workforces (are they really all digital natives?). And, with rare clarity and insight, she provides suggestions to HR executives tasked with developing new engagement models to take into account shifts between baby boomers and younger workers.</p>
10:00-10:30	<b>Network Break</b> ( <i>Exhibit Area</i> )
10:30-10:45	<b>Motorola Solutions</b>
10:45-11:15	<p><b>Out and Proud: Leadership and LGBTQ Police Members</b></p> <p><i>Presenter</i>  <b>Joe L. Couto, Associate Faculty, Royal Roads University</b></p> <p><b>Description</b>  LGBTQ members of police services are more “Out and Proud” than ever before. But what are the experiences of these members in our police workplace? Does supporting these officers and police personnel promote positive and inclusive police organizations and result in policing that is better able to serve Canada’s increasingly diverse communities? Are LGBTQ police service members the key to a better relationship with LGBTQ communities?</p>
11:15-12:00	<p><b>Trans 101 for Law Enforcement</b></p> <p><i>Presenter</i>  <b>Dr. Aaron Devor, PhD, Chair in Transgender Studies, University of Victoria</b></p> <p><b>Description</b>  Police come into contact with transgender, and other gender variant people, in a variety of circumstances: as victims of crimes, as offenders, witnesses, and bystanders.</p>

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	This talk will provide you with some basics that will enable you to feel more confident that you can do your job in ways that minimize the discomfort of all involved, and that maximize mutual respect and cooperation.
12:00-13:30	<b>Lunch</b> ( <i>Exhibit Area</i> )
13:30-14:30	<p><b>“He Looks like Me:” Diversity in 21<sup>st</sup> Century Policing</b></p> <p><i>Presenter</i>  <b>Chief Constable Del Manak, M.O.M., Victoria Police Department</b></p> <p><b>Description</b>  The leadership journey for most of us can be a bumpy ride with many ups and downs along the way. No one achieves success alone and at some point we all need a helping hand, a mentor, critical advice along the way and strong family support. This can be compounded for leaders coming from diverse backgrounds. Looking through the lens of diversity, this presentation is a personal story of the challenges and opportunities that faced Chief Del Manak. From being told he “wasn’t good enough” to becoming “top cop” is a story of commitment, resiliency and a bit of good luck.</p>
14:30-14:45	<p><b>Versaterm</b></p> <p><i>Presenter</i>  <b>Allan Wilson, Chief Technology Officer, Versaterm</b></p>
14:45-15:15	<b>Network Break</b> ( <i>Exhibit Area</i> )
15:15-16:15	<p><b>Dealing with Diversity: The Complexities of Religious Difference</b></p> <p><i>Presenter</i>  <b>Rizwan Mawani, Research Consultant</b></p> <p><b>Description</b>  Pluralism is the valuing of diversity and recognizing that it can strengthen and enrich us and the world. Unfortunately, valuing and managing diversity is no easy task. For one, understanding and making sense of our own biases is a challenge in itself. Helping others to recognize their ways of seeing the world can impact others is also not easy. As leaders, we must take steps to ensure we have the tools to better understand diversity and its challenges. Through a case study of the Muslim community, based on fieldwork in more than 17 countries, Rizwan will explore the real challenges religious and cultural diversity brings on the decisions we make and the tools and awareness we can practice to help us navigate them.</p>
16:15-16:45	<p><b>Servant Leadership: A Courageous Approach to Police Leadership</b></p> <p><i>Presenter</i>  <b>Chief Constable Les Sylven, M.O.M., Central Saanich Police Department</b></p> <p><b>Description</b></p>

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	The 2018 CACP Global Studies cohort called on Canadian police leaders to engage in “Courageous Leadership” to build police organizations that are authentically inclusive and free from predatory and exclusionary behaviours. Servant Leadership is one courageous approach that fundamentally views leadership as an act of service, not power. In this presentation, a 20 year practitioner of the approach will explain its key characteristics, how it might be developed, and the latest research into the philosophy. He will also share his leadership successes, and failures, that have come with practicing this way of leading in Canadian police organizations.
<b>16:45-18:00</b>	<b>Exhibitors Networking Reception</b> ( <i>Exhibit Area</i> )

<b>TUESDAY APRIL 9, 2019</b>	
<b>TIME</b>	
<b>07:00-15:00</b>	<b>Exhibit Show</b> ( <i>Bayshore Grand Foyer</i> )
<b>07:00-08:30</b>	<b>Continental Breakfast</b> ( <i>Exhibit Area</i> )
<b>08:30-16:00</b>	<b>Plenary Sessions</b> ( <i>Bayshore Grand Ballroom</i> )  <i>Master of Ceremonies</i> <b>Staff Sergeant Randy Fincham, Vancouver Police Department</b>
<b>08:30-08:35</b>	<b>Opening Remarks</b>
<b>08:35-09:45</b>	<b>Leading Change and Modernization for the RCMP</b>  <i>Presenter</i> <b>Commissioner Brenda Lucki, C.O.M., Royal Canadian Mounted Police</b>
<b>09:45-10:00</b>	<b>Axon</b>  <i>Presenter</i> <b>Vishal Dhir, Managing Director, Canada and Latin America, Axon</b>
<b>10:00-10:30</b>	<b>Network Break</b> ( <i>Exhibit Area</i> )
<b>10:30-12:00</b>	<b>So you need to talk to me?</b>  <i>Presenter</i> <b>Dr. Linda Franchi, Western Institute for the Deaf and Hard of Hearing (WIDHH)</b>  <b>Description</b> Every second counts in policing. DEAF and Hard of hearing people confound law enforcement officers in the heat of the moment. They can’t hear your questions or specific commands. The presentation will provide direct information about Deaf and Hard of Hearing communication basics and strategies. WE can make communication

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	safe and successful for police and for DEAF and hard of hearing citizens. Short video clips and take away tips and handouts.
12:00-13:30	<b>Lunch</b> ( <i>Exhibit Area</i> )
13:30-14:30	<p><b>Your Brain Is Good at Inclusion...Except When It's Not</b></p> <p><i>Presenter</i>  <b>Dr. Steve L. Robbins, PhD. Chief "what if" officer, S.L. Robbins &amp; Associates</b></p> <p><b>Description</b></p> <p>In this insightful and engaging keynote, Dr. Steve Robbins will examine the domain of diversity and inclusion from the frameworks of human behavior and cognitive neuroscience. He will make the case that diversity (i.e., human differences) is really not the problem. Rather, the real issue is closed-mindedness, or the hardwired bias to be cautious and skeptical about people, places and things with which we are unfamiliar.</p> <p>Drawing on the fields of cognitive neuroscience, socio-psychology and communication (among others), Dr. Robbins will explore with you the human need to be recognized, valued and included – and what happens when that need is not met. He will demonstrate how our brain views the world from an "insider vs. outsider" lens and how that can lead to the exclusion of others (and their ideas). He will examine the concept of "noise," and how noisy mental models can lead to unintentional intolerance and reduced productivity, and have a negative impact on creativity and innovation.</p> <p>Dr. Robbins ultimately will make the case for "open-mindedness," and describe how open-mindedness (the cognitive ability to entertain multiple perspectives) is key for inclusion AND innovation. He will also show how you can become more open-minded, and explain how an open-minded and mindful approach to life, whether at work or home, can pay huge dividends as you navigate a complex world filled with different perspectives, values and beliefs. And as always, Dr. Robbins will deliver all this science-based content neatly packaged with real-world relevance, a good dose of storytelling and laugh-out-loud humor.</p>
14:30-15:00	<b>Network Break</b> ( <i>Exhibit Area</i> )
15:00-16:00	<b>Your Brain Is Good at Inclusion...Except When It's Not</b> ( <i>continued</i> )
16:00	<b>Closing Remarks</b>