



Goals and Objectives of the Conference:

- To inform, train and collaborate on equity, diversity and inclusion best practices in the policing and other sectors;
- To build leadership and organizational capacity by identifying and eliminating barriers to inclusive police organizations;
- To identify current and emerging EDI trends that impact the health of organizations and quality of service delivery to our communities;
- To examine training and service delivery opportunities that help to maximize the health and effectiveness of police organizations;
- To examine systemic racism and implicit bias within policing.

Who should attend:

- Police Executive Members (inclusive of Chiefs, Deputies, Senior Officers and Civilians)
- Police professionals (sworn and civilian) assigned to EDI specific roles
- Members of Police Internal Support Networks
- Police Human Resources, Training, Recruiting and Wellness personnel
- Informal leaders who have influence in police organizations on how people think, how they behave, what is in and what isn't.

Sunday, October 2, 2022

17:00-19:00 Onsite Registration (*Ballroom Foyer*)

Monday, October 3, 2022

07:00 Onsite Registration *(Ballroom Foyer)*

07:00-08:00 Continental Breakfast *(Ballroom Foyer)*

08:00-16:50 Plenary Sessions *(Ballroom B-C)*

08:00-09:00

Opening Remarks

- Deputy Chief Michelle Davey, M.O.M., Delta Police Department; Co-Chair, CACP Equity, Diversity and Inclusion Committee
- Deputy Chief Farica Prince, Prince Albert Police Service; Co-Chair, CACP Equity, Diversity and Inclusion Committee
- Deputy Chief Roger Wilkie, M.O.M., Halton Regional Police Service; Member, CACP Equity, Diversity and Inclusion Committee
- Suelyn Knight, Toronto Police Service; Member, CACP Equity, Diversity and Inclusion Committee

SESSION 1

09:00-10:30

It Has To Come From The Top: The Role of Chiefs in Creating Culture Change

Description

The importance of culture change and modernization in policing is as critical to the health and well-being of the organization as maintaining effective and efficient operations. Listen to how some Chiefs have been leading and modeling EDI with their membership - the challenges, complexities, opportunities and wins of creating an equitable police service.

Presenters

- Chief Dale McFee, O.O.M., Edmonton Police Service
- Chief Nishan Duraiappah, O.O.M., Peel Regional Police Service
- Lauren Bernardi, Lawyer & Human Resource Advisor, Bernardi, Human Resource Law

Moderator

Suelyn Knight, Toronto Police Service; Member, CACP Equity, Diversity and Inclusion Committee

10:30-11:00 Network Break *(Ballroom Foyer)*

SESSION 2

11:00-12:00

Indigenous People and Policing

Description

A candid discussion on relevant issues relating to Indigenous people and policing.

Presenter

- Chief Rob Davis, Brantford Police Service

Moderator

Deputy Chief Farica Prince, Prince Albert Police Service; Co-Chair, CACP Equity, Diversity and Inclusion Committee

12:00-13:00 **Lunch** (*Ballroom Foyer*)

13:00-13:15 **Indigenous Performance/ Ceremony**

SESSION 3

13:15-14:15

Celebrating our Diversity and Investing in our People: An Examination of Internal Support Networks and their Impact on Organizational Health and Effectiveness

Description

Internal Support Networks (ISN) provide a safe, healthy and supportive environment for members from identified groups, and supporters, the opportunity to meet, discuss issues affecting them and drive change within their organizations. Listen to industry leaders and ISN champions as they discuss the value and importance of internal support networks and how investing in workplace culture is one of the greatest investments that can be made. Learn about what is working, what is not, a leader's role and pitfalls of simply "checking the box" when it comes to establishing support networks for your members.

Presenters

- Inspector Carolyn Nichols, Divisional Commander, Halifax Regional Police Service
- Saleha Khan, Manager, Diversity, Equity and Inclusion, Peel Regional Police Service
- Staff Sergeant Michelle Greening, Edmonton Police Service

Moderator

Deputy Chief Roger Wilkie, M.O.M., Halton Regional Police Service; Member, CACP Equity, Diversity and Inclusion Committee

14:15-14:45 **Network Break** (*Ballroom Foyer*)

SESSION 4

14:45-16:00

Uniting to Promote: Provincial and National Advocacy in Canadian Policing

Description

Presidents from the Association of Black Law Enforcers (A.B.L.E), British Columbia Women in Law Enforcement (BCWLE), Ontario Women in Law Enforcement (OWLE), Saskatchewan Women in Policing (SWIP) and Out on Patrol Society have come together to discuss the importance of provincial and national advocacy and its role in the promotion of equity, diversity and inclusion in police agencies.

Presenters

- Jacqueline Edwards, Correctional Service of Canada; President, Association of Black Law Enforcers (ABLE)
- Superintendent Kimberley O'Toole, Toronto Police Service; President, Ontario Women in Law Enforcement (OWLE)
- Sergeant Tanya McLauchlan, Vancouver Police Department; President, British Columbia Women in Law Enforcement (BCWLE)
- Inspector Lisa Simonson, Prince Albert Police Service; President, Saskatchewan Women in Policing (SWIP)
- Constable Chris Birkett, Vancouver Police Department; President, Out on Patrol Society

Moderator

Deputy Chief Michelle Davey, M.O.M., Delta Police Department; Co-Chair, CACP Equity, Diversity and Inclusion Committee

SESSION 5

16:00-17:00

This is a Journey, Not a Race: Critical Lessons Learned by a Police Service in their Pursuit of an Authentically Inclusive Workplace

Description

This session will provide a candid and constructive examination of a police organization's work and struggles in their pursuit of a more authentically inclusive workplace. In response to recommendations and outcomes of the 2018 CACP Executive Global Studies Program which focused on a conceptual model for equity, inclusion and fundamental respect, the Halton Regional Police Service committed to a body of work intended to enhance organizational culture and drive necessary change. The work did not go as planned and the initial Service response highlighted areas for improvement and the need for some serious self-reflection. Several lessons were learned about leadership in the EDI space, organizational willingness and readiness, overcoming barriers to change and the importance of respecting the work as a journey not a process. Please join us for an insightful presentation that allows for vicarious learning and key takeaways through this experiential

debrief on what went wrong, what worked and the what the future holds for the organization.

Presenters

- Inspector Sue Biggs, Halton Regional Police Service
- Superintendent Kevin Maher, Halton Regional Police Service

Moderator

Deputy Chief Roger Wilkie, M.O.M., Halton Regional Police Service; Member, CACP Equity, Diversity and Inclusion Committee

17:00

Closing Remarks

Deputy Chief Roger Wilkie, M.O.M., Halton Regional Police Service; Member, CACP Equity, Diversity and Inclusion Committee

Tuesday, October 4, 2022

07:00-08:00 **Continental Breakfast** (*Ballroom Foyer*)

08:00-15:30 **Plenary Sessions** (*Ballroom B-C*)

08:00-08:10

Opening Remarks

- Mayor Jim Watson, City of Ottawa

Moderator

Deputy Chief Michelle Davey, M.O.M., Delta Police Department; Co-Chair, CACP Equity, Diversity and Inclusion Committee

SESSION 6

08:10-09:30

Driving Performance through Diversity

Description

Inclusive leadership is essential to ensure diversity of thought is respected, managed, heard and applied. Inclusive leaders who understand how different thinkers react to change are uniquely prepared to communicate and influence in a way that gets everyone on board with new ideas and new ways of doing things. The result is an organization that flourishes.

Chief Kristen Ziman makes the business case for inclusivity and shares her own journey of being in the “out group” and the commitment she made to ensure it doesn’t happen to anyone else. She will share the traits of inclusive leaders and how you can become a champion of diversity in your organization and your life.

Presenter

- Chief Kristen Ziman (Ret.), Aurora, Illinois

Moderator

Deputy Chief Michelle Davey, M.O.M., Delta Police Department; Co-Chair, CACP Equity, Diversity and Inclusion Committee

SESSION 7

09:30 - 10:15

Recruiting, Retaining, and Promoting through an EDI lens

Description

A discussion of research-informed best practices when it comes to recruiting, retaining, and promoting talent in our organizations.

Presenters

- Dr. Debra Langan, Associate Professor, Department of Criminology, Graduate Faculty Member, Faculty of Human and Social Sciences, Wilfrid Laurier University
- Dr. Carrie Sanders, Professor, Department of Criminology, Graduate Faculty Member, Faculty of Human and Social Sciences; Director, Centre for Research on Security Practices, Wilfrid Laurier University

Moderator

Dr. Nahanni Pollard, Senior Manager, Community Safety & Justice, PricewaterhouseCoopers LLP

10:15-10:40 **Network Break** (*Ballroom Foyer*)

SESSION 8

10:40-11:10

AXON Presents: The Value and Importance of Community Voices

Description

As an advanced Tech company, AXON works to deliver high-quality products to the justice sector, while working with communities and law enforcement agencies to inform their product development and mission. In this session they will share about their commitment to EDI and best practices from their work.

Presenter

- Regina Holloway, Vice President, Community Impact, Axon

Moderator

Suelyn Knight, Toronto Police Service; Member, CACP Equity, Diversity and Inclusion Committee

SESSION 9

11:10 - 12:10

The Power and Politics of Data and Culture Change

Description

Learn how to harness the power of data and influence to chart a path forward in utilizing evidence-based policies while navigating the politics of culture change.

Presenters

- Mohammed Hashim, Executive Director, Canadian Race Relations Foundation
- Assistant Deputy Minister David Mitchell, Ministry of Children, Community and Social Services, Government of Ontario
- Dr. Mai Phan, Race Data Expert, Toronto Police Service
- Asha Rampersad, Lawyer, Bernardi Human Resource Law

Moderator

Vishal Dhir, Senior Vice President, The Americas, AXON

12:10-13:00 **Lunch** (*Ballroom Foyer*)

SESSION 10

13:00-14:30

Leadership in Challenging Times: Lessons from US Police Leaders

Description

From the Capitol Riots and Police Reform to leading multi-agency task forces on guns and gangs, listen to these leaders as they describe their work, their wins and their struggles as diverse police leaders in the US and what these lessons can mean for Canada.

Presenters

- Commissioner Danielle Outlaw, Philadelphia Police Department
- Assistant Chief Yogananda D. Pittman, United States Capitol Police
- Assistant Director/Chief Security Officer Celinez Nunez, Bureau of Alcohol, Tobacco and Firearms and Explosives (ATF)

Moderator

Marcia K. Thompson, Esq., Director, Community Investment, PXT Central Science

SESSION 11

14:30-15:15

Next Steps & Wrap Up: An Interactive Town Hall Meeting on Key Takeaways, Opportunities and Owning Change**Description**

This will be an interactive discussion that asks what you have learned, what supports you need and what you plan to do in the EDI space when you return to your organizations. EDI leadership requires courage and a commitment to positive change, no matter how challenging or uncomfortable it can be at times. Please join us for this dynamic session and come prepared to share your thoughts and ideas.

Facilitators

- Deputy Chief Michelle Davey, M.O.M., Delta Police Department; Co-Chair, CACP Equity, Diversity and Inclusion Committee
- Deputy Chief Farica Prince, Prince Albert Police Service; Co-Chair, CACP Equity, Diversity and Inclusion Committee