



CAPG 34TH ANNUAL CONFERENCE
GOVERNANCE TALKING
CONVERSATION STREAMS
AND DEEP DIVES ST. JOHN'S, NFLD
 AUGUST 15-18, 2023

CAPG HYBRIDConference - LIVE & VIRTUAL

GOVERNANCE TALKING: Conversation Streams & Deep Dives

August 15 – 18, 2023


[Delta Hotels by Marriott St. John's Conference Centre](#)

120 New Gower St, St. John's, NL A1C 6K4

Phone: (709) 739-6404

All times are Newfoundland DST

More information and registration are available at CAPGConference.ca

Monday, August 14 4:00 – 6:00pm	CAPG 2023 - CONFERENCE Registration Desk Open
Tuesday August 15 9:00am – 5:00pm	Registration Desk Open
Tuesday August 15 10:00am - 4:00pm Lunch @ noon	Pre-conference workshop with Fred Kaustinen (\$295 per person – limited registration) Police Governance Learning Ladder® Come explore the brand-new, ground-breaking Police Governance Learning Ladder®! This interactive training day is tailored to Board Chairs, Vice and potential Chairs, and Board Advisors such as Executive Directors, Police Chiefs and others. The program will feature three case studies in dynamic, board-room settings where participants will learn and practise how to lead their Board's performance up the Learning Ladder. The case studies will focus on policy-making regarding the Board-Chief relationship, outcome-based strategic planning, and evaluating Service performance, all in the context of providing better value to our communities and managing risk. <i>Facilitated by Fred Kaustinen.</i>
6:00 – 8:00pm	Conference Welcome Reception – The Gypsy Tea Room 

DAY 1 - Wednesday, August 16, 2023

7:00 am – 4:00 pm	Registration Desk Open	
7:30 – 8:30	Breakfast	
8:30 – 8:45am	Opening Ceremonies	Elder Mayor Danny Breen



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		CAPG President
8:45 – 9:30am	KEYNOTE – 34 years ago in St. John’s, NFLD a new organization was formed to support police boards and commissions across Canada. How far has the needle on the governance of policing moved?	Dr. Zaheer Lakhani Founding President of CAPG
9:30 – 10:45am	PLENARY PANEL DISCUSSION Recommendations from Commissions & Impact on Police Governance MMIWG, Morden, Public Order Emergency Commission (POEC), Thunder Bay, The Mass Casualty Commission (MCC), etc. Recommendations from POEC, MMIWG, Thunder Bay and MCC all sparked interest and concern when they were released. But then what happens? Do they gather dust on a shelf? Are any of the critical ones adopted? Does any police service, board or commission report annually on changing or implementing policies or procedures they’ve adopted to meet the growing demands for meaningful change. While we won’t have time to get into every recommendation made, we will invite our panelists to delve into some of the critical recommendations that impact police governance. We will look at responsibilities and resources and why it is important to not just listen but to ensure appropriate actions are taken, policies developed and a system of evaluation is put in place.	Michael Kempa, University of Ottawa Christian Leuprecht, Royal Military College Sandy Smallwood Tom Stamatakis, Canadian Police Association Senator Gwen Boniface (virtual link) <i>Senator Michèle Audette (TBC) (virtual link or live)</i>
10:45- 11:00am	Networking Break	
11:00 am – 12:15 pm	WORLD CAFÉ Developing A Centre Of Excellence Facilitated table work to develop a ‘Moving Forward Agenda’ <ul style="list-style-type: none"> <input type="checkbox"/> Defining governance <input type="checkbox"/> Appointment process <input type="checkbox"/> Resources <input type="checkbox"/> Training <input type="checkbox"/> Community needs and expectations <input type="checkbox"/> Public awareness campaign (national) <input type="checkbox"/> Independence <input type="checkbox"/> Regulatory changes needed <input type="checkbox"/> Police Governance Bill of Rights 	* <i>Assigned seating</i> Table monitors will work with groups to discuss themes and flesh out a moving forward agenda to guide the CAPG.




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12:15 – 1:00pm	Lunch with colleagues from across Canada	
1:00 – 2:30pm	<p>PLENARY PANEL DISCUSSION Politics of Policing in the Sphere of Governance</p> <p><i>“Policing is first and foremost a service to the public; the more it is at odds with the composition and values of the public, the less well it works.”</i> Max Yalden, Canadian Human Rights Commission</p> <p>Politicization and political interference, real or perceived threats to the ability of police boards and commissions to fulfill their legislated mandate and be held to account. Recent events across Canada have highlighted the controversy surrounding policing and the relationship between the police and politics and accountability to the public they serve.</p>	<p>Sandy Smallwood Cheney Cloke/Melissa Granum Tom Stamatakis Michael Kempa Christian Leuprecht Devon Clunis Chief Shahin Medizadeh, Lethbridge Police Service <i>Cal Corley (TBC)</i></p>
2:30 – 2:45pm	Networking Break	
2:45 – 3:45pm	<p>PRESENTATION & DISCUSSION CPS Call Diversion Initiatives Calgary Police Service</p> <p>In 2022 Calgary Police piloted a project to divert 911 callers who need mental-health, addictions or social support to lines that provide referrals to community and government services. As part of their overall commitment to the city, CPS, Calgary 911, 211 along with many other partners are working collaboratively to find a long-term solution to assist people in distress who are better served by mental health, addiction or social services, rather than a police response.</p> <p><i>“As always, I will look to Calgary Police Commission to offer direction to Calgary Police Service,”</i> the mayor said. <i>“To date, their oversight of CPS has resulted in greater collaboration that leads to call diversion and optimal deployment of resources, as well as a clear commitment to embed mental health experts into the crisis response model.”</i></p> <p><i>Calgary Mayor Jyoti Gondek</i></p>	<p>Deputy Chief Katie McLellan Supt. Asif Rashid Calgary Police Service Amtul Siddiqui, Vice Chair, Calgary Police Commission</p>
3:45 – 4:00pm	Wrap up of Day 1	



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6:00 – 9:00 pm	CAPG Dinner & Evening Event - Rally in the Alley 	<u>Pub Crawl on George Street</u> <i>Join us for an evening to remember. You will experience the uniqueness of Newfoundland hospitality. You will join a team with a leader who will take you on an adventure of learning how to dance a jig, get screeched in and sing a few Newfoundland ballads. Includes a fish & chips dinner and a finale of entertainment to cap off the night.</i>
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DAY 2 - Thursday, August 17, 2023


8:00 – 9:00	Breakfast	
9:00 – 10:00	PRESENTATION & DISCUSSION Final Report on Gap Analysis Study Research To Policy To Practice The premise of the project was to use an appreciation analysis technology to determine the nature of the gap that exists between the objectives set for police services and the way that they are carried out. Dr. Caputo, Dr. Hodgkinson and Chief Dubord will present the final results of this study and highlight how boards and commissions can use these finding to dramatically change how they develop their strategic plans.	Chief Neil Dubord Dr. Tullio Caputo Dr. Tarah Hodgkinson
10:00 – 10:15 am	Networking Break	
10:15 am- 12:15 pm	PLENARY TABLE WORK – *ASSIGNED SEATING* Research To Policy To Practice <i>WHAT DO BOARDS AND COMMISSIONS NEED TO MOVE THE NEEDLE FORWARD?</i>	Dr. Tullio Caputo Dr. Tarah Hodgkinson
12:15–1:00 pm	Lunch - Join your colleagues from across Canada	
1:00-2:15 pm	PRESENTATION & DISCUSSION “Playing the system”: Mental health stigma, challenging awareness, and creating barriers to care for Canadian public safety personnel	Dr. Rosemary (Rose) Ricciardelli Research Chair in Safety, Security, and Wellness; Professor Memorial University



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2:15 – 2:30 pm	Networking Break	
2:30 – 3:45 pm	PRESENTATION & DISCUSSION Drug Decriminalization and the role of Police Governance An insight into the key decisions, pivotal actions, learning points and unexpected outcomes, as British Columbia's Police Leaders work with Provincial and Federal partners to implement Canada's first decriminalization of illicit substances.	Inspector Conor King – Victoria Police Department Sean Dhillon, Victoria Police Board* (*TBC – virtual or in person)
3:45 – 4:00 pm	Wrap up of Day 2	
6:00-9:30 pm	Dinner & Entertainment  The Rooms	The Rooms is Newfoundland and Labrador's largest public cultural space and home to its most extensive collection of artifacts, art and archival records. The Rooms are proud custodians of the province's colourful history and creative spirit. The Rooms draws upon their collections to bring the province's rich stories to life in engaging, multi-sensory, experiences. This unmistakable building is designed to reflect and celebrate heritage. From its perch, The Rooms offers unparalleled views of the harbour city.

DAY 3 - Friday, August 18, 2023

7:30-8:30 am	Breakfast hosted by Halifax Regional Municipality Board of Police Commissioners	
8:20 – 8:30 am	Launch for CAPG 2024 Halifax As a historic port city, Halifax has always been tightly connected to its waterfront. But where it was once industrial and gritty, it's now vibrant, bustling, and inviting. An urban wanderers' dream, the boardwalk is a four kilometre long harbourside adventure of shopping, beer gardens, museums, restaurants, tours, playgrounds, and public art.	
8:30-10:00 am	PLENARY PANEL & INTERACTIVE AUDIENCE DISCUSSION "GOVERNANCE TALKING" The panelists will talk about why there is a call to strengthen police accountability by establishing a civilian-led board or commission to provide "proactive" oversight	RNC Chief Joe Boland (Retired) Lynn Moore, Morris, Martin, Moore Elder Elizabeth Penashue (TBC)



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	<p>of both police forces that operate in Newfoundland and Labrador, in line with such bodies that already exist in other Canadian jurisdictions.</p> <p>Designated CAPG members from across Canada will join the conversation with the panelists to give them insight on the benefits of establishing a model of civilian police governance in Newfoundland. The shared experience brought to the table will highlight why robust governance of police can bring more accountability and transparency to the service, and be that direct link to and reflective of, the communities served.</p>	<p><i>Sharon House, First Voice First Light (TBC)</i> <i>Honourable John Hogan, KC</i> <i>Minister of Justice and Public Safety (TBC)</i></p>
10:00-10:15 am	Networking Break	
10:15 – 11:00 am	<p>National Police Associations Town Hall PART I</p> <p>Two of the national police association presidents will lead a facilitated town hall on policing and governance and what they need and want to ensure adequate and effective policing that meets the needs of the communities served.</p>	<p>CPA President, Tom Stamatakis CACP President, Chief Danny Smyth(TBC – virtual or live)</p>
11:00 – 11:45	<p>National Police Associations Town Hall PART II</p> <p>CAPG President will respond to CACP & CPA and engage delegates in a town hall discussion.</p>	CAPG President
11:45 - 12:00 pm	<p>Conference Closing</p> <p>CAPG President will wrap up with highlights from our 34th Annual Conference</p>	CAPG President