

**CANADIAN ASSOCIATION FOR CIVILIAN
OVERSIGHT OF LAW ENFORCEMENT**

CIVILIAN OVERSIGHT

**PERSPECTIVES FROM
THE INSIDE OUT**



AGENDA

MAY 28th – May 31st, 2017

Sheraton Hotel Newfoundland, St. John's, Newfoundland

CACOLE PROGRAM 2017 IS BROUGHT TO YOU BY:

PROGRAM CHAIRS:

Ian McPhail, QC, Chairperson, Civilian Review and Complaints Commission for the RCMP (ON)

Randy Doyle, Manager, Royal Newfoundland Constabulary Public Complaints Commission (NL)

PROGRAM MEMBERS:

Gerry McNeilly, Director, Office of the Independent Police Review Director (ON)

Max Churley, Commissioner, Manitoba Law Enforcement Review Agency (MB)

John A. Clarke, Executive Director, Saskatchewan Public Complaints Commission (SK)

Judith McPhee, QC, Commissioner, Nova Scotia Office of the Police Complaints Commissioner (NS)

Sue Hughson, Director, Alberta Serious Incident Response Team (AB)

Paul Larochelle, Commissaire, Commissaire a la deontologie policiere (QC)

Rick Linden, Chair, Manitoba Police Commission (MB)

Zane Tessler, Executive Director, Independent Investigations Unit (MB)

Tony Loparco, Director, Special Investigations Unit (ON)

David Loukidelis, QC, Chair, Law Enforcement Review Board (AB)

Stan T. Lowe, Commissioner, Office of the Police Complaint Commission (BC)

Salman Azam, Chief, Independent Investigations Unit of B.C.

Ronald J. MacDonald QC, Director, Nova Scotia Serious Incident Response Team (NS)

Jennifer Malloy, Executive Director, Canadian Association of Police Governance (ON)

Ian McPhail, QC, Chair, Civilian Review and Complaints Commission for the RCMP (ON)

Andy Pringle, Chair, Toronto Police Services Board (ON)

Ronald Cormier, Executive Director, New Brunswick Police Commission (NB)

Randy Doyle, Manager, Royal Newfoundland Constabulary Public Complaints Commission (NL)

Hilary McCormack, Chairperson, Military Police Complaints Commission (ON)

Paul Stetson, Manager/Senior Investigator, PEI Office of the Police Commissioner (PE)

Lesley Kelly, Executive Director, Law Enforcement and Oversight Branch (AB)

Cathy Palmer, Chair, Edmonton Police Commission (AB)

Stephen Jovanovic, Associate Chair, Ontario Civilian Police Commission (ON)

Richard Peach, Executive Director, Saskatchewan Police Commission (SK)

Lisa Silver, Commissioner, Calgary Police Commission (AB)

Nadine Cooper Mont, CACOLE Executive Director (NS)

WITH THE ASSISTANCE OF:

Staff of the Royal Newfoundland Constabulary Public Complaints Commission

CONFERENCE LOCATION

Sheraton Hotel Newfoundland

115 Cavendish Square, St. Johns, NL, A1C 3K2

Phone: 1 (709) 726-4980

Early Registration

Sunday, May 28, 2017
5:00 pm to 7:00 pm

Registration

Monday, May 29, 2017
7:00 am to 8:30 am

Welcome Reception

Monday, May 29, 2017
5:30 pm – 7:00 pm

CACOLE Annual General Meeting and Election of Officers

Monday, May 29, 2017
4:30 pm

Board of Directors and Delegates Dinner*

Tuesday, May 30, 2017
6:00 pm - 8:00 pm
Mitchell Lewis Award Presentation

****Note: Delegate guests are welcome to attend with pre-arrangement!***

**CIVILIAN OVERSIGHT CONFERENCE:
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CANADIAN ASSOCIATION FOR CIVILIAN OVERSIGHT OF LAW ENFORCEMENT
Sheraton Hotel, Fort William Room
May 29, 2017 to May 31, 2017

Day 1 – Monday, May 29, 2017

7:00	Conference Registration & Breakfast for Delegates
8:30	<p>Welcome</p> <p>Ian McPhail, CACOLE President The Honorable Andrew Parsons, Minister of Justice and Public Safety, and William J. Janes, Chief of Police, Royal Newfoundland Constabulary</p>
9:15	<p>Perspectives in Crisis Management of Victims, Unions, Oversight Organizations & the Public</p> <p>Moderator: Stan Lowe, Commissioner, Office of the Police Complaint Commissioner, British Columbia Panelists: TBA</p>
10:45	Refreshment Break
11:00	<p>Perspectives in Crisis Management continued</p> <p>Moderator: Gerry McNeilly, Director, Office of the Independent Police Review Panelists: Tony Keller, Globe & Mail Tom Stamatakis, Canadian Police Association & Vancouver Police Union</p>
12:30	<p>Lunch provided by CACOLE</p> <p>Tentative Speaker: The Honorable Marion Buller, Chair of National Inquiry Into Missing and Murdered Indigenous Women and Girls</p>
1:30	<p>Diversity</p> <p>Moderator: Ian McPhail Q.C., Chairperson, Civilian Review and Complaints Commission for the RCMP Panelists: Peter Sloy (Tentative) Brian Corr (Tentative)</p>
3:00	Refreshment Break
3:15	<p>Civilianization – What Is the Right Answer?</p> <p>Moderator: Zane Tessler, Director, Manitoba Independent Investigations Unit Panelists: Ron Macdonald, QC, Director, N.S. Serious Incident Response Team</p>
4:45	CACOLE Annual General Meeting and Election of Officers
5:30	<p style="text-align: center;">Welcome Reception 5:30 pm – 7:00 pm</p>

Session Information – Day 1

Part 1: PERSPECTIVES IN CRISIS MANAGEMENT OF VICTIMS, UNIONS, OVERSIGHT ORGANIZATIONS & THE PUBLIC

9:15 am – 10:45 am

Moderator: Stan Lowe, Commissioner, Office of the Police Complaint Commissioner, British Columbia

Panelists: TBA

The frequency of Police encounters with people experiencing emotional or mental crisis presents a global societal challenge. In terms of police calls, a significant aspect of policing has become dealing with “emotionally disturbed individuals”. In response policing has created specialized units and integrated teams to attempt to address the issue, however some encounters between police and persons in emotional or mental crisis result in the use of lethal force. This panel focuses 4 perspectives in the wake of a tragic incident, the advocate for the family of person in crisis, the police, the media and the oversight agency. Each panel member will provide their own unique perspective following a tragic incident and the journey through the process of civilian oversight.

Part 2: PERSPECTIVES IN CRISIS MANAGEMENT continued

11:00 am – 12:30 pm

Moderator: Gerry McNeilly, Director, Office of the Independent Police Review

Panelists: Tony Keller, Globe & Mail

Tom Stamatakis, Canadian Police Association & Vancouver Police Union

The second session marks a return to the bear-pit session which will examine a number of contentious issues related to each of the 4 unique perspectives on the panel. Audience participation is welcomed and encouraged to ensure a lively examination of the issues.

DIVERSITY

1:30 pm – 3:00 pm

Moderator: Ian McPhail Q.C., Chairperson, Civilian Review and Complaints Commission for the RCMP

Panelists: Peter Sloly (Tentative)

Brian Corr (Tentative)

CIVILIANIZATION – WHAT IS THE RIGHT ANSWER?

3:15 pm – 4:45 pm

Moderator: Zane Tessler, Director, Manitoba Independent Investigations Unit

Panelists: Ron Macdonald, QC, Director, N.S. Serious Incident Response Team

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Day 2 – Tuesday, May 30, 2017

7:30	Breakfast for Delegates
9:00	<p>Ethics</p> <p>Moderator: John Clarke Executive Director , Saskatchewan Public Complaints Commission Panelists: Brent Cotter, Chair Saskatchewan Public Complaints Commission</p>
10:45	Refreshment Break
11:00	<p>Training in Civilian Oversight Agencies</p> <p>Moderator: Zane Tessler, Executive Director, Independent Investigations Unit, Manitoba Panelists: Salman Azam, Independent Investigations Unit of B.C. Margaret Corion, Mediator</p>
12:45	Lunch provided by CACOLE
2:00	<p>Transparency in the Disciplinary Process: Ensuring Openness While Respecting Privacy</p> <p>Moderator: David Loukidelis, QC, Chair, Law Enforcement Review Board (AB) Panelists: TBA</p>
3:00	Refreshment Break
3:15	<p>Public Interest and Public Engagement through Social Media: What, How and Whether</p> <p>Moderator: Ron MacDonald, QC, Director, N.S. Serious Incident Response Team Panelists: Theresa Rath, Communications, Halifax Regional Police, Rosemary Parker, Manager, Communications and Outreach, O.I.P.R.D. Salman Azam, Chief Administrative Officer, Independent Investigations Office of B.C.</p>
4:45	Group Photo
6:00	<p>Board of Directors and Delegate Dinner Mitchell-Lewis Award Presentation Entertainment The Ennis Sisters</p>

Session Information – Day 2

ETHICS

9:00 am - 10:45 am

Moderator: John Clarke Executive Director, Saskatchewan Public Complaints Commission

Panelists: Brent Cotter, Chair Saskatchewan Public Complaints Commission

A central aspect of professional ethics is the duty to be competent in one's field. One aspect of competency, highly relevant to our work and shared by professional police officers and members of civilian oversight bodies, is the duty to be 'culturally competent'. This panel will look at the nature of 'cultural competency' in the context of policing and civilian oversight of policing, focussing on the importance of this aspect of professional competence, the potential consequences of a failure of cultural competence and ways in which professionals in these two areas of public service become, or can become, culturally competent.

TRAINING IN CIVILIAN OVERSIGHT AGENCIES

11:00 am -12:45 pm

Moderator: Zane Tessler, Executive Director, Independent Investigations Unit, Manitoba

Panelists: Salman Azam, Independent Investigations Unit of B.C.
Margaret Corion, Mediator

Session Information – Day 2 (cont'd)

TRANSPARENCY IN THE DISCIPLINARY PROCESS: ENSURING OPENNESS WHILE RESPECTING PRIVACY

2:00 pm - 3:00 pm

Moderator: David Loukidelis, QC, Chair, Law Enforcement Review Board (AB)

Panelists: TBA

Given the role of police and the related need to ensure appropriate conduct, there is a public interest in the openness and transparency of disciplinary proceedings. Knowing who has been disciplined, and why, are important considerations, consistent with the open courts principle in Canada. At the same time, police officers, complainants and witnesses retain important privacy rights even in this context. This session will examine important issues around the openness of disciplinary hearings and proceedings, and how to properly balance privacy interests in the bargain.

We will discuss questions of public attendance at disciplinary hearings, as well as post-hearing access to transcripts of testimony and to exhibits, through the open court principle. Practical solutions to ease the burden on disciplinary authorities and oversight bodies will be at the forefront.

Freedom of information laws also raise significant questions. How can disciplinary authorities balance openness through freedom of information with appropriate privacy considerations. We will address practical considerations in addition to compliance challenges raised by these laws.

Join this panel of experts in freedom of information, privacy and police discipline as they grapple with the tension between openness and privacy for all involved.

PUBLIC INTEREST AND PUBLIC ENGAGEMENT THROUGH SOCIAL MEDIA: WHAT, HOW AND WHETHER

3:15 pm - 4:45 pm

Moderator: Ronald J. MacDonald, QC, Director, N.S. Serious Incident Response Team

Panelists: Theresa Rath, Communications, Halifax Regional Police,

Rosemary Parker, Manager, Communications and Outreach, O.I.P.R.D.

Salman Azam, Chief Administrative Officer, Independent Investigations Office of B.C.

A fundamental aspect of any police oversight agency is their mandate to act in the public interest. This includes a need to effectively communicate with the public during investigations, when disseminating decisions, and to conduct general outreach. This panel will explore whether Social Media might offer innovative ways of public engagement, including the variety of platforms available, how to use them, and whether they should be used at all in certain circumstances.

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Day 3 – Wednesday, May 31, 2017

7:30 Breakfast for Delegates

9:00 Keynote Speaker : Justice Michael H. Tulloch

9:45 Refreshment Break

10:00 **SOCIAL MEDIA: DO YOU REALLY WANT TO DO THAT?**
Moderator: Salman Azam, Independent Investigations Office of B.C.
Panelists: Ronald J. MacDonald, QC, Director, N.S. Serious Incident Response Team
Theresa Rath, Communications, Halifax Regional Police
Rosemary Parker, Manager, Communications and Outreach, O.I.P.R.D.

11:30 Concluding Remarks from Ian McPhail

2018 CACOLE Conference Announcement

Session Information – Day 3

SOCIAL MEDIA: DO YOU REALLY WANT TO DO THAT?

10:00 am – 11:30 am

Moderator: Salman Azam, Chief Administrative Officer, Independent Investigations Office of B.C.

Panelists: Ronald J. MacDonald, QC, Director, N.S. Serious Incident Response Team

Theresa Rath, Communications, Halifax Regional Police

Rosemary Parker, Manager, Communications and Outreach, O.I.P.R.D.

Social media offers ways for oversight agencies to communicate with the public. It also offers ways for the public to communicate with the agency, and with other members of the public, about the agency and its actions and decisions. This Panel will review specific situations that might arise, and suggest possible approaches in each, including what response if any might be needed for specific types of public comment. This topic will encourage input from conference participants and include polling of opinions.