



PRELIMINARY CONFERENCE PROGRAM

CAPG 28th Annual Conference

Montréal, Québec

Thursday, July 13, 2017

CAPG First Nations Police Governance Council - One-Day Conference

8:30 – 3:00 **“Reconciliation: Indigenous Policing Models in a Pluralistic Society”***

4:00 – 8:30 **Study Tour – Kahnawake Peacekeepers**
This tour includes dinner and entertainment

**Reconciliation: Indigenous Policing Models in a Pluralistic Society is a separate registration from the CAPG regular conference. Registration is available online at the CAPG website and through the online store.*

8:30 pm – 10:00 pm **CAPG Board of Directors Welcome Reception**
– Dessert & Coffee
Hospitality Suite Le Centre Sheraton Montréal

Friday, July 14, 2017

7:00 – 8:30	Breakfast
8:30 – 8:45	Conference Opening Ceremonies
8:45 – 9:00	Introduction of Conference Objectives and Overview
9:00 – 9:30	Opening Keynote

Paul Saltzman, President, CEO Moving Beyond Prejudice

Several years ago it was reported that in the previous decade, corporate America had spent nearly ten billion dollars on diversity training and that the general conclusion was that it had “done no good.” Paul Saltzman, using his films in workshops, has conducted innovative training with police services in Canada, opening participants’ eyes to the hidden pandemic of prejudice and offering insights to acknowledge and change behaviors.

9:30 – 10:30

Plenary Panel: The Future of Police Governance in Shaping Policing

*Panelists: Edward Aust, Aust Legal, Andrew Graham, Queen's University, Darlene Brander, Chair
Saskatoon Board of Police Commissioners, Anjite McNeely, Deputy Chief Kingston Police Service
Moderator: Paul Saltzman*

Police governance bodies in Canada are poised to play a pivotal role in shaping the future of policing. What is the long-term vision of what policing will look like in 15 years? What are the emerging issues for police governance bodies? How do we get ahead and start long term planning? Who needs to be part of the discussion? What are the drivers for change? Where do we start? What can we do to improve police culture to increase the level of respect, trust, integrity and working together as a community? How do we stop staggering from one issue to the next?

These are some of the questions panelists will address as they grasp the cultural, social, economic, legislative and political influencers that impact policing policy and governance.

10:30 – 11:00

Networking Break

11:00 – 12:00

Police Now: Transforming Communities with Innovative Police Recruitment and Retention

*David Spencer, Co-Founder & CEO
Kurtis Christoforides (invited)*

Police Now's mission is to transform communities, reduce crime and increase the public's confidence in policing, by recruiting and developing outstanding and diverse individuals to be leaders in society and on the policing frontline. Police Now gives exceptional graduates the opportunity to become police officers and transform challenged and often deprived communities. For many people, crime and the fear of crime is an everyday experience. It's an experience no other graduate employer can match. They train you to be a leader in your community as a police officer in a specific area right from the start. That means taking responsibility for the safety of up to 20,000 people. Recruits are taught negotiation, problem-solving, decision-making, emotional intelligence, resilience and leadership – all invaluable skills in targeting criminals and increasing public confidence and all transferable to any profession.

12:00 – 1:00

Lunch

1:00 – 2:30

Measuring Your Employee Satisfaction - Developing the Right Measures: Challenges and Opportunities to Achieving Your Goals

Yvonne Brouwers, Illumina Research, Calgary, AB

Police boards and services are under tremendous pressure across the country and the need for evidence-based decision-making has never been greater. Between increased media and public scrutiny, shrinking budgets and a focus on employee satisfaction, engagement and retention, police boards and services are looking for ways to improve their internal processes, including current and potential employee survey programs. This interactive session will introduce the audience to the challenges that boards, commissions and police services face

	with regards to employee surveys along with solutions to build, evaluate and improve the effectiveness of survey programs.
2:30 – 2:45	Networking Break
2:45 – 4:45	Roundtable Discussions/Breakouts ** First Nations Police/Peacekeepers Small Police Services (less than 100 members) Medium Police Services (100 to 400 members) Large Police Services (400 plus members) <i>**Delegates are free to attend any roundtable discussion and are not bound by the size/type of their service</i>
6:00 – 8:00	Dine Around Montréal Participating restaurants will offer discounts to CAPG delegates
8:00 – 10:00	Hospitality Suite <div>Le Centre Sheraton Montréal</div>

SATURDAY, JULY 15, 2017

7:00 – 8:30	Breakfast
8:30 – 10:00	CAPG Annual General Meeting
10:00 – 10:15	Networking Break
10:15 – 11:00	Legalization of Marijuana and the Potential Impacts for Police Services, Governance Authorities and Our Communities <i>Bill Blair, MP Parliamentary Secretary to Minister of Justice (invited)</i>
11:00 – 12:00	Hon. Ralph Goodale, Minister of Public Safety (invited)
12:00 – 1:00	Lunch
1:00 – 2:30	Concurrent Workshops Topic #1 – Moving Beyond Prejudice <i>Paul Saltzman</i> Promoting equity and inclusion begins with addressing the attitudes, beliefs and prejudices each of us holds within ourselves, which leads to greater tolerance of our differences and fairer treatment of others. Within a spirit of candor and openness, we teach new tools for non-violent communication, conflict resolution, reduction of prejudice and discrimination, reduction of fear and the resulting increase in healthy relationships, creativity and productivity, and increased civic and citizenship pride. Topic #2 - Police Culture and Gender <i>Lesley Bikos</i> “Across Canada, police forces still espouse a hyper-masculine culture that plays out in policy, promotions, sexual jokes and innuendo, and leads to a dog-eat-dog mentality among women officers’, says PhD candidate Lesley Bikos”. Diversification is one of the keys to equity in policing and this workshop will

explore the research Ms. Bikos has undertaken on police culture, gender and what policy makers can do to effect change.

Topic #3 - **Chief's and Deputy Chief's Compensation: Negotiating the Right Contract for Your Commission/Board**

Gabrielle

Battiste, Executive Director, Edmonton Police Commission

Negotiating the contract of your Chief Constable or Deputy is one of the critical duties of police governance bodies and it needs to be done right. Having the knowledge and expertise of negotiating contracts for years in her legal experience, Gabrielle Battiste will provide you with some tools to that may assist in your next negotiations.

Topic #4 - **Police Board Governance: Understanding Roles, Responsibilities and Roadblocks**

Andrew Graham, Queen's University

What skills do we need in board members to be effective in their roles? What skills do we need of police executives to effectively serve their governance requirements not as a compliance measure but to leverage the success of their organization in achieving the strategic targets that have been set for it and ensuring the boards and commissions receive adequate information on the key steps in achieving those targets, useful performance metrics and the capacity to adjust them as they are implemented? This hands-on workshop will help you to understand and identify the skills, strategic targets and performance metrics to be effective in your governance role. The session will also include how to deal with the bumps along the road.

2:30 – 2:45

Break

2:45 – 4:15

Concurrent Workshops

Topic #1 – **Moving Beyond Prejudice**

Paul Saltzman

Topic #2 - **Police Culture and Gender**

Lesley Bikos

Topic #3 - **Chief's and Deputy Chief's Compensation: Negotiating the Right Contract for Your Commission/Board**

Gabrielle Battiste

Topic #4 - **Police Board Governance: Understanding Roles, Responsibilities and Roadblocks**

Andrew Graham, Queen's University

6:00 – 9:00

CAPG Dinner, Entertainment and Awards

9:00 – 11:00

Hospitality Suite

Le Centre Sheraton Montréal

SUNDAY, JULY 16, 2017

7:30 – 9:00

2018 Kick-off Breakfast – Hosted by Winnipeg Police Board

9:00 – 11:00

CACP/CAPG/CPA/FNCPA Closing Plenary Panel

Don't miss this session where the four national police associations participate in an open discussion on police, public safety priorities and burning issues. Join the

Presidents of the First Nations Chiefs of Police, Canadian Association of Chiefs of Police, Canadian Police Association and the Canadian Association of Police Governance for this lively open dialogue.

11:00 – 11:30

Incoming President Remarks and Conference Wrap-up

12:00 – 1:00

CAPG 2017-2018 Board Meeting (for directors on the national board)

First Nations Police Governance

RECONCILIATION: INDIGENOUS POLICING MODELS IN A PLURALISTIC SOCIETY

Conference

LE CENTRE SHERATON MONTRÉAL HÔTEL
1201, boulevard René-Lévesque Ouest
Montréal (Québec) H3B 2L7

Salon Jarry-Joyce

Agenda

Exploring the themes of reconciliation, respecting First Nations autonomy, uniqueness, and diversity.

7:00 – 8:00	Breakfast	
8:00 - 8:30am	Opening Blessing & Introduction of Program for the Day	
8:30 – 9:00	Update on Quebec and First Nations Police Services	Ghislain Picard, AFNQL
9:00 – 10:00	First Nations Police Services & Changes to the Ontario Police Act	Julian Falconer, Legal Counsel to NAPS
10:00 - 10:15	BREAK	
10:15 – 11:15	Enforcing by-laws for First Nations Police Services	Kyle Friesen, Department of Justice (invited)
11:15 – 12:00	First Nations Policing Program working towards contract renewal in 2018 – update from Public Safety Canada	
12:00 – 1:00pm	LUNCH	
1:00 – 2:00	CAPG First Nations Police Governance Training Modules	Jacob Pete, Andrew Graham

2:00 – 3:00	Policing future generations	Chief Robert Davis, Lethbridge Police Commission
3:00 – 3:15	Wrap up of the day	
3:30 – 8:00	Study tour of Kahnawà:ke Peacekeepers Service, dinner and entertainment	

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2017 CONFERENCE REGISTRATION FORM

July 13 – 16, 2017 • Montréal, Québec

CAPG CONFERENCE and/or FIRST NATIONS SESSION

☐ CAPG Member (membership will be verified) ☐ Non-member

☐ Mr. ☐ Ms. ☐ Dr. ☐ Chief

First Name: _____ Last Name: _____

Position: _____

Organization/Board/Commission: _____

E-mail: _____

For CAPG Conference delegates only: The CAPG will be adding our Delegate list to the Conference App and we would like to facilitate social sharing, dialogue and connection throughout our conference by providing Social Cards which link to your professional social profiles. If you would like to participate, please add your Twitter and a URL to your LinkedIn profile below:

Twitter Handle: _____ LinkedIn URL: _____

COMPANION PROGRAM

☐ Mr. ☐ Ms. ☐ Dr. ☐ Chief

First Name: _____ Last Name: _____

E-mail: _____

Name of Delegate with whom you are attending: _____

Name of Organization/Board/Commission of Delegate: _____

FIRST NATIONS SESSION – Thursday, July 13, 2017 (limited to 100 registrants)

First Nations One-day Conference & Study Tour Evening in Kahnawake	\$150.00	\$ _____
First Nations One-day Conference Program Only	\$ 75.00	\$ _____
First Nations Study Tour Evening in Kahnawake Only	\$ 75.00	\$ _____

Please note that this does not include access to the CAPG Conference

SCHEDULE OF FEES

Registration Category	Early Bird - May 31, 2017	Regular – From June 1, 2017	
<input type="checkbox"/> CAPG Member	\$595.00	\$650.00	\$ _____
<input type="checkbox"/> Non-member	\$795.00	\$795.00	\$ _____
<input type="checkbox"/> Companion Program	\$395.00	\$395.00	\$ _____
		Subtotal	\$ _____
		5% GST	\$ _____
		9.975% QST	\$ _____

GST # 875513467RT0001

QST

TOTAL \$ _____

EVENING ACTIVITIES

Please note that full conference registration and the companion program include both evening functions

Please indicate attendance at the following:

Thursday, July 13

Delegate: CAPG Board of Directors Welcome Reception ☐ Yes ☐ No ☐ Undecided

Companion: CAPG Board of Directors Welcome Reception ☐ Yes ☐ No ☐ Undecided

Saturday, July 15

Delegate: CAPG Dinner, Awards & Entertainment ☐ Yes ☐ No ☐ Undecided

Companion: CAPG Dinner, Awards & Entertainment ☐ Yes ☐ No ☐ Undecided

DIETARY RESTRICTIONS

Meals provided should easily accommodate most diets. Should you have any food allergies, extreme dietary restrictions or special requirements, please indicate below:

☐ Vegetarian ☐ Vegan ☐ Gluten-free

☐ Allergy/Sensitivity _____

☐ Other _____

DIETARY RESTRICTIONS - COMPANION

Meals provided should easily accommodate most diets. Should you have any food allergies, extreme dietary restrictions or special requirements, please indicate below:

☐ Vegetarian ☐ Vegan ☐ Gluten-free

☐ Allergy/Sensitivity _____

☐ Other _____

Please advise us of any mobility issues upon registration and we will accommodate.

WORKSHOP AND BREAKOUT OPTIONS

Please select the breakouts/workshops/activities that you wish to attend:

Friday, July 14, 2017

2:45 to 4:45

Breakout Session (Please indicate one choice only)

- ☐ Small Police Services
- ☐ Medium Police Services
- ☐ Large Police Services
- ☐ First Nations Police/Peacekeepers
- ☐ I will not be attending a breakout session

Saturday, July 15, 2017

1:00 to 2:30

Concurrent Workshop (Please indicate one choice only)

- ☐ Moving Beyond Prejudice
- ☐ Police Culture & Gender
- ☐ Chief's & Deputy Chief's Compensation – Negotiating the Right Contract for your Commission/Board
- ☐ Police Board Governance – Understanding Roles, Responsibilities and Roadblocks
- ☐ I will not be attending a breakout session

2:45 to 4:15

Concurrent Workshop (Please indicate one choice only)

- ☐ Moving Beyond Prejudice
- ☐ Police Culture & Gender
- ☐ Chief's & Deputy Chief's Compensation – Negotiating the Right Contract for your Commission/Board
- ☐ Police Board Governance – Understanding Roles, Responsibilities and Roadblocks
- ☐ I will not be attending a breakout session

Registration and Cancellation Policy

Cancellations received in writing by May 31, 2017 will be refunded in full less 20%. Cancellations received between June 1 and June 30, 2017 will receive a 50% refund. No refunds will be issued after July 1, 2017. Refunds will be processed in the manner payment was received.

METHOD OF PAYMENT



[CAPG online Store via Shopify](#)

Completed forms can be returned by fax to 613-344-2385 or by email at conference@capg.ca

☐ MasterCard ☐ Visa ☐ Cheque ☐ Electronic Funds Transfer

Card Number: _____ Expiry Date: _____ Sec. Code: _____

Cardholder's Name: _____ Signature: _____

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