



CONFERENCE PROGRAM

CAPG 28th Annual Conference

Montréal, Québec

Wednesday, July 12, 2017

1:00 – 5:00pm **Registration** Level A Foyer

Thursday, July 13, 2017

7:00am – 8:00pm **Registration** Third Level, Drummond Foyer

7:30 – 8:00am Continental Breakfast Third Level, Drummond Foyer

CAPG First Nations Police Governance Council - One-Day Conference *

Reconciliation: Indigenous Policing Models in a Pluralistic Society

Third Level, Drummond Centre/West

8:00 – 8:30am **Opening Blessing and Introduction of Program for the Day**

8:30 – 9:00am **Quebec/Labrador and First Nations Police Services**

Ghislain Picard, AFN Regional Chief, Quebec & Labrador

The Assembly of First Nations Quebec & Labrador (AFNQL) was created in 1985 and it represents Chiefs of 43 communities of the First Nations of Quebec and Labrador. Mr. Ghislain Picard has been Chief of AFNQL since his appointment in 1992, and he is currently serving his sixth term of office. The role of the AFN is to serve First Nations rights holders and promote dialogue and cooperation among First Nations. First Nations policing in Quebec and Labrador faces challenges including understaffing, lack of resources and a potential for with provincial authorities.

9:00 – 10:00am **First Nations Police Services and Changes to the Ontario Police Act**

Julian Falconer, Legal Counsel to NAPS

Nishnawbe-Aski Police Service (NAPS) is the largest First Nations police service in Canada and the second largest First Nations police service in North America, employing more than 134 uniform officers and 30 civilians. Based in Thunder Bay, NAPS polices 35 communities across NAN territory, which encompasses nearly two-thirds of the Province of Ontario. Julian Falconer has been representing NAPS working with them on consultations with the Province of Ontario's review of the Police Act. In 2014 the Auditor General reported that First Nation communities in Ontario did not receive the same level of policing the

* Registration for the First Nations One Day Conference is a separate cost from the CAPG regular program beginning on Friday, July, 14, 2017.

rest of the province did. That report concluded that First Nation police services lacked the protection of a legislative framework like other police services; the program was not accessible or transparent to First Nations; there was no meaningful input by First Nations into the negotiation of policing agreements; and that First Nations were constantly presented with final agreements and told they would not receive funding unless they sign. This session will cover any changes made since the AG report and the strategies and outcomes NAPS is negotiating with the Province.

10:00 – 10:15am **Refreshment Break**

Third Level, Drummond Foyer

10:15 – 11:15am **Enforcing by-laws for First National Police Services**

*Kyle Friesen, Counsel, RCMP Legal Advisory Section
Department of Justice*

Mr. Friesen will review the current state of the case law and issues affecting the status of Band Bylaws, Band Council Resolutions (BCRs) and Banishment Letters, considerations involved in securing assistance from the RCMP or courts for enforcement and/or prosecutions of these „3 Bs“, and the application of provincial laws on reserve. Band Bylaws passed under the *Indian Act* are legal authorities that may call for police action. Mr. Friesen will review how bands should involve their lawyers and the police, and perhaps prosecutors in the development of First Nations laws/bylaws to ensure that they can be enforced.

11:15am – 12:00pm **First Nations Chiefs of Police Association (FNCPA)**

12:00 – 1:00pm

Lunch

Third Level, Drummond East

1:00 – 2:00pm

CAPG First Nations Police Governance Training Modules

*Jacob Pete
Andrew Graham*

In November 2016, CAPG received a contribution from Public Safety Canada’s First Nations Policing Policy Directorate to develop three training modules for First Nations Police Governance Authorities. Jacob Pete and Andrew Graham conducted interviews in a variety of communities and prepared the training materials under the direction of the CAPG First Nations Police Governance Council. Jake and Andy will brief delegates on the modules and facilitate a discussion on moving forward to fill the training gaps.

2:00 – 2:45pm

**Town Hall & Guided Group Discussion
Reconciliation: Indigenous Policing Models in a Pluralistic Society**

*Ron Skye
Dan Bellegarde*

Pluralism in Canada is rooted in laws, institutions and policies that promote the participation of all people in society. People in Canada are encouraged to retain their cultural, linguistic and religious heritage but can the same be said for our Indigenous communities? How do you reconcile and acknowledge the diversity within First Nations and between First Nations communities? What is needed to achieve safe communities, especially for youth and vulnerable populations? Every community has unique circumstances, with governance complexities and challenges. How do we work in a holistic way to achieve culturally appropriate and culturally responsive policing? How do we work in a holistic way to

achieve culturally appropriate and culturally responsive police governance? This facilitated group discussion will look at rights, respect, cooperation, partnership and moving forward together towards reconciliation.

2:45 – 3:00pm **Wrap-up of the Day**

3:10pm **Bus departs from Sheraton Hotel to Kahnawà:ke**

3:30 – 8:00pm **Tour – Kahnawà:ke Peacekeepers**
This tour includes dinner and entertainment

8:30 – 10:00pm **CAPG Board of Directors Welcome Reception**
Hospitality Suite Room 716

Friday, July 14, 2017

7:00am – 5:00pm **Registration** Fourth Level, Foyer

7:30 – 8:45am **Breakfast** Fourth Level, Centre Ballroom

8:45 – 9:00am **Conference Opening** Fourth Level, West Ballroom
Introduction of Conference Objectives and Overview

9:00 – 9:30am **Opening Keynote – Moving Beyond Prejudice**
Paul Saltzman

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 and very successful training with police services in Canada, opening participants’ eyes to the hidden pandemic of prejudice and offering insights and pragmatic take-away tools to acknowledge and change behaviors.

9:30 – 10:30am **Plenary/Panel: The Future of Police Governance in Shaping Policing**
Edward Aust, Darlene Brander, Andrew Graham, Antje McNeely
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 – 11:00am **Networking Break** Fourth Level, Foyer

11:00am – 12:00pm **Transformations in Policing: Global Lessons of Success**

Andy Key

With policing costs on the rise, an evolving complexity in crime and budgets not being able to keep pace, there is a movement to look at optimizing resources while maintaining and improving the service delivery of policing and community safety. How do we ensure public policing remains sustainable and is delivered to our communities in a way that is effective, efficient and affordable? Good reform during periods of austerity requires a great strategy. It requires solutions that are smarter than those in growth. Essentially, the police sector needs to get better as it gets smaller. The UK has made some dramatic changes to the funding, governance structure and delivery models of policing in recent years including the emergence of Police & Crime Commissioners, National College of Policing and Police Now. Mr. Key was one of the founding members of Police Now and in his remarks he will talk about the success of the program whose mission is to transform communities, reduce crime and increase the public's confidence in policing, by recruiting and developing outstanding individuals to be leaders in society and on the policing frontline.

12:00 – 1:00pm **Lunch** Fourth Level, Centre Ballroom

1:00 – 2:30pm Fourth Level, West Ballroom

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

Yvonne Brouwers

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 – 2:45pm **Networking Break** Fourth Level, Foyer

2:45 – 4:45pm **Roundtable Discussions/Breakouts ****

Medium Police Services (100 to 400 members)	Fourth Level, West Ballroom
Small Police Services (less than 100 members)	Third Level, Drummond East
Large Police Services (400 plus members)	Third Level, Drummond West
First Nations Police/Peacekeepers	Third Level, Drummond Centre

***Delegates are free to attend any roundtable discussion and are not bound by the size/type of their service*

6:00 – 8:00pm **Dine Around Montréal**
Participating restaurants will offer discounts to CAPG delegates

8:00 – 10:00pm **Hospitality Suite** Room 716

SATURDAY, JULY 15, 2017

7:00am – 4:30pm	Registration	Fourth Level, Foyer
7:30 – 8:30am	Breakfast	Fourth Level, Centre Ballroom
8:30 – 10:00am	CAPG Annual General Meeting	Fourth Level, West Ballroom
10:00 – 10:15am	Networking Break	Fourth Level, Foyer
10:15 – 11:00am	The Challenges of Public Safety Personnel Mental Health and a New National Collaboration	

Steve Palmer

The presentation will provide an overview of the new Canadian Institute for Public Safety Research and Treatment (CIPSRT) and the recently completed Canada-wide survey of Operational Stress Injuries of Public Safety Personnel. Beginning with a very brief background to provide context including results from the ongoing qualitative and quantitative analyses and continuing with implications for police organizations and ongoing collaborations, pending results. The planned next steps for research and strategies for transferring results to the public safety community will be presented and feedback on those plans and other CIPSRT activities invited. The presentation will conclude by briefly presenting available evidence-based recommendations and an overview of a new screening tool.

11:00am – 12:00pm **CAPG Committees Update**

Committee Chairs

Chairs of the CAPG Committees will present an overview of the work their committee undertook in 2016-2017; update on priorities moving forward and seek input from delegates on issues of such as research priorities, advocacy and governance. This session will provide an open forum to recruit additional volunteers for the First Nations Police Governance Council & the Governance, Research & Policy, Conference, Member Engagement & Advocacy Committees.

12:00 – 1:00pm **Lunch** Fourth Level, Centre Ballroom

CAPG 2017-2018 **Board Meeting** (for directors on the national board) Fourth Level, West Ballroom

1:00 – 2:30pm **Concurrent Workshops**

Fourth Level, East Ballroom

Topic #1 – **Police Board Governance: Understanding Roles, Responsibilities and Roadblocks** *Andrew Graham*

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.

Third Level, Drummond East

Topic #2 - **Chief's and Deputy Chief's Compensation: Negotiating the Right Contract for Your Commission/Board**

Gabrielle Battiste

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.

Third Level, Drummond West

Topic #3 - **Police Culture: The Old Boys Club and the Role of Police Governance in Shaping a Healthier Service**

Lesley Bikos

This workshop will explore the culture of policing and how it impacts officers' lives both on and off-duty and will include topics such as diversity, mental health, and police operations and oversight. Building on these ideas, we will explore the hypothesis of how this impact extends to public service. Relevant academic literature and the personal experiences police officers report in the presenter's ongoing nation-wide study will be used as a starting point to discuss potential solutions to the issues facing policing in Canada today.

Third Level, Drummond Centre

Topic #4 - **Moving Beyond Prejudice**

Paul Saltzman

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, both on the job, and at home.

2:30 – 2:45pm

Networking Break

Fourth Level, Foyer

2:45 – 4:15pm

Concurrent Workshops

Topic #1

Fourth Level, East Ballroom

Police Board Governance: Understanding Roles, Responsibilities and Roadblocks

Andrew Graham

Topic #2

Third Level, Drummond East

Chief's and Deputy Chief's Compensation: Negotiating the Right Contract for Your Commission/Board

Gabrielle Battiste

Topic #3

Third Level, Drummond West

Police Culture: The Old Boys Club and the Role of Police Governance in Shaping a Healthier Service

Lesley Bikos

Topic #4

Third Level, Drummond Centre

Moving Beyond Prejudice

Paul Saltzman

6:30 – 11:00pm

CAPG Reception, Dinner, presentation of the Emil Kolb Award and Entertainment

Fourth Level, West Ballroom

SUNDAY, JULY 16, 2017

7:30am – 12:00pm **Registration** Fourth Level, Foyer

7:30 – 9:00am **2018 Kick-off Breakfast** – Hosted by Winnipeg Police Board
Fourth Level, Centre Ballroom

9:00 – 9:30am **Policing New Boundaries: The Challenges**

Andy Key

The core mission of the police is to keep the public safe. But the task of protecting people is getting harder. The interplay of demographic and societal changes, allied with innovations in technology have created new and varied types of crime. Indeed, some of the advances in technology that have arguably increased our prosperity have also presented criminals with fresh avenues to exploit, unconstrained by geographic borders. In a survey of over 4,000 people we gained an understanding of public perceptions of these challenges. This presentation will provide fresh insight and assist policing governors and leaders in the vital challenges they currently face.

9:30 – 11:30am **CACP/CAPG/CPA/FNCPA Closing Plenary Panel**

Fourth Level, West Ballroom

Don't miss this session where the three 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 Canadian Association of Police Governance for this lively open dialogue.

11:30am – 12:00pm **Incoming President Remarks and Conference Wrap-up**