

CANADIAN ASSOCIATION FOR CIVILIAN OVERSIGHT OF LAW ENFORCEMENT

2022 ANNUAL CONFERENCE

Changing Face of Civilian Oversight



Delegate Package

MAY 16-18, 2022

Victoria, British Columbia

CACOLE EXECUTIVE

President

Micheline Lahaie, Chairperson
Civilian Review & Complaints
Commission for the RCMP

Vice President

Ron MacDonald,
Chief Civilian Director,
Independent Investigations Office, BC

Executive Director

Vicki Yeats

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Commission

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Nova Scotia Serious Incident
Response Team

Prince Edward Island

Phil Pitts,
Manager/Senior Investigator,
PEI Office of the Police
Commissioner

Newfoundland & Labrador

Randy Doyle, Manager,
Royal Newfoundland Constabulary
Public Complaints Commission

CONFERENCE PLANNING COMMITTEE

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Independent Investigations Office, BC

Jennifer Smith
New Brunswick Police
Commission

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Office of the Independent Police
Review Director, ON

Vicki Yeats
CACOLE

Haley Martineau
Kate McDerby
Nayira Islam
Civilian Review and Complaints
Commission for the RCMP

CONFERENCE SUPPORT

Moderator

Susan Kleinschmidt

Founder and Chief Problem Solving Officer of Good Insights Strategy.

Susan is a senior strategy, leadership and corporate culture change practitioner with over 20 years executive and international management consulting experience, and 5+ years Senior Executive experience working within the BC Government.

Susan specializes in leading and supporting organizations in the development and implementation of a well thought out and implementable strategic direction. She works with her clients to create the culture required for success. The key result of working with Susan is focus and a clear direction for both the individual and the organization, leading the superior results, performance and improved engagement and morale.

Technical Support

Carolyn Taylor

Good Insights Strategy

Conference Information

Conference Synopsis

Community trust in policing is at the core of what we do. As our communities change and public expectation around the delivery of policing services evolves, we need to adapt. Demographic shifts, increasing socio-economic pressures, legislative changes to Police Acts, rapidly advancing technology and media influence create additional complexities for the world of civilian oversight.

How can civilian oversight use this moment in history as a catalyst for needed change and ensure it is responsive to evolving community expectations and needs?

The 2022 CACOLE Conference will examine the unique challenges faced by law enforcement and oversight agencies since the beginning of the COVID-19 pandemic.

Experts will discuss strategies to address increased public expectations of police services and the ability of police services to rise to the challenge of change.

The 2022 conference will continue the discussion from the [2021 virtual CACOLE conference](#) and focus on solutions and best practices to move forward.

Key Times & Dates

EARLY DELEGATE CHECK-IN

Sunday, May 15, 2022

4:00 pm – 6:00 pm
Hornby Room

DELEGATE CHECK-IN

Monday, May 16, 2022

8:00 am – 9:00 am
Vancouver Island Ballroom

ANNUAL GENERAL MEETING & ELECTION OF OFFICERS

Monday, May 16, 2022

3:15 pm – 4:45 pm
Galiano Room

BOARD OF DIRECTORS & DELEGATE DINNER

Tuesday, May 17, 2022

6:00 pm
Vancouver Island Ballroom

Hotel Wi-Fi

Vancouver Island Ballroom:

VIB Meeting Room Wireless
Password: grand450

Hornby Meeting Room:

2nd Floor Meeting Room Wireless
Password: grand450

Galiano Room:

2nd Floor Meeting Room Wireless
Password is grand450

Continuing Professional Development (CPD)

Contact your law society or equivalent directly for information on CPD hours eligible for this conference.

Meet the President



MICHELAINÉ LAHAIE

Civilian Review and Complaints Commission for the RCMP

Micheline Lahaie was appointed as Chairperson in 2019 for a five-year term.

Micheline is a 30-year veteran of the Canadian Armed Forces, retiring at the rank of Naval Captain. During her time in service, she was posted to Saint-Jean-sur-Richelieu, Esquimalt, Halifax, Kingston, and the National Capital Region. She participated in multiple NATO exercises, and deployments with the Royal Canadian Navy, including Operation SHARP GUARD, a naval blockade assisting United Nations' peacekeeping efforts in Yugoslavia, and OPERATION APOLLO, Canada's military contribution to the United States-led international campaign against terrorism.

In 2014, Micheline received the Chief of Defense Staff Commendation for Outstanding Leadership and Professionalism for her role as Commandant of the Canadian Forces Leadership and Recruit School in Saint-Jean, Quebec, where she had the distinction of being the first woman Commanding Officer.

Prior to joining the Commission, she served as a member of the Veterans Review and Appeal Board, an independent tribunal that holds quasi-judicial hearings and renders decisions on veterans' disability benefits.

Micheline holds a Bachelor of Arts from the Collège militaire royal de Saint-Jean and a Master of Defence Studies from the Royal Military College of Canada.

Mitchell-Lewis Award

In 2016, CACOLE established the Mitchell-Lewis Award to recognize distinguished service and exemplary initiative resulting in an outstanding contribution to civilian oversight of law enforcement in Canada.

The Award was named in honour of Robert Mitchell and Clare Lewis.

Robert Mitchell, QC was a lawyer and political figure in Saskatchewan. Mitchell served as provincial Minister of Justice and Attorney General, Minister of Human Resources, Labour & Employment, Minister responsible for the Saskatchewan Indian and Metis Affairs Secretariat and Minister of Post-secondary Education & Skills Training. In addition, he was the Chief Governance Negotiator for the Federation of Sovereign Indigenous Nations (FSIN) and played a key role in the signing of a tripartite Framework Agreement for RCMP/First Nations Community policing services.

Mitchell served as Chair of the Saskatchewan Public Complaints Commission for 10 years and is a past president of CACOLE.

In 2017, Mitchell was posthumously made a member of the Saskatchewan Order of Merit.

Clare Lewis, QC led a distinguished career in both the public and private sectors in criminal and administrative law. Lewis served as a criminal defence lawyer, Crown attorney, provincial court judge, Public Complaints Commissioner and Police Complaints Commissioner of Ontario.

He is credited with enhancing the respect and credibility of the legal profession and restoring public confidence and trust to the profession of policing.

Lewis served as the fifth Ontario Ombudsman prior to being chosen as the Law Society's first Complaints Resolution Commissioner.

He received numerous awards for distinguished service and was awarded the Order of Ontario and the Queen's Diamond Jubilee Medal.

The 2022 recipient of the Mitchell-Lewis award will be announced at Tuesday's dinner.



**HONOURABLE
DAVID EBY**

**Attorney General &
Minister Responsible for
Housing, Government of
British Columbia**

David Eby, QC, is the MLA for Vancouver-Point Grey. He was first elected in 2013 and was re-elected in 2020 to serve a third term in the B.C. legislature.

In his time as Attorney General, David has led multiple priority government initiatives, including:

- the establishment of a provincial public inquiry into money laundering (the Cullen Commission), following his work exposing large-scale transnational money laundering centred in the Lower Mainland;
- a provincial ban on union and corporate political donations;
- award-winning reforms to protect British Columbians' free expression from silencing strategic lawsuits against public participation (SLAPP);
- laws enabling a national class action against opioid producers and manufacturers for their alleged role in the overdose crisis;
- B.C.'s first government whistleblower protection system;
- the modernization of B.C.'s national class action, international arbitration and domestic arbitration systems.

Before he was elected, David was the executive director of the BC Civil Liberties Association and an adjunct professor of law at the University of British Columbia.



PAM DAMOFF, M.P.

**Parliamentary Secretary
to the Minister of Public
Safety, Government of
Canada**

Pam Damoff was first elected as the Member of Parliament for Oakville North—Burlington in 2015. Following the 2021 federal election, Prime Minister Justin Trudeau appointed Pam Parliamentary Secretary to the Minister of Public Safety.

Pam has been a member of the Public Safety and National Security Committee since 2016 and is a proven advocate for criminal justice reform. She was instrumental in tabling a report on the pervasive nature of systemic racism in policing that concluded a transformative national effort is required to ensure that all Black, Indigenous and racialized people in Canada are not subject to discrimination in our criminal justice system and she worked with the Public Safety Committee to table Bill C-71, common-sense firearms legislation.

Pam previously served as Parliamentary Secretary to Indigenous Services and Health, and as Vice-Chair of the Status of Women Committee.

A proud recipient of the Queen Elizabeth II Diamond Jubilee Medal and the Paul Harris Fellow recognition from Rotary International, Pam is an advocate for active transportation and Chair of the Oakville Terry Fox Run.

In 2019, Pam was instrumental in securing \$150 million in federal funding in Budget 2019 to support the Marathon of Hope Cancer Centre Network.

CANADIAN ASSOCIATION FOR CIVILIAN OVERSIGHT OF LAW ENFORCEMENT

The Changing Face of Civilian Oversight

Hotel Grand Pacific Vancouver Island Ballroom

May 16 - 18, 2022

NOTE: Conference will be held in Pacific Standard Time (PST)

Day 1 **Monday, May 16, 2022**

8:00 **CONFERENCE REGISTRATION**

CACOLE President's Welcome

Micheline Lahaie, Chairperson, Civilian Review & Complaints Commission for the RCMP

Opening of Conference

9:00

Representative from Songhees Nation

Honourable David Eby, Attorney General, Government of British Columbia

Conference Overview & Administration

Susan Kleinschmidt, Moderator

IMPROVING OPERATIONS

10:00

Panelists: Greg Gudelot, Saskatchewan Public Complaints Commission & SIRT
Kim Hopkins, National Public Complaints Directorate, RCMP
Michael Mamo, Office of the Independent Police Review Director, ON

11:30

BREAK (Lunch provided by CACOLE for in-person attendees)

RESPONDING TO PEOPLE IN CRISIS

12:30

Panelists: Jeff Minten, Atlantic Police Academy
Jennifer Lavoie, Wilfrid Laurier University
Leslie Hadfield, Atlantic Police Academy
Randy Carter, Toronto Police Service
Robert Wright, Robert Wright Consulting

2:00

BREAK

2:15

RESPONDING TO PEOPLE IN CRISIS continued

3:15

CACOLE Annual General Meeting and Election of Officers

(NOTE: for Board members only)

SESSION INFORMATION – DAY 1

IMPROVING OPERATIONS

Nationally, police oversight agency budgets have remained the same or have been reduced over the past number of years.

While federal, provincial and territorial governments manage budgetary impacts arising from the COVID-19 pandemic, civilian oversight agencies and police professional responsibility units must continue to meet public expectations and deliver on their mandates during the current fiscally challenging context.

This session will:

- examine initiatives & operational changes that have produced efficiencies/effectiveness
- offer insight into how those involved in police oversight can streamline or automatize certain operations
- address how to continue to serve the public and meet respective legislative mandates
- discuss what other drivers, aside from cost pressures, may be acting as impetus for change

RESPONDING TO PEOPLE IN CRISIS

In a 2016 report entitled "A Matter of Life and Death," the Ombudsman of Ontario commented that police training is focused on seeking compliance with police commands from rational people. While this approach is often successful with rational people, it too often escalates the situation with a person in crisis and a different approach is required.

Retired Supreme Court Justice Frank Iacobucci reached similar conclusions in his 2014 independent review into the Toronto Police Service's approach to persons in crisis:

"The challenge, and one of the most critical requirements for police, is to know how to de-escalate a crisis involving a person who, as a result of what is effectively a transient or permanent mental disability, may not respond appropriately (or at all) to standard police commands."

This session will:

- examine how police training is evolving including the impact of mandatory annual training
- discuss approaches police services are taking to change the way they respond to persons in crisis
- highlight best practices for mental health crisis response and discuss emerging strategies for response to people in crisis
- examine if and how policing standards can be leveraged, and the role oversight bodies can play in improving service to underserved/vulnerable communities
- analyze de-escalation techniques to determine which can be most effective in reducing the use of force required when dealing with a person in crisis

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Day 2 **Tuesday, May 17, 2022**

8:30 **WELCOME & START OF CONFERENCE DAY 2**

8:45 **KEYNOTE ADDRESS**

Pam Damoff, Member of Parliament
Parliamentary Secretary to the Federal Minister of Public Safety

9:15 **SYSTEMIC RACISM AND DISCRIMINATION**

Presentation: Kike Ojo-Thompson, Kojo Institute

10:15 **BREAK**

SYSTEMIC RACISM AND DISCRIMINATION

10:30 Moderator: Kike Ojo-Thompson, Kojo Institute
Panelists: Kasari Govender, BC Office of the Human Rights Commissioner
Myrna Lashley, McGill University
Samya Hasan, Council of Agencies Serving South Asians
Steven Zhou, Council of Canadian Muslims

12:00 **BREAK** (Lunch provided by CACOLE for in-person attendees)

OVERSIGHT AND RECONCILIATION

1:00 Panelists: Allen Benson, Native Counselling Services of Alberta
Gerri Sharpe, Pautuutit Inuit Women of Canada
Jean Levasseur-Moreau, Commissaire a la deontologie policiere, QC

2:30 **BREAK**

2:45 **OVERSIGHT AND RECONCILIATION** continued

6:00 **BOARD OF DIRECTORS AND DELEGATE DINNER**

Mitchell-Lewis Award Presentation

SESSION INFORMATION – DAY 2

SYSTEMIC RACISM & DISCRIMINATION

In 2020-21, the House of Commons Standing Committee on Public Safety and National Security (SECU) heard from representatives from community organizations providing services to, or advocating on behalf of, racialized communities and Indigenous peoples; academics studying law, policing, and racism; and members and leaders of Canadian police services and police organizations.

In its report, SECU concluded that a transformative national effort is required to ensure that all Indigenous, Black and other racialized people in Canada are not subject to the discrimination and injustice that is inherent in the system as it exists today.

As the civilian overseers of police conduct, the nature and impact of systemic racism and discrimination is our business to recognize, understand and address, as issues of implicit and explicit bias can influence the public's trust in policing.

OVERSIGHT AND RECONCILIATION

Many Indigenous communities are unaware of the police complaints system, lack trust in it and/or fear reprisal should they avail themselves of it.

According to Statistics Canada's [2020 General Social Survey \(GSS\)](#) on Social Identity, one in five Indigenous people have little or no confidence in police and data from the 2019 GSS on Canadians' Safety (Victimization), indicates that approximately one in three Indigenous people said that police were performing poorly in at least one part of their job.

This session will:

- build on our learnings from the previous year and explore the most effective frameworks for equity being established across our industry today.
- highlight the work undertaken by community leaders and allow us to hear firsthand their ideas & strategies to address the issues of systemic racism and discrimination in both law enforcement and oversight agencies.

This session will:

- examine the role police oversight must play in reconciliation
- discuss best practices for building partnerships with Indigenous leaders & community groups
- outline steps that oversight agencies and police services can take to become appropriately culturally aware
- provide advice as to ways to meaningfully engage Indigenous people in the public complaint process

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Day 3 **Wednesday, May 18, 2022**

9:00 **WELCOME & START OF CONFERENCE DAY 3**

CHALLENGES FOR POLICE OVERSIGHT AGENCIES IN CANADA

9:15

Moderator: Micheline Lahaie, Civilian Review & Complaints Commission for the RCMP
Panelists: Andrew Minor, Manitoba Law Enforcement Review Agency
 Jennifer Smith, New Brunswick Police Commission
 Ron MacDonald, Independent Investigations Office of BC
 Tom Stamatakis, Canadian Police Association

10:30 **BREAK**

10:45 **CHALLENGES FOR POLICE OVERSIGHT AGENCIES IN CANADA** continued

11:45 **CONCLUDING REMARKS FROM CACOLE PRESIDENT**

Announcement of 2023 Conference Location & Mitchell Lewis Award Winner

SESSION INFORMATION – DAY 3

CHALLENGES FOR POLICE OVERSIGHT AGENCIES IN CANADA

This panel will examine issues currently facing civilian oversight agencies and police services– both ongoing matters as well as emerging challenges.

Conference participants – whether attending in-person or virtually - will have the opportunity to engage with the panel to discuss and debate issues affecting policing in 2022.

CACOLE President **Micheline Lahaie** will moderate the discussion and attendees will be encouraged to share lessons learned and best practices that promote public safety and the delivery of police services in Canada.

Topics will include:

- Innovative approaches to addressing jurisdictional challenges
- Administrative challenge of processing complaints following large-scale events (such as protests)
- Use of video recordings including citizen journalism footage and the presence or absence of body worn camera footage
- Public engagement including tools available to disseminate information related to civilian oversight and police accountability

Panelists



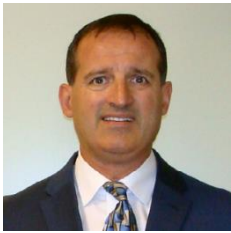
GREG GUDELOT

**Saskatchewan Public
Complaints Commission
& Serious Incident
Response Team**

Greg Gudelot was appointed as the civilian Executive Director of the Public Complaints Commission and newly created Serious Incident Response Team in June 2021.

Greg has previously worked as the assistant executive director for the Alberta Serious Incident Response Team where he oversaw a number of complex investigations and helped shape national standards for police oversight in Canada.

Prior to joining ASIRT in 2017, Greg served as an Assistant Chief Crown Prosecutor for Alberta Justice, and practiced as a defence lawyer with the Winnipeg firm, Campbell Gunn Inness.



MICHAEL MAMO

**Office of the
Independent Police
Review Director Ontario**

Michael Mamo is the Chief Operations Officer.

Michael's career in the Ontario public service justice sector spans more than 30 years. He was Manager at Business Services with the Ministry of Attorney General's Agency Relations Division, and Business Operations for the OIPRD, where he was a key member of the agency transition team and established the organizational structure and business processes to launch the oversight agency in October 2009.

Michael was also Manager of the Fiscal Planning Unit with the Ministry of the Attorney General, and within the Business and Fiscal Planning Branch in the Ministry of Community Safety and Correctional Services, and Ministry of the Solicitor General.



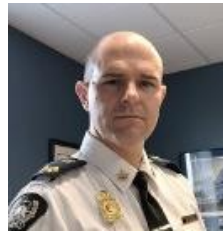
SUPT. KIM HOPKINS

**National Public
Complaints Directorate,
RCMP**

Kim Hopkins is the Director of the National Public Complaints Directorate at the RCMP.

For 25 years Kim has held various roles with the RCMP in Detachment policing, Aboriginal Policing, and Federal Policing.

Kim completed a secondment at Department of National Defence as the Canadian Forces National Investigative Service liaison. There she led the restructuring of their Major Case Management platform and the sexual assault review before returning to the RCMP where she was heavily involved in the Missing and Murdered Women and Girls oversight project and led reviews, nationally, on cases that were deemed serious and sensitive in nature.



JEFF MINTEN

Atlantic Police Academy

Jeff Minten accepted the role of Deputy Director in 2019.

Jeff began his career in law enforcement with the Edmonton Police Service, he worked general patrol, Community Policing and Foot Patrol, and with the Officer Safety & Training Unit. He later worked at the Office of the Fire Marshal and Emergency Management where he redesigned the training curriculum for new fire investigators, and designed and delivered an advanced fire and explosion investigation program.

In 2017, Jeff joined the Ontario Provincial Police where he audited, updated and validated police training. He instructed on Behavioural Dynamics, Critical Thinking for Investigators, and Incident Response (Incident Command). Jeff designed and coordinated an on-line library of training that allowed for the identification and evaluation of established standards personalized to frontline officers.



DR. JENNIFER LAVOIE

**Wilfrid Laurier
University**

Jennifer Lavoie is an Associate Professor of Psychology and Criminology.

Jennifer conducts nationally and provincially funded research focused on police interactions with people in mental health crisis. Her program of research primarily explores the design and effectiveness of police de-escalation and crisis response training models.

She is the lead author on the DePICTTM (De-escalating Persons in Crisis Competencies Tool), a standardized competencies-based assessment tool used to evaluate an officer's skills to de-escalate, communicate, and safely respond to a person in crisis. She also investigates the use of relational policing approaches, co-response models, and how people with lived experience of mental illness and family carers perceive police encounters during crisis.

Jennifer is currently the lead investigator on a research project that examines the effectiveness of virtual reality scenario-based mental health crisis intervention training among frontline police officers.



STAFF SUPT. RANDY CARTER

Toronto Police Service

Randy Carter is a Staff Superintendent with Canada's largest municipal policing organization. His current assignment is to lead 4 front line units.

Randy's career as a police officer has spanned over 36 years and has included uniformed policing duties; general investigative duties; drug investigations; homicide investigations; front line operations management, creativity and innovation, strategy execution; corporate risk; operational support and now front line operations.

Randy's strengths are in leading high performing teams, project management, change management; risk mitigation and strategic planning. He continues to build his skills in all areas of effective leadership.

Randy is a Member at Large of the Board of Directors of Big Brothers Big Sisters Toronto and the Board of Children's Aid Society of Toronto. He also Co-Chairs the Asia Pacific Community Consultative Committee for the Toronto Police Service.



INSPECTOR LESLIE HADFIELD

Atlantic Police Academy

Leslie Hadfield is the Social Sciences Learning Manager.

Leslie has developed and delivers curriculum on Trauma Informed De-escalation Communication skills, Mental Health, and Domestic Violence. Prior to her secondment at the Police Academy, Leslie was a Community Support and Youth Worker developing life skills and behavioral programs for those living with Intellectual Disabilities and/or Mental illness.

She is a certified Mandt instructor that has pioneered the integration of a Human Service curriculum into Law enforcement training at the Atlantic Police Academy. Leslie was a contributor on the National Framework for Collaborative Police Action on Intimate Partner Violence. She aided Dr's Coleman and Cotton with TEMPO: A Contemporary Model for Police Education and Training about Mental Illness

As of late, Leslie is serving on Humane Canada's Steering Committee, Criminal Justice System Reform Program.



ROBERT WRIGHT

**Robert Wright
Consulting**

Robert Wright is a Social Worker and Sociologist.

Robert's 31 year career has spanned the fields of education, child welfare, forensic mental health, trauma, sexual violence, and cultural competence.

Robert has served as the Race Relations Coordinator of the former Dartmouth District School Board, the Executive Director of Family & Children's Services of Cumberland County, and the Executive Director of Nova Scotia's Child and Youth Strategy.

As a clinician/academic/administrator, Robert delivers direct clinical service to clients, teaches and supervises interns, and promotes lasting systemic change through social policy advocacy.

Robert's extensive pro bono work created [The Peoples' Counselling Clinic](#), a non-profit mental health clinic. His pioneering work with colleagues in cultural competence and conducting cultural assessments has received national attention



**KIKE
OJO-THOMPSON**
Kojo Institute

Kike Ojo-Thompson is the Founder and CEO of the KOJO Institute.

Kike is an award-winning expert on equity, inclusion and diversity. She specializes in developing, facilitating and implementing innovative solutions for creating equity at an institutional level. Kike is a dynamic speaker and educator who artfully balances tact and honesty. She has over 20 years of experience leading engaging and effective workshops, lectures, mediations, and trainings for a broad range of organizations eager to create equitable outcomes for their staff and clients.

In addition to her equity work with KOJO Institute, Kike is a member of the Ontario Human Rights Community Advisory Committee, was formerly the senior facilitator for the province's carding review team, and formerly project lead for One Vision One Voice, a first-of-its-kind initiative tasked with addressing anti-Black racism in the child welfare system.



MYRNA LASHLEY
McGill University

Myrna Lashley is an associate professor at McGill University and is a government consultant at the federal, provincial and municipal levels on issues of equity and inclusivity.

She worked as a consultant to First Nations and the Jewish communities, and was the Cross Cultural Trainer for the Grievance Committee office of the secretariat for McGill University.

She was a director of the Canadian Race Relations Foundation and has also served on the Comité consultatif sur les relations Interculturelles et Interraciales de la Communauté Urbaine de Montréal.

Myrna holds a Ph.D in counseling psychology from McGill University. Her current research focuses on the intersections of culture, terrorism and national security.



KASARI GOVENDER
Office of the Human
Rights Commissioner,
British Columbia

Kasari Govender took office as B.C.'s first independent Human Rights Commissioner in September 2019.

Kasari has devoted her life to promoting human rights, with a focus on the rights of those most marginalized. She is passionate about using her skills as a lawyer and community builder to create a more equal and just province. She has worked closely with organizations and communities promoting gender equality, Indigenous rights, children's rights, the rights of people with disabilities and the rights of immigrant communities.

She has co-authored key reports and articles and speaks widely on crucial social issues such as hate speech, access to justice, gender based violence and systemic racism. Her earlier work includes a pivotal role in establishing the Rise Women's Legal Centre, a non-profit legal clinic in British Columbia.

She has served on the board of directors for the University of Victoria, Pivot Legal Society, the Coalition for Public Legal Services, and the Society for Children and Youth.



SAMYA HASAN
Council of Agencies
Serving South Asians

Samya Hasan is the Executive Director of the Council of Agencies Serving South Asians (CASSA), the umbrella organization that supports and advocates on behalf of South Asian agencies, groups, and communities.

Samya leads various projects and advocacy groups such as the Anti-Hate Community Leaders' Group to combat online hate and hate crimes in Canada.

She has also worked in the field of national research on gender-based violence, civic engagement campaigns, legal aid education for immigrants and refugees, health equity advocacy for racialized communities and COVID-19 relief and vaccine engagement Projects.

Samya holds a Masters of Public Policy degree from the University of Toronto.



STEVEN ZHOU

**The National Council
of Canadian Muslims**

Steven Zhou is a content writer for the National Council of Canadian Muslims (NCCM).

Working in partnership with grassroots communities, NCCM engages in professional activism and develops strategies in anti-discrimination, community education & outreach, media relations and public advocacy.

For the past decade, Steve has worked as a journalist and writer focusing on national security, politics, foreign affairs, and far-right extremism.

He has been a reporter, editor, producer, and script writer for VICE, CBC News, CBC Radio, and the Ottawa Citizen. His work has appeared in the Toronto Star, the Globe and Mail, Foreign Policy, the LA Review of Books, and The Nation, among other outlets.

He has a Master of Journalism degree from Carleton University and a Bachelors of Arts from the University of Toronto.



GERRI SHARPE

**Pautuutit Inuit
Women of Canada**

Gerri is the eldest daughter of Mauti Qitsualik, born in Yellowknife and who's home town is Gjoa Haven. She has lived all across Canada, and now calls the NWT home.

Mother of two and grandmother of three, she has been an advocate for women and children in the NWT, serving on the Inuvik Transition House Board for over seven years.

When living in Inuvik, Gerri spent many years on the Inuvik District Education Authority, the Beaufort Delta Education Council, five years with the NWT Human Rights Commission and many working groups.

Gerri is also an artist who works with seal skin, muskox wool and beads to create traditional clothing and art. She also spins her own qiviut from wool harvested from muskox.



DR. ALLEN BENSON

**Native Counselling
Services of Alberta**

Allen Benson is a member of the Beaver Lake First Nation. His life experience has fostered the development of strong family and community values. He has dedicated his life to advocating for the poor and disenfranchised and the actualization of healthy Aboriginals both in Canada and internationally.

Allen has worked for Native Counselling Services of Alberta (NCSA) since 1979, under his leadership NCSA has expanded both in scope and capacity. He has also served as President of the National Associations Active In Criminal Justice.

For five and a half years Allen chaired Alberta's first Family Violence Death Review Committee which addressed systemic issues to help prevent future family violence deaths in Alberta. He facilitated a visioning process in a Northern Community of the James Bay Cree which addressed youth justice, trauma and a healing strategy.

Internationally, Allen is called upon to advise on community-capacity building processes and structures, and to help Indigenous peoples to articulate and advancing their visions for the future.



JEAN LEVASSEUR-MOREAU

**Commissaire a la
deontologie policiere,
Quebec**

Jean Levasseur-Moreau is the Indigenous liaison. He promotes access to justice for Indigenous people and offer culturally sensitive services.

Jean is an Innu from the community of Essipit, where he grew up. He has worked in the field of governance in health for First Nations in Quebec. He then had the privilege to visit most First Nations communities in Quebec and witness the major issues related to health. Jean is also a member of the Human Research Ethics Committee of the Université du Québec en Abitibi-Témiscamingue, as well as a member of the Health Canada and Public Health Agency of Canada Research Ethics Board."

In 2017, he received his PhD in experimental medicine from Laval University. His academic research focused on the clinical, cognitive and neurobiological effects of transcranial magnetic stimulation in military personnel diagnosed with post-traumatic stress disorder.



ANDREW MINOR

Law Enforcement
Review Agency, MB

Andrew Minor was named as Commissioner in June 2020, in addition to his duties at Manitoba Police Commission (MPC).

Andrew served in the RCMP in British Columbia, Northwest Territories, Manitoba, Nunavut and Ottawa, retiring in 2013, at the rank of Inspector.

In June 2013, Andrew was appointed Executive Director of MPC where he implemented police board governance in Manitoba and the established the Civilian Monitor Program designed to monitor mandated Independent Investigation Unit investigations into incidents of police involved deaths.

Andrew continues to train, provide policy advice and problem to all 11 municipal and First Nations police boards in Manitoba.



JENNIFER SMITH

New Brunswick Police
Commission

Jennifer Smith is the Executive Director.

Jennifer has over 27 years of experience in investigations in criminal and administrative law. She was employed with the Miramichi Police Force where she spent most of her time in the Criminal Investigation Division as a detective responsible for major crime investigations.

She later joined the New Brunswick Human Rights Commission as an investigator then became the Manager of Investigations for the province.

She also worked at the New Brunswick Department of Public Safety as a Policing Consultant where she was responsible for police force quality assurance reviews, policy development, and policing standards



RON MACDONALD

Independent
Investigations
Office of BC

Ron MacDonald was appointed as Chief Civilian Director in October 2017.

Prior to his appointment, Ron served as the first Director of the Serious Incident Response Team in Nova Scotia. Ron has been practising law since 1985 and has spent his career working within the criminal justice system. He was a private defense counsel, a Crown Attorney and a Criminal Law Policy Advisor for Nova Scotia's Department of Justice. He also helped create the first Sexual Assault Response Team in his hometown of Antigonish, Nova Scotia.

Ron has been awarded the National Heads of Prosecutions Humanitarian Award in recognition of his professional and community efforts. He also received the Nova Scotia Barristers' Society's Distinguished Service Award, and was named a member of the Schulich School of Law at Dalhousie's Bertha Wilson Society.



TOM STAMATAKIS

Canadian Police
Association

Tom Stamatakis has sat on the Board of Directors of the Canadian Police Association since 2003 and has served as its President since 2011.

Tom was a constable with the Vancouver Police Department for 30 years, where he enjoyed a variety of assignments.

He was the former President of the Vancouver Police Union, the British Columbia Police Association, and the International Council of Police Representative Associations. He also sits on the boards of Covington Capital, Odd Squad Productions Society, as well as several Federal/Provincial advisory boards and committees.

In 2017, he was promoted to Officer of the Order of Merit of the Police Forces in Canada.

NOTES

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

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