

**Canadian Association for Civilian Oversight of Law Enforcement
(CACOLE)**

Conference 2006

**CIVILIAN OVERSIGHT –
STRIKING THE RIGHT
BALANCE**



Moderator & Speaker Biographies

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CACOLE extends deepest appreciation to the Speakers and Moderators who so generously give of their time to participate in the annual national conference. Without them, the informative and lively professional development sessions would not be possible.

Kimberly Armstrong

Kimberly Armstrong received her Honours Bachelor of Arts in Political Studies from Queen's University in 1990. She then attended Osgoode Hall Law School and received her Bachelor of Laws in 1993. She has also completed the Police Management Certificate through the University of Alberta. She undertook articles of clerkship with the Alberta Court of Appeal and then finished her law articles with Milner Fenerty (Fraser Milner Casgrain). She continued to work for Milner Fenerty practicing in the areas of securities litigation, defamation and insurance litigation until 1997.

In 1997, she joined the Edmonton Police Service as a Legal Advisor. In 2002, she was promoted to the position of Manager in charge of Professional Standards Branch. The Professional Standards Branch is comprised of Internal Affairs Section, Legal Advisors' Section and Freedom of Information and Protection of Privacy Unit. As a result of a reorganization, as of July, 2006, she became the Manager in charge of Legal Services and Risk Management Branch which includes policy management, audits, accreditation, and standards.

She was recently selected as Chair of the newly formed Canadian Association of Chiefs of Police subcommittee on Professional Standards and is on the Board of Directors of the Canadian Association of Civilian Oversight of Law Enforcement.

Barbara Attard



Barbara Attard has been a member of the executive board of the National Association of Civilian Oversight of Law Enforcement (NACOLE) for the past six years. She first served as NACOLE's Secretary, President (2005/6) and is now Past President.

Ms. Attard is the *Independent Police Auditor in San Jose, CA*. Prior to that she was Director of the Berkeley Police Review Commission (PRC), one of the oldest civilian oversight agencies in the United States. She began her career with the San Francisco Office of Citizen Complaints (OCC) in 1983 as one of the first investigators hired for the newly founded agency.

Ms. Attard has championed the use of mediation in police misconduct cases and authored an article, "In Praise of Mediation." While at the OCC, she developed an "Early Warning System" for detecting and counseling San Francisco police officers whose citizen complaint records indicated possible problematic behavior patterns.

Ms. Attard earned her Masters Degree in Public Administration at the University of San Francisco. She has a Bachelor of Arts Degree in Philosophy and Social Science from Humboldt State University in northern California.

Ms. Attard has been active in international and national associations of civilian oversight for over twelve years and attended the CACOLE/IACOLE conference in Quebec in 2001.

Kevin Begg

On February 1, 2004, Kevin Begg was appointed Assistant Deputy Minister, Policing and Community Safety Branch, Ministry of Public Safety and Solicitor General, British Columbia. He was formerly Executive Director responsible for Police Services within the Province. In addition to Police Services Division, he is currently responsible for Victim Services and Community Programs Division and the Security Programs Division. He reports to the British Columbia Solicitor General.



Kevin is a former member of the Royal Canadian Mounted Police. During his tenure with the RCMP he served in various areas of responsibility including detachment policing, drug enforcement, security and intelligence, management services as well as operations research.

He completed a Bachelor of Commerce at Simon Fraser University in 1980 and course work for the Master of Public Administration Program at Simon Fraser University, Vancouver and Carleton University in Ottawa.

Kevin retired from the RCMP in 1991 to take a position with Province of British Columbia and was assigned to work with Justice Wallace Oppal on the British Columbia Commission of Inquiry into Policing in British Columbia. In 1994, he was appointed as the Director of Police Services for the Province of British Columbia. In addition to his responsibilities within British Columbia, he chairs and participates in a number of national and international forums focused on the development of policy and legislation associated with the fight against organized crime and terrorism. He is currently on the Board of Directors for Emergency Communications Corporation ECOMM, and PRIMECorp.

In September 2003, Kevin was presented with The Queen's Golden Jubilee Medal in recognition of his significant contribution to Canada and the Province of British Columbia.

Lorraine J. Blommaert

Ms. Blommaert is currently the Acting Team Leader of the Western Region Office of the Commission for Public Complaints Against the RCMP. This office manages complaint intake nationally.

Ms. Blommaert joined the Commission in 1992. She served previously with the Calgary Police Commission and the Ontario Police Commission. Educated at the University of Saskatchewan, Saskatoon Campus, she has also worked for the Amicus Curiae in Alberta and held various social work positions, including north of the Arctic Circle.

Ms. Blommaert has been an advocate and practitioner of alternate dispute resolution.

Gilis Laurent W. G. Bourdoux

Gilis Laurent W. G. Bourdoux has served as Advisor to the Standing Police Monitoring Committee (Standing Committee P) since 1999 and also as an expert for the Council of Europe.

He has very wide-ranging police experience and is intimately acquainted with most aspects of police business, having served for over 30 years in the Gendarmerie (which was transformed into Belgium's federal police force in 1998) before taking up his post at Standing Committee P.

He won plaudits during his training at the Royal Cadet School, Royal Military Academy and Gendarmerie Officer Training School.

He then swiftly climbed the career ladder, becoming an executive officer, then second-in-command of a training platoon; next a deputy director of operations and intelligence for maintaining law and order; a leading member of the team that identified Belgian victims of the Los Alfaques disaster; deputy director of operations and intelligence for judicial police matters; assistant general inspector of the gendarmerie and director of the Gendarmerie Officer Training School.

In addition he spent six weeks at Münster Senior Police Academy in the Federal Republic of Germany, before being appointed official representative of the Federal Ministry of Transport responsible for civil aviation security and occasionally serving on the Federal Ministry of the Interior's police force coordination body; official representative of the General Police of the Kingdom and attaché to the staff of the Belgian defence minister (Administrative and Technical Secretariat, SAT/ATS) when the Gendarmerie was a military organisation.

Mr Gil. L. Bourdoux is the education officer and has himself taught at the Federal Police Academy since 1986; he also served as education officer at the Royal Military Academy of Belgium between 1989 and 1992.

Mr Gil. L. Bourdoux' civil qualifications include a Degree in Law and Criminology from the University of Liège and a Diploma in Economics and Management. He is still very active academically, collaborating since 1985 with the University of Liège as a scientist on the staff of the Departments of Criminal Procedure and Criminology and as an associate professor since 1992.

He also lectures at the Royal University of Leuven (KUL) and the Free University of Brussels (ULB) at seminars or colloquia covering police or security-related issues.

He is not only a member of the editorial boards of various publications covering law, criminology and police-related issues (*Revue de droit pénal et de criminologie*, *Vigiles*, *Politeia*), but also the author or co-author of numerous books.

He is an active member of the Belgian-Luxembourg Association for Criminal Law and Criminology; an active member of the Belgian Criminology Society (participating amongst other things in colloquia organised by this body since 1975); a member of the Belgian Human Rights League; a member of the Liège Criminology Association; a former member of the Military Criminal Law Society and vice president of the Social Solidarity Fund of the Former Gendarmerie.

Nivio Caixeta do Nascimento

Nivio Caixeta do Nascimento holds a PhD. in Anthropology at The University of Brasília, where he also worked as a researcher and professor. He has an intensive theoretical and academic training in Criminology (University of Ottawa/Canada). This led to his Master's Thesis and Doctoral Dissertation, both concentrated on the relation between the police and the cultural conceptions of safety, law and justice in a comparative way.

During the last 10 years, he has been studying and researching police institutions from both the Brazilian and Canadian Criminal Justice Systems. He has been working and debating with researchers and scholars, as well as representatives from governmental institutions and NGOs in Brazil and abroad ever since. In 2004, Nivio joined Altus Global Alliance as the Regional Representative in the Center of Studies on Public Security and Citizenship (CESeC/Universidade Candido Mendes), Rio de Janeiro, Brazil.

Lisa M. DeLong

Lisa has recently completed a Master of Laws (LL.M.) at Dalhousie Law School. Her thesis considers the applicability of restorative justice to police complaints processes, using the Halifax Regional Police as a case study. She has completed the Conflict Management Programme offered by Dalhousie University. She also holds a Bachelor of Laws (LL.B.) from the University of Ottawa with a focus on public accountability, human rights and constitutional law, and a Bachelor of Arts (Hons.) from Dalhousie University.

Lisa's interest in civilian oversight of law enforcement was established while working with the Commission for Public Complaints against the RCMP in Ottawa. She then worked with the Children's Section of the Nova Scotia Office of the Ombudsman as a Field Officer, investigating and mediating complaints from children and youth in custody and care, developing policy and training initiatives for policing agencies, and monitoring compliance with legislative and policy frameworks. Lisa also worked with Human Rights Internet, an Ottawa-based international non-governmental organization, where she managed a comprehensive international research project, detailing findings in a publication used worldwide for legislative reform.

She has served on numerous national and provincial committees including the Senate of Canada Roundtables on Children's Rights; prepared materials to be delivered to the Government of Canada and United Nations regarding adherence to the UN Convention on the Rights of the Child; and published articles in Human Rights Tribune on human rights. She has worked with refugees, both in Europe and in Canada.

Lisa presently works for the Nova Scotia Human Rights Commission as a Human Rights Officer, conducting impartial investigations into allegations of discrimination and presenting her recommendations to the Commissioners of the Nova Scotia Human Rights Commission.

Eduardo I. Diaz, PhD

Executive Director, Independent Review Panel
Miami-Dade County, Florida

Eduardo Diaz has been involved in Civilian Oversight of Law Enforcement for ten years as Executive Director of Miami-Dade County's Independent Review Panel (IRP). He became a member of NACOLE in 1997 and was elected to the Board at the 2002 annual meeting. Dr. Diaz has been involved with international



efforts since 1996 and is a member of the organizing group for the new International Network for Independent Oversight of Policing (INIOP).

Diaz obtained his Ph.D. in Psychology from the Ohio State University in 1979 and has worked in a variety of clinical and administrative positions as a public servant for 24 years. He is active in the Peace Psychology Division of the American Psychological Association (APA), in Psychologists for Social Responsibility (PsySR) and in the Alternatives to Violence Project (AVP). He is a strong advocate of restorative justice models of accountability.

Additional information is available at www.miamidade.gov/irp

Frank A.V. Falzon

Frank Falzon graduated from the University of Victoria Faculty of Law in 1986, where he received the Law Society Gold Medal. In 1987-88, he was law clerk at the Supreme Court of Canada. He was called to the Bar in 1989.

Mr. Falzon entered private practice in Victoria in November 1995. He acts as legal counsel to a number of statutory decision-makers in British Columbia. Mr. Falzon has appeared in all levels of Court in Canada. In addition to his administrative law practice Mr. Falzon is an Alternate Chair of the British Columbia Review Board and until recently was an Adjudicator under the *Employment Standards Act*.

Mr. Falzon has written and conducted numerous administrative training seminars for tribunals and Ministries, and has been a guest speaker for the BC Council of Administrative Tribunals, the Continuing Legal Education Society of Administrative Tribunals and the BC Court of Appeal Education Committee. He spent several years teaching Administrative Law as a sessional instructor at the University of Victoria Faculty of Law. Mr. Falzon has published numerous articles and papers in the area of administrative law. He is co-Chair of the Administrative Law Conference scheduled this November 2006 through the BC Continuing Legal Education Society.

Mr. Falzon is legal advisor to the Police Complaint Commissioner of British Columbia, and has assisted the Commissioner in the preparation of the recent White Paper and Green Paper calling for reform of the *Police Act*.

Allan Galbraith, OBE, QPM

Allan Galbraith served in the New Zealand Police for 37 years, retiring from the position of Assistant Commissioner, Crime and Operations, in 1995. Allan was involved in every aspect of criminal investigation, with significant involvements also in intelligence, armed response and counter terrorism. He served as the

commander of New Zealand's largest criminal investigation unit and as a region commander. Allan was closely involved in the development of relationships between the Police and the independent Police Complaints Authority when it was established in 1989.

Allan Galbraith joined the Police Complaints Authority as its Manager, Investigations, in 2003, when the Authority engaged investigators for the first time.

Johanne Gauthier



Ms. Johanne Gauthier was appointed General Counsel in 2001 and took on the supervision and direction of Legal Services for the Military Police Complaints Commission. She has also been carrying out the duties of Secretary of the Commission since 2003.

In this capacity, investigations, reviews, hearings and corporate services are under her responsibility. Ms. Gauthier is a member of the Commission's Executive Committee, Internal Audit Committee and Labour-Management Consultation Committee.

Ms. Gauthier holds a law degree from the Université de Sherbrooke and has been a member of the Quebec Bar for 15 years. She has practised in Criminal, Administrative and Constitutional Law, as well as in Litigation. She has significant experience in investigations, conduct issues and civilian oversight of law enforcement.

Before joining the Commission, Ms. Gauthier was a civilian member of the Royal Canadian Mounted Police and held a number of positions of increasing responsibility, including Senior Prosecutor and Internal Affairs Manager for Quebec and Ontario. Ms. Gauthier began her career with Quebec's Department of Justice. She also worked a few years in private practice and briefly for the federal Department of Justice and for Canada's Commissioner of Official Languages.

Ms. Johanne Gauthier was elected Vice-President of the Canadian Association for Civilian Oversight of Law Enforcement in October 2005 and has been a member of its Research Committee for several years. She is a member of the Canadian Bar Association (CBA) and is a designated mentor under the CBA's mentoring program, which is aimed at helping young lawyers and law students. She is also a member of the Small Agency Administrators' Network.

In June 2006, Ms. Gauthier received the Public Service Award of Excellence in the Management category.

David Griffin

For the past seventeen years David has served as a police association executive at the local, provincial and national levels. Prior to joining the CPPA as the Executive Officer in 1999, David served for four years as the Administrator of the Police Association of Ontario, seven years with the Peel Regional Police Association, and seven years as a patrol constable with the Peel Regional Police. Throughout his association career, David's responsibilities have included advocacy, government relations, media relations, negotiation, and strategy development and implementation. He is a frequent witness before committees of the Canadian House of Commons and Senate on policing and justice related issues.

For the past seven years he has served as a Director with the Covington Labour Sponsored Investment Funds, and is a member of the Governance, Audit and Valuation committees.

In 2003 David completed his Masters in Business Administration at the University of Ottawa Executive MBA program. From 1993 to 1999 he served as a Board Member for the Ontario Municipal Employees Retirement System (OMERS) and was Chair of the Board in 1997.

Lieutenant-Colonel Timothy Grubb

Lieutenant-Colonel Grubb was born in Dawson Creek, British Columbia, and raised on a farm near the community. In 1978, following secondary school, Lieutenant-Colonel Grubb enrolled at Camosun College in Victoria B.C. and transferred to the University of Victoria two years later to complete his B.A. in Geography. While at university he enrolled in the Canadian Forces under the Reserve Entry Scheme Officer program as a Military Police Officer.

In 1984, following graduation from university, he completed a component transfer to the Regular Force Military Police. Initial employment opportunities included: Director Security, NDHQ Ottawa; 1 Military Police Platoon, Calgary; Exchange duties with the Royal Military Police, Chichester, West Sussex; Security Platoon Commander at the Canadian Forces School of Intelligence and Security, Borden, Ontario. Base Security Officer at the Combat Training Centre, Gagetown, New Brunswick.

Promoted to Major, he was transferred to National Defence Headquarters, to the Directorate Intelligence, Security and Operations Automation. From 1992 to

1995, Lieutenant Colonel Grubb held the position of Information Technology Security Manager for DCDS Group.

In 1996, following the Continuous French Course, Lieutenant-Colonel Grubb was posted to Chief Land Staff as the Army's Deputy Provost Marshal. A year later he was selected to become a Career Manager within Director Military Careers, where he served as the Career Manager for Intelligence, Military Police, Public Affairs and Airfield Engineering Officers. He held this post until promotion to his current rank in 1999.

Immediately following his promotion, Lieutenant-Colonel Grubb was posted to Bosnia - Herzegovina as the Provost Marshal and Chief Force Protection Officer for the NATO led Stabilisation Force. On his return in 2000 he was posted to the Canadian Forces Command and Staff College, Toronto, Ontario.

Since 1999, Lieutenant-Colonel Grubb has filled a variety of staff appointments within the Office of the Canadian Forces Provost Marshal. Currently, he is Deputy Provost Professional Standards.

Thomas P. Haney SBStJ, CD, BA, cdsc, pcsc, plsc

Tom Haney took up his appointment as the Director, Nova Scotia Police Complaints Commission on 21 August, 2006.

Prior to this, he was the Director of the Police Leadership Program at Dalhousie University, the CEO of Commissionaires Nova Scotia and CEO of the Nova Scotia Safety Council.

Tom has worked as a consultant in police and democracy matters in Jamaica, Ukraine and for the Iraqi Electoral Commission as well as an advisor with the Haitian National Police. All of this followed a career as a Military Police officer which spanned nearly 30 years and included service in Canada, Germany, United Kingdom, Cyprus, Egypt, Israel, Somalia and Qatar.

He holds a BA from St Mary's University and is a graduate of the Executive Development Course of the Canadian Police College as well as the Canadian Forces Staff College.

He lives in Chester, Nova Scotia with his wife Lynden and has three children.

Femke Hofstee-van der Meulen

Femke Hofstee-van der Meulen was involved in the start-up of Altus Global Alliance and joined the alliance again as European Director in August 2005.

Femke Hofstee has a degree in History and Post-Graduate International Law and worked in various European organizations like the Council of Europe, the European Commission and the European Parliament.

From 2000 until 2002 she worked in London as researcher for Baroness Vivien Stern, Member of the House of Lords, at the International Centre for Prison Studies. In 2003 she set up Prison Watch an independent advisory organization on prison issues.

Al Hutchinson

A graduate of Carleton University, Ottawa and Queen's University, Belfast (MBA), Al served nearly 34 years in the Royal Canadian Mounted Police (RCMP), rising through the ranks to Assistant Commissioner.



Following recruit training in Regina Saskatchewan and Alberta, he had postings in the Yukon Territory, the Northwest Territories, Manitoba, Ottawa (HQ), New Brunswick, Toronto and London, Ontario. Duties and experience included general duty policing, economic crime, drug enforcement, VIP protection, public order, human resources, organizational change management, and progressive management/executive positions. Al's final posting was as Commanding Officer of "O" Division (Ontario), responsible for the RCMP Operations in Canada's largest province.

Al Hutchinson was Chief of Staff for the Office of the Oversight Commissioner from its inception in 2001. He was appointed to the position of Oversight Commissioner subsequent to the retirement of Tom Constantine. As he commenced the new role in January 2004 Al Hutchinson said, "Patten recommended a five-year term for the Oversight Commissioner, and I am honoured to be leading the oversight team into this stage of the work, which will end in May 2007.

A tremendous degree of progress has already been made by policing institutions over the last three and a half years, reflecting the commitment of the Police Service of Northern Ireland and the Policing Board to providing world class policing to all the citizens of Northern Ireland. This is a very short amount of time in the context of change management in any organization, and particularly in policing. I am confident however, that organizations and individuals committed to the full implementation of Patten will continue to make further solid and fundamental steps towards achieving this goal".

Paul E. Kennedy



Mr. Kennedy received his B.A. from Loyola College of Montreal in 1969 and his LLB. from the University of Western Ontario in 1972. He joined the Toronto Regional Office of the Federal Department of Justice as a criminal prosecutor in 1974.

During a 25 year career with the Justice Department, Mr. Kennedy held a number of increasingly important positions including roles as General Counsel for the Canadian Security Intelligence Service and Senior General Counsel in the Federal Prosecution Service.

In November of 1998 Mr. Kennedy was appointed as Senior Assistant Deputy Minister for the then Department of the Solicitor General. He was responsible for providing expert advice and support to the Minister in relation to law enforcement and national security matters. In May of 2004, following the creation of Public Safety and Emergency Preparedness Canada, Mr. Kennedy was appointed as Senior Assistant Deputy Minister with responsibility for national security and emergency preparedness, a position that he held until his retirement in May of 2005.

During his 31 years of public service, Mr. Kennedy has played a leadership role in the public safety arena both domestically and internationally. From 1997 to 2005 he was the Canadian Co-Chair of the Canada - U.S. Cross Border Crime Forum, the Chair of the Canadian National Co-ordinating Committee on Organized Crime, Chair of the Assistant Deputy Ministers Committee on Public Safety and Chair of the Inter-American Drug Abuse Commission of the Organization of the American States.

Martin Kreutner

Mr. Kreutner is Director of the Federal Bureau for Internal Affairs, Federal Ministry of the Interior of the Republic of Austria. Born in 1964, he studied law at the University of Innsbruck.

Commissioned officer in the Austrian Armed Forces with various troop, staff and ministerial assignments; served a total of five years with different UN and NATO missions in Syria, Israel, Lebanon and Albania.



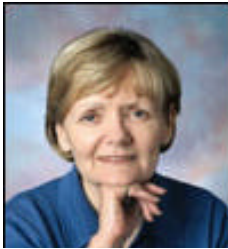
In 2000, he transferred to the Austrian Federal Ministry of the Interior and was commissioned to build up an anti-corruption service unit (BIA); since 2001 heads the Austrian Federal Bureau for Internal Affairs (BIA).

In 2004 Martin obtained an additional degree as Master of Science in Policing and Public Order Studies at the University of Leicester in U.K.; guest-lectured on international humanitarian law at the German Red Cross, as well as the Ruhr University in Bochum, Germany. He also lectured on general and special security and anti-corruption topics at several European security and military academies.

He is a member of Interpol's International Group of Experts on Corruption, member of the Executive Committee of the European Healthcare Fraud and Corruption Network, EHFCN, member of the Advisory Board to Transparency International – Chapter Austria, juror to the Speyerer Quality Competition on Corruption and was put in charge of corruption issues by the World Bank.

He is a court expert on general criminology as well as VIP protection, in addition to being chairman of the Supreme Disciplinary Commission of the Federal Ministry of the Interior and member of the Federal Appeals Tribunal; author of many articles and papers on security issues, editor of a book on corruption (2006) and co-author of a legal commentary (2005).

Colleen Lewis, PhD



Associate Professor Colleen Lewis is Head of the School of Humanities, Communications and Social Sciences and Co-director of the Parliamentary Studies Unit at Monash University, Australia.

Her research interests include police accountability, police-government relations and anti-corruption models.

She is the author of the book *Complaints Against Police: the Politics of Reform* (1999) and coeditor and contributor to the books *Whitlam and Modern Labor* (2003 with Jenny Hocking); *Civilian Oversight of Police: Governance, Democracy and Human Rights* (2000 with Andrew Goldsmith); *Unpeeling Tradition: Contemporary Policing* (1994 with Keith Bryett) and *Corporate Management in Australian Government* (1989, with Glyn Davis and Patrick Weller).

She is published in refereed journals and edited collections and has made submissions to several commissions of inquiry into policing in Australia. Colleen is currently editing a book with Jenny Hocking titled *Counter-Terrorism and the Post-Democratic State* which will be published in 2007.

Joseph Martino, LL.B.

Counsel, Special Investigations Unit

Joseph Martino graduated from the University of Toronto Faculty Of Law in 1998 and was called to the bar in Ontario in 1999. Since then he has been legal counsel for the Special Investigations Unit – an agency of the Attorney General in Ontario composed of civilian investigators, which is statutorily charged with investigating incidents of serious injuries and deaths involving the police and with the authority to lay criminal charges against police officers where warranted by the evidence.

As counsel with the Unit, he provides legal, operational, policy and strategic advice in all areas touching the Unit's oversight mandate. He is also active in the Unit's outreach activities and is a regular lecturer on SIU-related oversight issues at a policing course in the Criminology Program at the University of Toronto. He is currently the chair of CACOLE's Research Project Committee, which aims to facilitate and encourage scholarship on matters of oversight and accountability related to law enforcement.

Brooke McNabb

Brooke McNabb served as Vice Chair of the CPC from May 2003 to August 2004. He is a lawyer with diverse experience as a television producer and host, a litigation lawyer in private practice, a mediator and arbitrator, and a professor of Conflict Resolution Studies.

He is a member of the Law Society of Upper Canada, the Canadian Bar Association, the Arbitration and Mediation Institute of Manitoba.

His education background includes a BA from the University of Winnipeg, where he was awarded the Gold Medal in Conflict Resolution Studies, an LL.B from the University of Ottawa Law School and an LL.M. in Alternate Dispute Resolution from Osgood Hall Law School.

Mr. McNabb has been recognized for his enthusiastic support, over the years, of numerous community events and not-for-profit organizations.

Robert W. Mitchell, QC

Mr. Mitchell was appointed Chair, Saskatchewan Public Complaints Commission in July, 2004.

His background is as a lawyer, politician and civil servant. He was admitted to the Saskatchewan Bar in 1960, and was appointed a Queen's Counsel in 1989. He left law practice in 1991, being the senior partner in the Saskatoon firm of Mitchell Taylor Romanow Ching. In 1986, Robert was elected as a Member of the Saskatchewan Legislature, and in 1991 was appointed as Minister of Justice in the newly elected Romanow government. He continued to serve as a Cabinet Minister until his retirement from politics in 1999.

His civil service career included three years with Justice Canada, one year with the International Labour Organization, and five years as Saskatchewan Deputy Minister of Labour.

He acted as the Chief Negotiator for the Federation of Saskatchewan Indians on self-government from 1999 until 2003. He is presently a mediator and labour arbitrator in addition to his duties as Chair of the Saskatchewan Public Complaints Commission.

Doug Moen, QC

Mr. Moen was appointed to the position of Deputy Minister of Justice and Deputy Attorney General of Saskatchewan in September 2002. Prior to this appointment, from 1997 to 2002, Mr. Moen served as the Executive Director of the Public Law Division and the Executive Director of the Community Justice Division.

Mr. Moen graduated from the College of Law, University of Saskatchewan, in 1979. He articulated with the Harradence, Longworth and Zatlun law firm in Prince Albert and continued to work with the firm until 1981. After spending two years working at the House of Commons in Ottawa, Mr. Moen returned to Saskatchewan to commence his career with the Saskatchewan Department of Justice. From 1983 to 1997, he held positions of increasing responsibility and accountability in the legislative services, and public law and policy areas.

Mr. Moen was appointed Queen's Counsel in 1995, served as the President of the Uniform Law Conference of Canada in 1997-98, has been a member of the Executive of the Canadian Bar Association (Saskatchewan Branch) since 2000, and has served as a board member with the Information Services Corporation of Saskatchewan since 2002. Mr. Moen has also served as a commissioner with the Regina Crime Prevention Commission and is a member and past-president of the Phoenix Residential Society.

Mr. Moen has a keen interest in Aboriginal and restorative justice and in community-based approaches to justice services. He was instrumental in the formation of the Community Justice Division in 1997 and he was a strong advocate for the establishment of the Saskatchewan Commission on First Nations and Metis Peoples and Justice Reform.

Mr. Moen has lived in Regina since 1983, however, he maintains strong connections to his family farm in southwest Saskatchewan.

Murray J. Mollard

Mr. Mollard is the Executive Director of the B.C. Civil Liberties Association holding this position since 2001 having previously served as the Policy Director since 1994. He is a member of the Law Society of B.C. since 1992. He graduated with a LL.B. from McGill University's Faculty of Law in 1990 and a Bachelor of Commerce from the University of B.C.'s Faculty of Commerce in 1986.

Prior to his work with the BCCLA, Mr. Mollard worked in the areas of labour and environmental law. He also worked with the Honourable Justice Wallace T. Oppal on the Commission of Inquiry into Policing in B.C. where he was responsible for researching private security regulation. Mr. Mollard also assisted Professor Bill Black of UBC's Faculty of Law with the Human Rights Review in 1994. He is the author of The Citizenship Handbook - A Guide to Democratic Rights and Responsibilities for New Canadians. He is a regular speaker at conferences on issues related to privacy and police accountability.

Garry Mumford

Garry Mumford is the past Director of the Nova Scotia Police Commission. Prior to his position of Director he was the Investigator for the Commission.

In 1967 he joined the Royal Canadian Mounted Police and was posted in various locations within Newfoundland and Nova Scotia. He worked in numerous positions as an RCMP officer including general investigations, drug section, CPIC and, at his retirement in 1993, he was in charge of the Division's Criminal Intelligence Unit as well as the Halifax Metro Joint Task Force on Juvenile Prostitution.

Mr. Mumford has been a member of the Board of Directors of CACOLE (Canadian Association of Civilian Oversight of Law Enforcement) since June, 2001 and currently is a member of the executive committee. He is a past president and chair of the board of directors of Operation Go Home and is a member of the organizing committee for the Canadian Cancer Society Relay for Life.

Patrick L. Murchison

Education:

- B.A. Saint Thomas University, First Class Honors in French and major in History, 1974
- B.Ed. University of Moncton, 1975
- D.E.S. and M.Ed. University of Moncton, 1977
- L.L.B. University of Moncton, 1989

Work experience:

1974-1975	Taught English as a second language at the University of Moncton to first year students
1975	Taught English as a second language at the University of New Brunswick in the E.S.L. Program
1976-1977	Taught a first year English course at the University of Moncton while doing my masters degree
1977-1986	Taught French as a second language in Centreville, Aroostook and Perth-Andover, NB
1987	May to September – Worked for the Crown Prosecutor in Grand Falls during summer break after first year of law school
1988-1989	Articling with law office of Pichette & Toner, Grand Falls, NB
1989	July 2 nd to September 15 th , worked as lawyer for Pichette & Toner
1990-1997	September 15, 1990 to December 31, 1997, partner with Pichette, Toner & Murchison
January 1, 1998 present	Sole practitioner Patrick L. Murchison Professional Corporation
February 2005 present	Chairman, Livestock Operations Appeal Board
September 2005 present	Member, New Brunswick Police Commission
	Working as part-time Crown Prosecutor, Grand Falls & Perth Andover

Pierce Murphy

Pierce Murphy, Boise's first Community Ombudsman, was appointed by the Mayor and the City Council on March 2, 1999 and began work on April 5, 1999. Mr. Murphy has extensive experience in human resource management, facilitation, mediation and investigation.

He earned a Master of Pastoral Studies degree from Loyola University of New Orleans, a Master of Arts degree in Counseling Psychology from Gonzaga University in Spokane, Washington, and a Bachelor of Science degree in Commerce from Santa Clara University in Santa Clara, California. Mr. Murphy began his career in 1972 as a law enforcement officer with the City of Menlo Park in California.

Following his graduate studies and from 1986 until 1994, Mr. Murphy maintained an active Human Resource Management consulting practice, with clients throughout the United States, Europe, Asia and Latin America. In 1994 Mr. Murphy joined the Paper Division of the Boise Cascade Corporation as Manager of Human Resource Development.

Mr. Murphy is married; he and his wife have eight children.

Nuala O'Loan



Mrs. Nuala O'Loan is the Police Ombudsman for Northern Ireland, responsible for the investigation of all complaints against the police. She is a qualified solicitor and was the Senior Lecturer holding the Jean Monnet Chair in European Law at the University of Ulster.

In the past, among other things, she has been: Chairman of the Northern Ireland Consumer Committee for Electricity; a Special Commissioner for the Commission for Racial

Equality's Formal Investigation into Racism in Policing in England and Wales, a Member of the Police Authority; Vice-Chair of the Police Authority's Community Relations Committee; a Member of the Northern Health and Social Services Board; Convenor of the NHS Complaints System for the Northern Health and Social Services Board; a Member of the General Consumer Council, and Convenor of the Transport and Energy Group of that Council; and a Legal Expert Member of the European Commission's Consumers Consultative Council. For seven years, Mrs O'Loan was also a custody visitor to police stations.

This career has involved dealing with policy, strategy and complaints matters in areas as diverse as policing, health, transport, energy supply and consumer

protection. She has produced more than 50 articles and other publications on law, policing, faith and other issues. In the course of her work she has spoken widely at conferences, and in an advisory capacity to government, in Brazil, South Africa, USA, Canada, The Netherlands, The Republic of Ireland, Portugal and throughout the United Kingdom.

For 16 years she was a voluntary marriage counsellor. She is married and has 5 sons. In 2003 she received an award from the North American Association for the Civilian Oversight of Law Enforcement for her outstanding contribution to police accountability. She was also awarded a Peace Person of the Year Award by PEACE in 2003.

The Honourable Wallace T. Oppal



Mr. Oppal was appointed Attorney General of British Columbia on June 16, 2005 after being elected in the riding of Vancouver-Fraserview in the 2005 provincial general election.

He was appointed to the County Court of British Columbia in 1981 and to the Supreme Court of British Columbia in 1985. In 2003, he was appointed to the British Columbia Court of Appeal. Mr. Oppal was appointed to the British Columbia Court of Appeal on June 19, 2003.

Prior to that he practiced criminal law in Vancouver for 13 years. He did extensive Assize Court and Court of Appeal work both for the Crown and for the defence. He was also appointed Special Crown Counsel in commercial crime cases.

He has lectured extensively at Continuing Legal Education seminars and Superior Court Judges' seminars. Mr. Oppal has served in numerous capacities, including: Director of BC Coalition for Safer Communities, Member of Supreme Court Judges Criminal Law Committee, Author of the report of the Independent Commission of Inquiry into Policing in British Columbia.

He continues to serve on the Board of Directors of the Barry Sullivan Scholarship Foundation and the Advisory Board of the Duke of Edinburgh Awards. Justice Oppal is a frequent Guest Lecturer at the University of British Columbia Law School, University of Victoria Law School, Justice Institute of British Columbia and Simon Fraser University.



Inspector Jim Potts, O.O.M., Royal Canadian Mounted Police and the Ontario Provincial Police, Retired, Ottawa, ON. Inspector Potts retired from policing in 2002 after 45 years of service (36 years with the RCMP and 9 years with the OPP). He has 24 years of operational experience and served for 12 years as a liaison officer with the Mohawk Warriors. He has acted as a mediator during various major First Nations disputes, traveling extensively across Canada and internationally. He was the first Status

Indian to receive a Commission in the RCMP's 125 year history and is the recipient of numerous awards. From 1996 to 1999 he was an Adjunct Professor in the Faculty of Law, at the University of Western Ontario. In 2002, he was appointed "Officer of the Order of Merit" for Police Forces by Her Excellency the Governor General of Canada.

Chief Superintendent Doug Reti, RCMP

Prior to his appointment in August 2006 as Director-General for the National Aboriginal Policing Services in Ottawa, Chief Superintendent Reti was Officer-In-Charge of the Wetaskiwin Hobbema Detachment, the busiest detachment in Alberta. He has been part of the National Aboriginal Policing Services sector from 1997 to 2000 and has worked with Aboriginal policing throughout his 22-year career. He was instrumental in establishing the Hobbema cadet corps, now more than 600 strong, as an initiative to divert youth at risk to more productive activities. Formerly, he served in Nunavut as a Criminal Operations Officer. He has also served in National Aboriginal Policing Services in Ottawa.

Dirk Ryneveld, QC



Dirk Ryneveld obtained his law degree in 1971 and was appointed as the first Deputy Regional Crown Counsel for the East Kootenays in Cranbrook BC in 1974.

In July 1985 Mr. Ryneveld became the Deputy Regional Crown Counsel for Victoria, BC where he conducted numerous high-profile cases, including murder, sexual assault, arson, and dangerous-offender proceedings. He acted as counsel on a regular basis at the BC Court of Appeal and occasionally at the Supreme Court of Canada. He was appointed as Queen's Counsel in 1990.

In March of 1999 Dirk took a leave of absence from Crown Counsel to become Senior Prosecuting Trial Attorney with the International Criminal Tribunal for the

Former Yugoslavia in The Hague, Netherlands. Mr. Ryneveld has been the lead counsel in a number of significant cases. Mr. Ryneveld was the lead counsel in the Kosovo component of the Slobodan Milosevic trial, which has been described by the media as the most significant war crimes trial since the Nuremberg trials. The trial ended with Mr. Milosevic's death prior to a verdict being rendered.

Mr. Ryneveld was sworn in as British Columbia's Police Complaint Commissioner on 13 February 2003. He has been advocating reform of the BC Police Act and has prepared a White Paper and Draft Police Complaint Act.

Mr. Ryneveld was elected President of the Canadian Association of Civilian Oversight of Law Enforcement (CACOLE) in 2004 and re-elected President in 2005. Mr. Ryneveld has also recently been spearheading the creation of an International Network of Independent Oversight of Policing and is hosting this conference in Vancouver.

Stephen Shaw, CBE

Stephen Shaw is Prisons and Probation Ombudsman for England and Wales. He was appointed as the country's second Prisons Ombudsman in succession to Sir Peter Woodhead in October 1999. In 2001, his remit was extended to take in complaints against the Probation Service from those under supervision in the community. From October 2006, his remit will be further extended to take in complaints from those in immigration detention.



Mr Shaw leads a staff team of just under 100. His office is entirely independent of the Prison, Probation and Immigration Services.

In 2003-04, Mr Shaw personally led the investigations into a number of deaths in prison custody, the first time such deaths had been investigated independently of the Prison Service. On April 1 2004, Mr Shaw became responsible for the investigation of all deaths in prisons and immigration detention centres, as well as the deaths of residents of probation hostels (half-way houses).

As Ombudsman, he has also conducted a range of other investigations including a major inquiry into the fire and disturbance at an immigration detention centre. In the past two years, he has also conducted inquiries into allegations of racism and other abuse in another immigration centre and into the conduct of a probation area in supervising a high risk offender. He is currently leading two public inquiries into near suicides and the management of repeat self-harming in prisons.

Prior to becoming Prisons Ombudsman, Mr Shaw was director of a campaigning organization, the Prison Reform Trust. He had previously worked as a researcher and lecturer. Further details of the Prisons and Probation Ombudsman's work can be found on his website: www.ppo.gov.uk.

Donna L. Shelley, QC



Donna L. Shelley, Q.C. has extensive experience in administrative law and adjudication, having served as a member of various quasi-judicial tribunals since 1990.

As a former member of the Edmonton Court of Revision and the Municipal Government Board of Alberta, Ms. Shelley adjudicated many appeals related to property assessment and planning matters under the Municipal Government Act. As a former member of the Citizen's Appeal Panels, she heard appeals under the Social

Development Act, the Assured Income for Severely Handicapped Act and the Seniors' Benefit Act.

Ms. Shelley was a sessional lecturer at the University of Alberta and, from 1994 to 2004, was an instructor in the Bar Admission courses for the Legal Education Society of Alberta. She has presented papers at, chaired panels of, or made presentations to a variety of organizations and conferences, including the Law Society of Alberta, the Canadian Bar Association and the Canadian Association for Civilian Oversight of Law Enforcement (CACOLE). Ms. Shelley is actively involved in a number of charitable and community organizations, including the Rotary Club of Edmonton and its Foundation.

She is a member of several organizations and serves on the Boards of three of them, including CACOLE. In 2005 Ms. Shelley was awarded the Alberta Centennial Medal."

Claude Simard



Academic Training

Member of the Barreau du Québec

Université de Sherbrooke

1975 - Licentiate in Laws

Work Experience

Since 2005 Police Ethics Commissioner

Ministère de la Justice

2004 - 2005 Associate Deputy Minister for the Direction générale des poursuites publiques

2003 - 2004 Acting Associate Deputy Minister for the Direction générale des poursuites publiques

2000 - 2004 Chief Crown Attorney for Eastern Quebec

1990 - 2000 Counsel for the Crown Prosecutors' Office in Rivière-du-Loup

1984 - 2000 Attorney's General's Prosecutor for the Kamouraska judicial district

Université du Québec à Rimouski

1986 - 1988 Lecturer in Labour Law and Commercial Law

Pettigrew, Simard

1976 - 1984 Lawyer

Patricia Tolppanen – BPA, LLB, CMC

Patricia Tolppanen is a lawyer and mediator who has worked for the Calgary Police Commission for 5 years. She began with the Commission as “Complaints Monitor”, responsible for assisting members of the public through the police complaints process and for auditing formal complaint investigations. In January of 2004 she became the Commission’s Executive Director.

Patricia is also a conflict management consultant and has facilitated interest-based conflict management courses since 1999, most recently for the Justice Institute of B.C.

For a short time, in an earlier life, she practiced law in the field of civil litigation, and she is currently aspiring to become a Registered Parliamentarian.

Tommy Tshabalala

Mr. Tshabalala graduated with Bachelor of Laws (LLB) degree. He currently occupies the position of Programme Manager: Investigations with the Independent Complaints Directorate (ICD)) in Pretoria, South Africa. He also coordinates the Secretariat for the African Policing Civilian Oversight Forum (APCOF).

He was previously employed by the South African Police Service before joining the ICD in 1999. He was selected to run the affairs of APCOF (Steering Committee) in November 2004.

John Wadham



John Wadham has been the Deputy Chair of the Independent Police Complaints Commission (the IPCC) for three years. The IPCC is responsible for the oversight of 43 local police forces of England and Wales (including the Metropolitan Police), three national forces, Her Majesty's Customs and Excise and the Serious Organised Crime Agency. The IPCC has around one hundred and twenty-five trained and experienced investigators who all have powers of police officers when investigating allegations of police crime and misconduct. John is responsible for dealing with issues of corruption and discipline in the police, relations with the Muslim community, and is chair of the cross-institutional Forum for Preventing Deaths in Custody.

John is also a solicitor and expert on human rights, civil liberties and national security. He has acted for clients in most of the courts and tribunals in England and Wales, including in the Court of Appeal and House of Lords but he specialised in cases before the European Commission and Court of Human Rights in Strasbourg. He is an author and contributor to a number of publications, including Blackstone's Guide to the Human Rights Act, Blackstone's Guide to the Freedom of Information Act and Blackstone's Guide to the Identity Cards Act.

He worked for Liberty (The National Council for Civil Liberties) from 1990 to 1995 and was Director from 1995.

Alan Cameron Ward

A. Cameron Ward is proprietor of A. Cameron Ward & Company, usually working with one associate lawyer in the areas of practice of general civil litigation and administrative law practice with emphasis on environmental and social justice issues. He has appeared as counsel in Provincial and Supreme Court of B.C., B.C. Court of Appeal, Federal Court, Supreme Court of Canada and before

various administrative tribunals. He represents individuals aggrieved by alleged police misconduct at numerous public hearings conducted by the Commission for Public Complaints against the RCMP (Ward, APEC), by the Office of the Police Complaint Commissioner (Hyatt, Berg) and by the BC Coroners Service.

From 1990 – 1993 he practised general civil litigation with Pryke Lambert Leathley Russell, Richmond, B.C.; emphasis on personal injury defence work. Mr. Ward commenced Articles in July, 1983 with Davis & Company, Vancouver. He was called to the Bar of British Columbia on July 10, 1984 and practised law with Davis & Company until March, 1990, first in the area of real estate and general corporate law (1984-86) and then in area of general litigation. He was responsible for large and small corporate transactions and complex commercial and personal injury cases.

Cameron completed his LLB in 1983 at the Faculty of Law, Common Law Section, University of Ottawa. His undergraduate degree in Economics (1979) was from the University of Waterloo. Currently, he is a Member of CACOLE, TLABC, Canadian Bar Association, Amnesty International and the BC Civil Liberties Association.

Camia Weaver

Camia Weaver is the provincial coordinator of the Canadian Mental Health Association – BC Division's on-going Mental Health and Police Project (BC:MHAPP). After recovering from almost 20 years as a practicing lawyer, she is committed to facilitating restorative practices and strengthening communities. Camia has been active in a variety of community and justice organizations for more than 25 years.

Scot Wortley, PhD

Dr. Wortley has been a Professor at the Centre of Criminology, University of Toronto since 1996. In 2001 he was appointed the Justice and Law Domain Leader at the Centre of Excellence for Research on Immigration and Settlement (CERIS). He teaches both undergraduate and undergraduate courses including *Introduction to Criminology*, *Penology*, *Interpersonal Violence* and *Policing*.

His current research projects include: 1) a study that is investigating the extent and nature of street gangs in Toronto; 2) a project that is exploring the relationship between immigration and crime using both official and unofficial sources of crime data; 3) a project that is examining remand, conviction and sentencing outcomes in Toronto-area criminal courts; 4) a study examining racial differences in police stop and search practices in Canada; 5) a national survey that is examining patterns of criminal victimization in Jamaica; 6) a general population survey of Toronto residents that is examining racial differences in perceptions of the criminal justice system; 7) a study that is evaluating the

effectiveness of Toronto's "John School" program ; and 8) a study of how Canada's criminal deportation practices have impacted crime and criminal justice in Jamaica.

Professor Wortley has made numerous presentations at international conferences and has given talks to officials at all levels of government. He has also published in various academic journals including the *American Journal of Sociology*, *Law and Society Review*, the *Canadian Journal of Criminology*, the *Journal of Youth and Adolescence*, the *British Journal of Criminology*, *Criminal Justice*, the *Canadian Journal of Ethnic Studies*, *Sociological Perspectives* and the *Journal of Studies on Alcohol*. He has also recently published an edited volume on Crime and Criminal Justice in the Caribbean with researchers from the University of the West Indies.

George V. Wright

Mr. Wright was appointed Commissioner of the Manitoba Law Enforcement Review Agency (LERA) in March 1998. Prior to his appointment he was Registrar of Private Investigators and Security Guards. He also served as senior investigator with the Manitoba Department of Justice Law Enforcement Services Branch where he was responsible for LERA investigations and management of the special constable program. He also consulted with and provided advice on policing issues to municipal, community, and First Nation councils.

Mr. Wright has a long and distinguished career in policing. In 1965 he joined the Royal Canadian Mounted Police and was posted throughout Manitoba. His duties as an RCMP officer included detachment, general investigation, highway patrol, detachment commander, administration, subdivision supervisor, and at his retirement, Division Traffic Supervisor. Mr. Wright attained the rank of Staff Sergeant and retired from the RCMP in 1995 after completing thirty years of service. He is a recipient of the RCMP Long Service Medal with silver clasp.

In July 1981 Sandy Bay First Nation presented Mr. Wright with a star blanket, a gift that indicates that the giver of the blanket holds the recipient in high esteem for generosity and or accomplishments. Mr. Wright is on the Board of Directors for the Canadian Association for Civilian Oversight of Law Enforcement. He has attended national and international conferences on civilian oversight of law enforcement.