



The Canadian Association of Chiefs of Police in partnership with the British Columbia Association of Chiefs of Police are hosting the CACP/BCACP Women in Policing Conference in Vancouver, British Columbia. The 2025 conference theme is, "Widening the Path".

"Widening the Path" embodies our commitment to creating a more inclusive, supportive, and empowering environment for all women in law enforcement. This theme focuses on expanding opportunities, breaking down barriers, and fostering a culture of equity and collaboration across the profession.

Who should attend:

- Police Leaders (Chiefs, Deputies, and Senior Officers, etc.)
- Next Generation of Police Leaders (All ranks)
- Police Civilian Professionals (Police Human Resources, Training, Recruiting and Wellness Personnel, etc.)
- Members of Law Enforcement Agencies (CBSA, Correctional Services Canada, etc.)
- Public Safety and Criminal Justice Professionals
- Crown Counsel

TIME	SUNDAY, MARCH 2, 2025
17:00 – 19:00	Onsite Registration (<i>Bayshore Grand Foyer</i>)

TIME	MONDAY, MARCH 3, 2025
07:00	Onsite Registration (<i>Bayshore Grand Foyer</i>)

TIME	MONDAY, MARCH 3, 2025
07:00 – 18:00	Exhibit Show <i>(Salon ABC)</i>
07:00 – 08:30	Breakfast <i>(Salon ABC)</i>
08:30 – 16:30	Plenary Session <i>(Salon DEF)</i>
08:30 – 09:00	Opening Ceremonies
SESSION 1 09:00 – 10:00	Setting the Landscape - Climate for Women in Policing
10:00 – 10:30	Network Break <i>(Salon ABC)</i>
SESSION 2 10:30 – 12:00	<p>Women in Policing Leadership Panel</p> <p>Presenters</p> <ul style="list-style-type: none"> • Deputy Chief Trish Ferguson, M.O.M., Ottawa Police Service, • Assistant Commissioner Rhonda Blackmore, M.O.M., Commanding Officer, Saskatoon Royal Canadian Mounted Police • Chief Cheryl Gervais, M.O.M., Treaty 3 Police Service • Ms. Nancy Eng, Senior Director, Financial Services, Vancouver Police Department <p>Description</p> <p>This leadership panel brings together top-level police and civilian staff from every facet of policing for a candid and insightful conversation. Our panelists, representing diverse roles and perspectives, will discuss the most pressing challenges and obstacles they face in today's evolving landscape of law enforcement.</p> <p>Through dynamic discussion, we will explore key learnings, innovative solutions, and leadership strategies that drive effective policing while navigating complex social, political, and operational environments. Attendees will gain valuable insights into how these leaders tackle issues such as community relations, workforce development, operational efficiency, and the integration of technology and data in policing.</p> <p>Join us for a thought-provoking conversation that will provide a unique look into the future of policing, the leadership required to shape it, and the lessons learned along the way.</p> <p>Facilitator</p> <p>Deputy Chief Fiona Wilson, O.O.M., Vancouver Police Department</p>
12:00 – 13:00	Lunch <i>(Salon ABC)</i>
SESSION 3 13:00 – 13:15	<p>BCWLE - A non-profit organization focused on strengthening, uniting and promoting sworn and civilian women in law enforcement.</p> <p>Description</p>

TIME	MONDAY, MARCH 3, 2025
	<p>BC Women in Law Enforcement formed in December of 2019 and their membership of over 500 members (all genders) is representative of every law enforcement agency in BC. BCWLE supports its members by creating opportunities for everyone to meet and discuss topical issues affecting women in law enforcement, providing recognition and training specifically related to women, and to facilitating networking and mentoring opportunities.</p>
<p>SESSION 4 13:15 – 13:30</p>	<p>Out On Patrol - A non-profit peer support organization for 2SLGBTQ+ members of law enforcement</p> <p><i>Description</i> <i>Out On Patrol</i> publicly launched in the Metro Vancouver area in 2020, and since then, has accepted over 300 membership applications from around the world. This multi-jurisdictional non-profit organization has both an internal and external focus, with a strong commitment to breaking down barriers between the 2SLGBTQ+ community and law enforcement.</p>
<p>SESSION 5 13:30 – 13:45</p>	<p>Sponsor Session</p>
<p>SESSION 6 13:45 – 14:00</p>	<p>First Responder Wellness-looking after our own</p> <p><i>Presenters</i></p> <ul style="list-style-type: none"> • Constable Terri-Lynne Clyde, Vancouver Police Department • Constable Michele McKnight, Vancouver Police Department • PADS AFD Zen, Vancouver Police Department <p><i>Description</i> A brief look into 37 years of Wellness Work in the Vancouver Police Department.</p>
<p>14:00 – 14:30</p>	<p>Network Break (<i>Salon ABC</i>)</p>
<p>SESSION 7 14:30 – 16:30</p>	<p>A Fighting Chance</p> <p><i>Presenter</i></p> <ul style="list-style-type: none"> • Retired Agent Ashley Ferris <p><i>Description</i> December 27, 2021 -- In just 45 minutes, a gunman traveled throughout the cities of Denver and Lakewood, shooting 6 victims, killing 5, and engaging a total of 5 officers in gunfire.</p> <p>Agent Ashley Ferris was the 7th and final individual shot by the suspect. Seriously wounded and on the ground, Agent Ferris continued fighting, shooting and killing the suspect.</p> <p>This presentation is a detailed account of Ferris’ critical incident and lessons learned.</p> <p>Topics include;</p> <ul style="list-style-type: none"> • The Investigation

MONDAY, MARCH 3, 2025	
TIME	<ul style="list-style-type: none"> • Wounded Officer's Perspective • Lessons in Training, Recovery, and Resiliency • Officer Suicide • Leadership Considerations • Using a Focus on Purpose to Build Resiliency and Wellness <p>The presentation will include radio traffic, video clips, photos from the incident, and photos surrounding the incident.</p>
16:30 – 18:00	Networking Reception (<i>Salon ABC</i>)

TUESDAY, MARCH 4, 2025	
07:00 – 13:00	Exhibit Show (<i>Salon ABC</i>)
07:00 – 08:30	Breakfast (<i>Salon ABC</i>)
08:30 – 15:30	Plenary Session (<i>Salon DEF</i>)
08:30 – 08:35	Opening Remarks
SESSION 8 08:35 – 10:15	<p>A couples' journey with Mental Health Resiliency</p> <p>Presenters</p> <ul style="list-style-type: none"> • Sergeant Jordan MacWilliams, Integrated Emergency Response Team, Royal Canadian Mounted Police • Constable Stephanie Lillejord, Federal and Serious Organized Crime Unit, Royal Canadian Mounted Police <p>Description Police officers Stephanie Lillejord and Jordan MacWilliams will share their story through multiple traumatic experiences. As a result of a Casino hostage taking, Jordan became the first police officer in BC to be charged with murder in the course of his duties as a member of the Emergency Response Team. They will discuss the challenges they faced through that ordeal, as well as further events that compounded their stress in the following years. Together they will discuss overcoming this ordeal to maintain a healthy and meaningful relationship with each other and their two children.</p> <p>Moderator Steve Bentley, Delta Police Department</p>
10:15 – 10:45	Network Break (<i>Salon ABC</i>)

TIME TUESDAY, MARCH 4, 2025	
SESSION 9 10:45 – 11:00	Sponsor Session
SESSION 10 11:00 – 12:15	Feminist Leadership: Changing Culture in Policing <i>Presenter</i> <ul style="list-style-type: none"> • Monique Rollin, Insp. (ret.), Monique Rollin Consulting Solutions Inc. <i>Description</i> This presentation will explore the theory of feminist leadership where the conception of power and leadership in work environments is inextricably linked to the lopsided social and cultural structures marginalizing women. Feminist Leadership as opposed to “feminine” leadership is a role that recognizes equality, mutuality, and the absence of gender role behaviours. The feminist leader, regardless of gender, understands the imbalances and bias towards women in policing and is committed to culture change.
12:15 – 13:15	Lunch (<i>Salon ABC</i>)
SESSION 11 13:15 – 14:15	TBC <i>Presenter</i> <ul style="list-style-type: none"> • Chief (Rtd.) Sylvia Moir, Tempe, Arizona
14:15 – 14:30	Network Break (<i>Salon ABC</i>)
SESSION 12 14:30 – 15:30	TBC
15:30	Closing Remarks