

CACP EQUITY, DIVERSITY
AND INCLUSION CONFERENCE
EDI Everyday: Strategies for Daily Success



CONFÉRENCE ÉQUITÉ, DIVERSITÉ
ET INCLUSION DE L'ACCP
*L'EDI au quotidien : Stratégies pour réussir
chaque jour*



June 23-25 juin 2024 | Enoch, Alberta

EDI Everyday: Strategies for Daily Success

Goals and Objectives:

- Provide practical implementation of EDI strategies, making EDI part of everyday culture in our police agencies.
- Inspire the next generation of leaders to build on the notion that EDI should be part of the organization's fabric.
- Offer tools on how to move from EDI initiative to EDI integration.
- Integrate EDI with wellness.
- Model policing and leadership through a human rights lens.

Who should attend:

- Police Executive Members (inclusive of Chiefs, Deputies, Senior Officers, and Civilians)
- Next generation of police leaders, who have influence in police organizations on how people think, how they behave, what is in and what isn't
- Police professionals (sworn and civilian) assigned to EDI specific roles
- Members of Police Internal Support Networks
- Police Human Resources, Training, Recruiting and Wellness personnel

TIME		SUNDAY, JUNE 23, 2024
17:00 – 19:00	Onsite Registration (<i>Enoch Ballroom Foyer</i>)	

TIME		MONDAY, JUNE 24, 2024
07:00	Onsite Registration (<i>Enoch Ballroom Foyer</i>)	

TIME	MONDAY, JUNE 24, 2024
07:00 – 17:30	Exhibit Show (<i>River Cree 1/2</i>)
07:00 – 08:00	Breakfast (<i>River Cree 1/2</i>)
08:00 – 16:30	Program (<i>Enoch Grand Ballroom</i>)
08:00 – 08:30	<p>Opening Ceremonies</p> <p><i>Opening Prayer</i></p> <p><i>Opening Remarks</i></p> <ul style="list-style-type: none"> Deputy Chief Michelle Davey, M.O.M., Delta Police Department; Co-Chair, CACP Equity, Diversity and Inclusion Committee Grand Chief Cody Thomas, Enoch Cree Nation
<p>SESSION 1 0830 – 09:45</p>	<p>Organizational Change to Create Belonging</p> <p><i>Presenter</i></p> <ul style="list-style-type: none"> Commissioner Thomas Carrique, C.O.M., Ontario Provincial Police <p><i>Description</i></p> <p>Commissioner Carrique has worked to implement changes to the OPP’s leadership and culture. He will share his change management strategy, thoughts and ideas for improving culture, and lessons learned along the path of evolution for the OPP.</p> <p><i>Moderator</i></p> <p>Deputy Chief Michelle Davey, M.O.M., Delta Police Department; Co-Chair, CACP Equity, Diversity and Inclusion Committee</p>
<p>SESSION 2 09:45 – 10:15</p>	<p>Understanding the Climate in Canadian Policing for Women Officers</p> <p><i>Presenters</i></p> <ul style="list-style-type: none"> Dr. Vidal Chavannes, Director, Strategy, Research and Organizational Performance, Durham Regional Police Service Dr. Amanda Couture-Carron, Senior Strategic Planner, Durham Regional Police Service <p><i>Description</i></p> <p>Police services working to support women within their ranks must have an understanding of the work environment women encounter. To provide this insight, DRPS and Ontario Tech partnered to launch the first police-led Canadian nationwide survey examining women officers’ experiences in policing. The presenters will deliver an initial look at the results documenting the internal climate women face in policing in Canada.</p>

TIME		MONDAY, JUNE 24, 2024	
		<p>Moderator Deputy Chief Treena MacSween, London Police Service</p>	
10:15 – 10:45		<p>Network Break (<i>River Cree 1/2</i>)</p>	
SESSION 3 10:45 – 11:45		<p>Policing Through a Human Rights Lens</p> <p>Presenters</p> <ul style="list-style-type: none"> • Dr. Manju Varma, Executive Director, Nova Scotia Community College (NSCC) • Dr. Mai Phan • Dr. Angela Workman-Stark, Associate Professor, Athabasca University; Technical Advisor, CACP Equity, Diversity and Inclusion Committee • Dr. Moussa Magassa, Associate Vice-President, EDI, Mount Royal University, Calgary, AB <p>Description Policing through a human right lens prioritizes the protection and promotion of human rights in all aspects of policing. This panel of equity, diversity and inclusion experts will highlight the requirement of adopting a human rights approach to policing and recommend strategies to enhance public safety and trust in the criminal justice system.</p> <p>Moderator Inspector Anika Becker, Kennebecasis Regional Police Force</p>	
SESSION 4 11:45 – 12:00		<p>Sponsor Session</p>	
12:00 – 13:00		<p>Lunch (<i>River Cree 1/2</i>)</p>	
SESSION 5 13:00 – 14:00		<p>Gender Diversity in Policing – Creating a Culture of Safety and Belonging</p> <p>Presenters</p> <ul style="list-style-type: none"> • Noelle Bickle (they/them), Program Advisor, Equity and Inclusion Unit, Ontario Provincial Police • Stephanie Howard (she/her), Ontario Provincial Police (retired), Forensic Analyst, DEI Project Advisor • Lane Gagnon (they/them), Equity and Inclusion Advisor, Community Relations Section, Edmonton Police Service • Constable Catlin Chiasson (he/him), Patrol, Edmonton Police Service <p>Description This panel discussion will explore gender diversity in policing. Topics discussed will include demystifying concepts relating to gender diversity, untangling the truth about politics and gender rights, why gender identity issues matter both internally and externally to police services and calls to action – what leaders need to do to support both their gender diverse employees and external community partners. Panelists will be sharing their lived experience about what it’s like to work in policing environments while identifying as gender diverse.</p>	

TIME		MONDAY, JUNE 24, 2024	
		<p>Moderator Constable Madeleine Goldsmith (she/her), Diversity Officer, Halifax Regional Police Service</p>	
14:00 – 14:30	Network Break (<i>River Cree 1/2</i>)		
<p>SESSION 6 14:30 – 15:30</p>	<p>Why EDI has become the new Voldemort in policing</p> <p>Presenters</p> <ul style="list-style-type: none"> • Deputy Chief Enyinnah Okere, Edmonton Police Service • Jackie Edwards, President, Association of Black Law Enforcers (ABLE) • Tahanee McKnight, Executive Director, HR Policies, Strategies and Programs, Royal Canadian Mounted Police • Superintendent Lori Seale-Irving, Director, National Leadership Programs, Learning & Development, Royal Canadian Mounted Police • Alicia Lauzon, Supervisor, Equity and Inclusion, Professionalism, Leadership, and Inclusion Office, York Regional Police <p>Description Organizations are struggling with keeping EDI positive, topical, and relevant in day-to-day discussions. This panel will discuss the reasons therefore and ways to continue the conversation of keeping EDI issues relevant and a priority for police leaders.</p> <p>Moderator Deputy Chief Michelle Davey, M.O.M., Delta Police Department; Co-Chair, CACP Equity, Diversity and Inclusion Committee</p>		
<p>SESSION 7 15:30 – 16:30</p>	<p>Oskayak Police Academy (OPA) – Indigenous Youth and Policing</p> <p>Presenters</p> <ul style="list-style-type: none"> • Constable Carrie Sadoway, Edmonton Police Service • Detective Nicole Lougheed, Edmonton Police Service • Robbie Kaboni, Bent Arrow • Haily-Emma, Former Youth Participant, OPA <p>Description The Oskayak Police Academy (OPA) is an initiative born from consultations with community. The Edmonton Police Service, alongside community partners, launched the Academy in 2014. The name Oskayak (meaning youth in Cree) was given by local Elders. We collaborate closely with our community partners to offer Indigenous youth a comprehensive insight into policing, while also respecting their Indigenous teachings. Our program is designed to enhance relationships and dismantle barriers between Indigenous youth and law enforcement in a culturally secure setting.</p>		

MONDAY, JUNE 24, 2024	
TIME	
	<p>The guest panelists will speak directly to their individual experiences being involved in the Oskayak Police Academy. They will share and discuss their roles, impressions, long-lasting impacts, and insights into what the program is and what they hope it will continue to be.</p> <p>Moderator Christie Pace, Indigenous Relations Advisor, Edmonton Police Service</p>
16:30	<p>Closing Remarks</p> <ul style="list-style-type: none"> Deputy Chief Enyinnah Okere, Edmonton Police Service
16:30 – 17:30	Networking Reception

TUESDAY, JUNE 25, 2024	
TIME	
07:00 – 13:00	Exhibit Show (<i>River Cree 1/2</i>)
07:00 – 08:00	Breakfast (<i>River Cree 1/2</i>)
08:00 – 16:00	Program (<i>Enoch Grand Ballroom</i>)
08:00 – 08:10	<p>Opening Remarks</p> <ul style="list-style-type: none"> Deputy Chief Michelle Davey, M.O.M., Delta Police Department; Co-Chair, CACP Equity, Diversity and Inclusion Committee
<p>SESSION 8 08:10 – 09:15</p>	<p>Advancing Individual Performance and Tackling Complex Issues</p> <p>Presenter</p> <ul style="list-style-type: none"> Chief (Rtd.) Sylvia Moir, Tempe, Arizona <p>Description</p> <p>When leaders strengthen a culture and climate of inviting diverse inputs, many have found that the complex issues today's police departments face are handled with broader considerations thus fostering trust while individuals develop new skills. What this also means is that people and organizations benefit while procedural justice is fostered internally and naturally extends to communities. We will explore the things leaders can do when they return to their organizations.</p> <p>Moderator</p>

TIME TUESDAY, JUNE 25, 2024 	
	Deputy Chief Michelle Davey, M.O.M., Delta Police Department; Co-Chair, CACP Equity, Diversity and Inclusion Committee
SESSION 9 09:15 – 10:15	DICE Program: RCMP <i>Presenter</i> <ul style="list-style-type: none"> • Inspector Darryl Dawkins, Royal Canadian Mounted Police <i>Description</i> This presentation will showcase the Diverse and Inclusive Pre-Cadet Experience (DICE) which is an innovative RCMP recruitment and retention initiative focused on removing barriers that impact racialized and underrepresented groups who aspire to join the RCMP. <i>Moderator</i> Deputy Chief Treena MacSween, London Police Service
10:15 – 10:45	Network Break (<i>River Cree 1/2</i>)
SESSION 10 10:45 – 11:45	Operation Northern Exposure <i>Presenter</i> <ul style="list-style-type: none"> • Deputy Chief Roger Wilkie, M.O.M., Halton Regional Police Service <i>Description</i> A commitment to Truth and Reconciliation through meaningful engagement with Indigenous communities and policing partners. <i>Moderator</i> Deputy Chief Treena MacSween, London Police Service
SESSION 11 11:45 – 12:15	The mechanics of an apology – the experiences shared by the RCMP and the Commissionaires of Nova Scotia <i>Presenters</i> <ul style="list-style-type: none"> • Barry Pitcher, Chief Executive Officer, Nova Scotia Commissionaires • Corporal Erin Dillon, Diversity Analyst, Community, Indigenous and Diversity Policing Services, Royal Canadian Mounted Police, Nova Scotia <i>Description</i> It is not uncommon for today’s police chief to issue meaningful apologies to community groups who have felt wronged by police in the past. In this session, you will hear from Nova Scotia Commissionaires Chief Executive Officer and Corporal Erin Dillon of the Nova Scotia RCMP. <i>Moderator</i>

TIME TUESDAY, JUNE 25, 2024	
	Deputy Chief Michelle Davey, M.O.M., Delta Police Department; Co-Chair, CACP Equity, Diversity and Inclusion Committee
12:15 – 13:00	Lunch (<i>River Cree 1/2</i>)
SESSION 12 13:00 – 14:15	<p>Panel: Women's Leadership</p> <p>Presenters</p> <ul style="list-style-type: none"> • Superintendent Kara Triance, Royal Canadian Mounted Police, Kelowna • Deputy Chief Kim Quartermain, Fredericton Police • Geraldine Stafford, Equity, Diversity and Inclusion Manager, Waterloo Regional Police Service • Deputy Chief Treena MacSween, London Police Service <p>Description Female leaders from across Canada will discuss how they are 'Cultivating Spaces of Empowerment and Leading Through Change'. Discussion will revolve around challenges, barriers, successes and sustainability.</p> <p>Moderator Inspector Anika Becker, Kennebecasis Regional Police Force</p>
14:15 – 14:45	Network Break (<i>River Cree 1/2</i>)
SESSION 13 14:45 – 15:30	<p>Now What – the next steps on the path forward in EDI</p> <p>Panelists</p> <ul style="list-style-type: none"> • Deputy Chief Michelle Davey, M.O.M., Delta Police Department; Co-Chair, CACP Equity, Diversity and Inclusion Committee • Deputy Chief Treena MacSween, London Police Service • Lori Lorenz, Edmonton Police Service • Jackie Edwards, President, Association of Black Law Enforcers (ABLE) • Inspector Anika Becker, Kennebecasis Regional Police Force <p>Description Open discussion on EDI topics, with a focus of providing a tool kit of why this work is important and what you can take away to try in your agencies. This session will summarize lessons learned in this conference and invite topics for consideration at the next CACP EDI Conference.</p>
15:30	Closing Prayer
15:45	Closing Remarks <ul style="list-style-type: none"> • Deputy Chief Treena MacSween, London Police Service