

Canadian Association of Chiefs of Police

August 01st, 2016

Ethics Committee Update

Mandate:

To promote appropriate ethical behaviour in the Canadian law enforcement community.

Strategic Priorities/Objectives:

1. To promote ethical and professional leadership amongst the CACP membership.
2. To provide or identify learning opportunities for police organizations that enhances ethical decision-making in member organizations.
3. To provide the CACP membership with information pertaining to ethics related learning opportunities available through other organizations.
4. To identify and provide information on best practices in ethical decision-making.
5. To provide a link to other entities that support ethical organizational development.
6. To provide advice on ethical issues to the Board of Directors of the CACP.

Committee Composition:

- Co-chair's are Chief Neil Dubord, Delta Police and Deputy Chief Ed Keeley, Ottawa Police Service.
- Over the last year there has been a number of changes to the committee membership, we currently have 15 active members from a variety of services and agencies, including Federal, Provincial, Regional, Municipal, Military and Academic representation.
- Representation from Nova Scotia to British Columbia, with a number of new members joining the committee – Deputy Chief Steve Rai, Vancouver Police Service, Superintendent Scott Halley, Winnipeg Police Service, Lt Commander

Michael Amirault, Canadian Armed Forces, Chief Superintendent Ray Bernoties, RCMP Vancouver Island.

- This year the committee has seen two members (Superintendent Cory Bockus Toronto Police Service, Chief Lee Boyd, Blood Tribe Police) step down from the committee, due to retirements or re-assignments.

Committee Interaction / Commitment:

- Committed to a minimum of two face to face meetings per year with one being held prior to the AGM.
- Most recent face to face meeting was in Regina on April 4th and 5th, 2016 and hosted by the Regina Police Service, Deputy Chief Dean Rae.
- The Regina meeting saw presentations from, York Regional Police Superintendent Karen Noakes, Dr Stephen Maguire and Deputy Chief Dean Rae, Sgt Greg Brown Ottawa Police and current PHD candidate from Carleton University, as well as an open discussion amongst the committee on defining some outcomes and closure to the Professionalism in Policing research and report.
- Supt Karen Noakes presentation - Agency Wide Approach to Ethics – following agency analysis on Professionalism In Policing (PIP) study Chief Joliffe wanted to build on the work done through the survey. The study identified 6 -10 year member losing faith - how to get back on track? Discussion around what is an ethics strategy, guidelines of robust ethics and compliance, importance of ethics governance. Discussion around specialty units and how they hold themselves accountable. ERU has many positive informal norms that influence professionalism and ethical decision making. York is discussing bringing together committee from Exec Services, Corporate development, Strategic Services, Training, Legal services, Labour Relations, Professional Standards. Focus is on how to formalize approach to ethics with an ethics governance framework. Spoke about Ottawa Police Service framework, established OPS ethics book to be forwarded to the committee. Supt Noakes to provide an update at the August meeting on the progress at York.

- Deputy Chief Dean Rae and Dr Stephen Maguire presentation – Second PIP Survey Pilot - Purposes to the 2nd survey centre on new measures around interpersonal respect, self identifying as self starter, impact of procedural justice around job processes, as well as the inclusion of civilians and determining if there are differences in reporting between civilian and sworn. Part of the goal of the 2nd survey will be to bring on new agencies (31 in the first survey) as well as some analysis from a regional perspective. This led to a discussion about the role of this committee to champion the second iteration of the survey and seek CACP level engagement in this mater. Perhaps through regional meetings and opportunities to deliver presentations and a return to Board of Directors. Further discussions will take place at the August meeting with the hope that the analysis on the pilot survey will be ready to include in the dialogue.
- Sergeant Greg Brown presentation – The Ethical Impact of Social Media and Increased Public Accountability on Policing (PhD Research) Update - Focus of Greg’s research socio political shifts as facilitated through media, Officers today are concerned about an elevated risk of policing certain diverse communities. The research focus is on how our officers and our Executives are responding in the face of these challenges, and the subsequent impact on the profession. These are all inextricably linked, importance of transparency in police policy, public education, telling the community why we do that we do, and why we are there to key a particular community safe as well as the importance of unit commanders engaging with the members in a supportive manner. Greg summarized his research methodology going forward, including a Fulbright Scholarship that enables him to also conduct research in the US. There is a mutually strong desire to work together as his research advances. Co chairs to engage with the CACP Research committee about this.
- Dr Stephen Maguire presentation – PIP Literature Review - Dr Maguire provided an overview of literature review – which led to general discussion about professions as a structure(s) to earn pubic trust. Public trust is important to a profession because professions provide an indispensable public service, delivered under conditions of high autonomy and with serious consequences if people fall short of expectations and obligations. From this theoretical construct of professions as structures designed to earn public trust it follows that professions must self-regulate, encourage continuous learning, and certify members of the profession to ensure public trust. In theory and practice policing qualifies as a profession. Unlike other professions such as law, journalism, and medicine, policing has a rapid education, training, and apprenticeship component that provides a brief window of socialization in core ethical values of policing.

General discussion on how policing might elevate the importance of core ethical values during this certification phase. General discussion around bringing closure to first survey and literature review. Goal to complete the work required for CPKN before August meeting, work with CPC to integrate results on PIP study into current leadership training programs.

Achievements / Priorities:

- Closure to The Professionalism in Policing Project remains the committee's primary priority.
- Launching a 2nd PIP Survey to include civilians and increase participation across the country to bring on new agencies (31 in the first survey) as well as some analysis from a regional perspective.
- *Police Chief Magazine* (December 2015 edition) on "How to encourage reporting of professional misconduct" submitted by Dr Maguire has been published by Police Chief Magazine. The *Police Chief Magazine* article discusses 2014 research data on why police report professional misconduct.
- The joint initiative with the Canadian Police Knowledge Network (CPKN) to develop e-learning products based on the ethics and professionalism survey results and learning materials from the ethics and professionalism project for a course to be delivered to front line supervisors, continued this summer.

Next Steps:

- The literature review from the PIP study will be complete by end of August. Dr. Maguire hopes to publish at least one paper from the review, "A New Model of Police Professionalism." Work on developing a CPKN course for supervisors is being finalized; we will continue to work with CPKN on development and rolling out the training module. Efforts are also being made around delivering training at the recruit and Senior Officer and Executive levels centred on the learnings from the study, as well as a joint CACP / CPC / OPS annual Ethics session.
- A second survey on Professionalism in Policing that includes civilian members has been piloted with Regina Police Service. The second survey includes new research initiatives pertaining to comparative data between sworn and civilian as well as other measures that may have an impact on sustaining integrity. Next steps will be discussed at the August meeting.

- Working with Superintendent Karen Noakes York Regional Police has commissioned Dr. Maguire to research and write a paper on “An Agency Wide Approach to Ethics” which was completed in 2016.
- Co chairs to meet with the CACP research committee to discuss formalizing the working relationship with Sgt Greg Brown and the CACP Ethics Committee around his research mentioned previously in this update.