

# **Canadian Association of Chiefs of Police**

CACP Meetings

Victoria, British Columbia

August 23, 2014

## **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 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 is Deputy Chief Roger Chaffin, Calgary Police Service. Currently the other co-chair position is vacant due to a recent re-assignment of Supt Barbara Kelly. A new position will be selected during the annual conference in August of 2014.
- Currently 15 active members from a variety of services and agencies, including Federal, Provincial, Regional, Municipal, Aboriginal, Transit and Canadian Forces.

- Representation from Nova Scotia to British Columbia.
- This year the committee has seen five members (RCMP C/Superintendent Brad Hartl, Lieutenant-Colonel Sylvie Beaudry of the Canadian Armed Forces, Superintendent Hugh Ferguson Toronto Police Service, Chief Jamie Graham, Victoria Police Service, and RCMP Superintendent Barbara Kelly, ) step down from the committee, due to retirements or re-assignments.
- A new CACP member has been added to the Ethics Committee, Kim Yeandle (Toronto Police Service). We currently have three recommendations before the committee for new membership, which will be voted upon in the near future.

#### **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 Ottawa on March 05, 2014 and graciously hosted by the Ottawa Police Service.
- The March meeting saw a presentation from Sergeant Greg Brown of the Ottawa Police Service in relation to his doctoral thesis on ethics and the influence of technology. The committee also received a presentation from Dr. Stephen Maguire with regards to the purpose and scope of organizational ethics committees.
- The committee reviewed and discussed the recently stated Mission statement of the CACP. There was consensus to accept the new mission statement with no issues raised.
- The committee reviewed the progress of the joint initiative with the Canadian Police Knowledge Network (CPKN). The intent of this initiative was to utilize CPKN learning credits to CACP to provide learning materials from the ethics and professionalism project. This initiative remains stalled until such time the issues of cost recovery for Dr. Maguire can be resolved.

- In May of 2014, Dr. Maguire did present to the general meeting of Canadian Association of Civilian Oversight (CACOLE). His presentation focused some survey results as it relates to integrity measures and how the delivery of professional standards services relates to members perceptions of integrity and professionalism.

### **Achievements / Priorities:**

- The Professionalism in Policing Project remains the committee's primary priority.
- Specific examples can be seen in programs under development and implementation by the Ontario Provincial Police.
- Dr. Maguire continues to drill down into survey results to analyze facets such as "Key Predictors of Willingness to Report Professional Misconduct", "Perceptions of Ethics Training", "Perceptions of Professional Standards", "Familiarity with Police Service Values", "Internalization of Organizational Values", "Ethical Leadership", and "Perceptions of Early Intervention Systems".
- Continue to explore the potential for a learning product stemming from the Professionalism Project that can be delivered to Canadian policing through CPKN.

### **Next Steps:**

- Summer meetings to be held in Victoria, British Columbia on Saturday, August 23, 2014. It is anticipated that the committee will receive updated presentations from Dr. Maguire, as well as one from the Ontario Provincial Police Service wherein they will discuss their specific efforts to promoting ethical behaviour in the workplace.
- Dr. Maguire is scheduled to present to the general CACP audience at the 2014 conference in Victoria, B.C.

- The CACP Professional Standards committee has reached out to the Ethics Committee to discuss a presentation at their upcoming conference.
- Selection of a new co-chair for the committee.
- Approve new membership into the committee.
- Last report the committee reported on the following items, too which I will provide an update. These three academic articles are in various stages of completion.
  - 1) A new model of Professionalism in Policing. This project is the first part of Dr. Maguire's literature review. Although he is very constrained by his other professional demands at Carleton University this work continues to progress with an anticipated review at the August meetings in Victoria.
  - 2) Enhanced reporting of wrongdoing. Dr. Maguire is presently analyzing a new data run. This new data was presented to an audience at the University of Cayman Islands in March of 2014, as well as at the CACOLE Conference in May of 2014. The intention is to have Dr. Maguire capture the content of these presentations in a paper.
  - 3) Overall project results – “The Main Drivers of Professionalism in Policing”. The plan is to submit this paper to the Western Society of Criminology conference in Phoenix, Arizona, February 19<sup>th</sup>, 2015.
  - 4) A presentation to the CACP Ethics Committee in Victoria, B.C., August 2014 - “Is There an Appetite for Developing SME's in Ethics Training?”.