

Canadian Association of Chiefs of Police

July 31st, 2015

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 Ed Keeley, Ottawa Police Service. Currently the other co-chair position is vacant due to Deputy Chief Roger Chaffin leaving the committee. Members of the committee are being canvassed for their interest in the Co Chair role.
- Currently 14 active members from a variety of services and agencies, including Federal, Provincial, Regional, Municipal, Aboriginal, Transit and Academic representation.

- Representation from Nova Scotia to British Columbia, with Inspector Francois Duguay joining the committee in 2015 from Gatineau Police.
- This year the committee has seen three members (RCMP Inspector Al Simpson, Superintendent Kim Yeandle Toronto Police Service, Deputy Chief Roger Chaffin Calgary Police Service) step down from the committee, due to retirements or re-assignments.
- Two new CACP members to the Ethics Committee, Cory Bockus (Toronto Police Service) and Wayne Jacquard (RCMP), will be brought forward to replace them.

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 26th, 2015 and hosted by the RCMP, Inspector Al Simpson.
- The March meeting saw presentations from Dr Stephen Maguire, OPS Sgt Greg Brown, and OPP Bureau Commander Andrew Eamer, as well as an open discussion amongst the committee on the impact of ethical behavior in policing on gender diversity.
- Dr Stephen Maguire presentation - provided updates on the Professionalism in Policing Project, a draft of the Professionalism in Policing Survey update, as well as an update on the CPKN Elearning project.
- Sergeant Greg Brown of the Ottawa Police Service presentation – on the constructs between accountability and visibility for front line officers with the proliferation of video, and the ethical challenge for Executive leaders in managing public and member confidence as a response to those constructs.
- Bureau Commander Andrew Eamer presentation – a very informative presentation on a partnership between Professional Standards and Human Resources with tip sheets developed to promote professional policing.
- Open discussion Ethical Behaviour Impact / Gender Diversity – the committee discussed the potential for the committee to explore ethical considerations

relative to fairness, respect and trust relative to police behavior within the workplace.

Achievements / Priorities:

- The Professionalism in Policing Project remains the committee's primary priority.
- Dr. Maguire presented new research on Ethical Leadership at the CACP conference in Victoria in August 2014. In November Dr. Maguire presented a "Leadership and Professionalism" workshop at Calgary Police Service and researched the CPS public complaints program for the "Best Practices" component of the "Professionalism in Policing" literature review.
- Dr. Maguire also gave presentations to sworn members at RCMP "D" and "E" divisions, as well as to the Royal Newfoundland Constabulary, Winnipeg Police Service, CACOLE, and at the Professional Standards Conference in Montreal.
- A forthcoming article in *Police Chief Magazine* (December 2015 edition) on "How to encourage reporting of professional misconduct" has been submitted by Dr Maguire and approved by Police Chief Magazine. The *Police Chief Magazine* article also discusses 2014 research data on why police report professional misconduct. Part of the Calgary Police Service research is included in the forthcoming article in *Police Chief Magazine* (December 2015 edition).
- The joint initiative with the Canadian Police Knowledge Network (CPKN) and CACP to develop e-learning products based on the ethics and professionalism survey results has been approved. Learning materials from the ethics and professionalism project for a course to be delivered to front line supervisors, are currently in development.

Next Steps:

- The literature review is 75% complete. Dr. Maguire hopes to have it finished by the end of August and publish at least one paper from the review, "A New Model of Police Professionalism."
- Work on a CPKN course for supervisors is just beginning. The time frame for completion is 6 to 8 weeks.

- A second survey on Professionalism in Policing that includes civilian members will be introduced in the fall with Regina Police Service. Agencies will be added as opportunities are identified. 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.
- Under the auspices of Superintendent Karen Noakes York Regional Police has commissioned Dr. Maguire to write a paper on “An Agency Wide Approach to Ethics” which will be completed in the fall.
- A face to face meeting in October which will focus on revisiting our work over the last two to three years and where the focus needs to be in the coming two to three years.