

CACP Professional Standards Committee

2014 / 2015 ANNUAL REPORT

July 30, 2015

Mandate:

The CACP Professional Standards Committee (PSC) is focused on addressing the needs of the Canadian law enforcement community in identifying the best practices in professional standards investigations.

The Committee's guiding principles are:

- To maintain public trust in police services, so as to ensure the support and participation of the community for effective policing;
- To promote innovative professional standards strategies as a meaningful way to assist the chiefs of police when faced with the challenge of leading an evolving police organization;
- To encourage and facilitate the exchange of ideas regarding professional standards best practices, investigative strategies, trends and models within police organizations; and,
- To assist with the development of training and intervention systems that reduce the occurrences of police misconduct.

Membership:

The PSC is comprised of police representatives from municipal, regional and provincial police services, including the military and RCMP. There are 16 active committee members drawn from police agencies in British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, Quebec, New Brunswick and Nova Scotia.

Superintendent Daryl Wiebe from the Vancouver Police Department stepped down as one of the co-chairs, and has been replaced by Superintendent Donald MacLean from the Halifax Regional Police and will co-chair with Inspector Costa Labos from the SVPM (Montreal).

Meetings:

- The PSC held three face-to-face meetings in 2014-15:
 - Regina, on April 9-11, 2014.
 - Quebec, on October 7-9, 2014.
 - Montreal, on May 14 2015
- A Fall 2015 meeting is scheduled for October 29-30, in Toronto.
- Teleconference meetings were held throughout the year, as required by the co-chairs, or within the different sub-committees.

Accomplishments for 2014/2015:

The PSC had two main initiatives planned for the past year, namely:

- Inventory prevention programs and strategies designed to reduce misconduct, to be shared among member agencies; and
- Professional Standards Police Conference in Montreal May 11th -13th 2015

Much work was accomplished on each of these, as follows:

1. Prevention (Sub-committee)

Mandate: The PSC Prevention Sub-committee was formed to explore initiatives to reduce the risk of police misconduct in developing communication and preventive measures through education and awareness; and, to forge partnerships and share examples of leading practices across Canada. (Prevention files and videos)

Activities: The Prevention Sub-Committee undertook a survey of police agencies to identify best practices in prevention programs from across the Country. The intent was to identify what programs are being done (e.g. Calgary's "Stay in the Game"), inventory them, and provide a single point of referral to other agencies, via the new CACP web site.

Supt. Daryl Wiebe (Vancouver Police Department) oversaw the distribution of the survey, and information was collected by the VPD Professional Standards Section, and tabulated into a spreadsheet of different programs. That information is being catalogued into informative one-page overviews, to be made available to police agencies across the country. These overviews will also provide contact information from the originating agency, where further detail can be sought if the strategy is viewed as useful to another agency. Inspector Darren Leggatt, Calgary Police Service, is the new chair of the Prevention Sub-Committee.

2. Professional Standards Committee Police Conference in Montreal from May 11th -13th 2015. Approximately 100 delegates from across the country participated in the two day conference which was hosted at the Queen Elizabeth Hotel. The conference objectives were:
 - To encourage and facilitate the exchange of ideas regarding professional standards best practices, investigative strategies, trends and models within police organizations; and,
 - To deliver training and intervention systems to reduce the occurrences of police misconduct.

Overall, there were 11 educational sessions over the 2 days along with invaluable networking opportunities. A debrief with committee members was held directly after the conference in order to determine ways to improve on future opportunities. This is also in conjunction with the results of the evaluations which were submitted and disseminated through the CACP.

Planned Activities for 2015/2016:

The PSC identified two activities to pursue over the next year, as follows:

Training (Sub-committee)

Mandate: The PSC Training Sub-committee was formed to explore and identify the best training that is being done across Canada in relation to investigators, adjudicators / presiding officers and presenting officers.

Activities: The Training Sub-Committee undertook an exhaustive search to identify suitable training programs that are in place to provide consistent training for PSS investigators. There was no one-stop course identified that would meet the needs of our investigators.

The Canadian Police College (CPC) will consider hosting a national course, but the CACP would have to drive such a program, and be prepared to provide resources, develop content, and wait up to two years for delivery of such a program. Given the fact that PSS investigators tend to stay in their roles for an average of 2 years, this did not seem like a feasible approach to take.

The general sense of the sub-committee is that the CACP should look to provide training/education through the delivery of a regular conference that focusses on Professional Standards content. The PSC could control and direct the content, based on what is current and relevant across the country, and the larger event is better suited to educating experienced

investigators that need to know more of the nuances associated to professional standards work.

Training Strategies

The Training Sub-Committee will continue discussions with the CPC on the potential for an investigators program. Additional research will be conducted regarding available training for adjudicators, and the development of a resource page that can direct agencies to suitable programs.

Prevention (Sub-committee)

In keeping with the mandate, the Prevention Sub-Committee will continue their work looking at the both the genesis and mitigation of complaints against police. The inventory of prevention programs was the first step in that process. The committee has had preliminary discussions to try and determine the prevalence of any causal factors regarding police misconduct as a means to reduce and eliminate them.

List of members: Attached

Co-chairs PSC

Donald MacLean
Superintendent
Halifax Regional Police

Costa Labos
Inspecteur
Division des affaires internes et normes professionnelle
Service de Police de la Ville de Montreal