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CACCP Bulletin

Canadian Association of Chiefs of Police

WINTER 2006



*"...Leading progressive
change in policing"*

HELPING TO STOP THE CARNAGE: A CACP TRAFFIC COMMITTEE INITIATIVE

*Submitted by by Aysha Rajan,
National Traffic Services, RCMP*



Project Developers S/Sgt. André Lemaire - RCMP, Supt. Steve Grant - Toronto Police Services,
Aysha Rajan - RCMP, Acting S/Sgt. Scott Lawson - OPP, and Insp. Stan McNeil - RCMP

Each year in Canada, nearly 3,000 people are killed and more than 200,000 are injured in traffic collisions. To stop the carnage on our roadways, the federal government developed Canada's Road Safety Vision (RSV) 2010, which is a comprehensive road safety plan to make Canada's roads the safest in the world. Given that road user behaviour is a significant contributing factor in traffic crashes, altering this behaviour is key. Providing police and road safety groups with access to educational programs will support the objectives of RSV 2010, since they are often called upon to prepare presentations on traffic safety for the public or other police officers. But how to share this information?

To study this issue, the Canadian Association of Chiefs of Police Traffic Committee formed a working committee to see how internet-based technology could facilitate the sharing of road safety material. This committee, which was composed of members of the Ontario Provincial Police, the Royal Canadian Mounted Police and the Toronto Police Service, created the Traffic Safety Programs Catalogue. This web-based resource is found through a link from the website <http://www.cacp.ca>. A range of resource material that each agency has on traffic safety programs can be found there, as well as information on how to obtain access to these programs. The catalogue is maintained on the RCMP Traffic Services' external website.

To encourage participation, there are guidelines and instructions on how to make a contribution to the catalogue. Web managers hope that all Canadian police agencies will submit their traffic safety programs to the catalogue, and thereby build its usefulness. Each submitting agency maintains control over their own programs and decides how they will be shared. At the present time there are five products available. The first two, "Canada Road Safety Week" and "Operation Impact", are CACP traffic safety initiatives. There are two impaired driving initiatives, "Not Ready To Go" and P.A.R.T.Y. (Prevent Alcohol and Risk Related Trauma in Youth) and the final product is "DriveWise", which deals with safe driving for aging drivers.

For information or any questions concerning the Traffic Safety Programs Catalogue, send an e-mail to Traffic_Services@rcmp-grc.gc.ca.

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ACP

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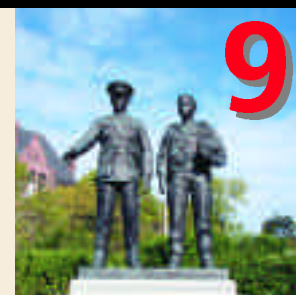
CACP President, Chief Jack Ewatski addressing participants at the 5th Annual International Counterterrorism Conference: Private and Public Partnerships – Washington DC.

Photo courtesy of:
Greg Teckles, Teckles Photography Inc.

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Canadian Association of Chiefs of Police

Winter 2006



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P PRESIDENT'S MESSAGE



I am pleased to continue the efforts of my predecessors to increase the profile of CACP and to promote and present to broad audiences the current and future realities of policing. But increasing awareness isn't enough – we need to connect with decision makers in our governments, our businesses, and our communities in a way that inspires them to participate with police in creating stronger, healthier, and safer communities. It is this shared vision for the future of public policing that guides our efforts to lead progressive change in multiple and diverse areas.

I am proud of the initiatives the CACP has spearheaded and supported to address issues nationally - our committees' efforts to use technology to share and increase access to information across our nation through the Police Information Portal...our Microsoft partner's support and assistance in investigating child pornography...our Coalition for Community Safety, Health and Wellbeing bringing together a diverse group of organizations to promote cooperative community efforts to increase safety...LEAD bringing together diverse populations to help us work through multi-cultural issues...the work of our members in developing Canada's Drug Strategy...the Police Sector Council focusing on strategic human resource issues...the professional development opportunities presented through ISIS, the Mental Health sub-committee, and in partnership with IACP and Reboot Communications, to name just a few.

Our ever changing world requires police to work regionally, nationally, and internationally to address and investigate complex and far reaching cybercrime, organized crime, and transnational crime in new and innovative ways. But regardless of all of the initiatives we are working on nationally and internationally, our biggest challenge may yet be to balance that work with our important responsibilities to our local communities and police organizations. When we survey our local citizens they still tell us that the issues of greatest importance to them are those that are most likely to affect them personally –traffic problems, vandalism, and youths congregating in the neighbourhood. Can we reasonably expect that our police agencies as they are currently structured, resourced, and equipped can capably respond to this broad range of issues? If not, what criteria should we use to determine where to invest our efforts and resources? These are important questions I encourage you to discuss and work through with other police professionals, government, business, governing bodies and community leaders.

I wish you all the best for the holiday season, and continued success in achieving your goals for 2007.

Jack J. Ewatski, President

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WELCOME TO NEW MEMBERS



New member, Kim Armstrong, Legal Advisor, Edmonton Police Service and Lynda Bordeleau, CACP Legal Counsel



New member, C/Supt. Ruby Burns, RCMP with Chief Jack Ewatski, CACP president and a guest



Chief Frank Beazley, Halifax Regional Police and Ms. Dorothy Ahlgren Franklin



CACP Executive Director, Peter Cuthbert with CACP Advisor, Trevor McCagherty



New member, C/Supt. Pat McCloskey, RCMP G Division and Supt. Jim Rainville, RCMP, St. John's



Chief Ed Huzulak, Bathurst Police Department, new member Deputy Chief Bob Johnston, Royal Newfoundland Constabulary and his wife Gloria, and new member Deputy Chief Bill Brown, Royal Newfoundland Constabulary.

The CACP welcomes our new members:

ACTIVE

C/Constable Scott Michael Armstrong, West Vancouver Police Department

Mr. Thomas Banks, Associate Administrator, Peel Regional Police Service

C/Supt. Ruby Burns, RCMP

C/Supt. Mike Cabana, RCMP

A/Commr., Line Carbonneau, RCMP

C/Supt, Marty Cheliak, RCMP

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USING POSITIVE THREAT ASSESSMENT TO INCREASE AIRCRAFT SECURITY

By Yves Duguay, Air Canada Security

Your officers just got the call from dispatch. An anonymous caller is claiming that a bomb has been hidden aboard a flight that is leaving Montreal tonight for Frankfurt. The officers have asked for the transcript of the call to be forwarded to the airport operations centre (AOC) at Pierre Elliott Trudeau airport.

**What would be the reaction of your officers?
What is your reaction?**

In most cases it's a mixture of surprise and disbelief. In many instances the officers will ask for the evacuation and the search of the aircraft. Would this be your call as well? In your opinion, who is responsible to

Measures (ACSMs), to determine if there is a unique knowledge of the targeted aircraft or the possible location of an explosive device. If the threat is assessed as "specific", then it must be reported to Transport Canada. Only Transport Canada can overrule the carrier's assessment.

Although the carriers must use the indicators found in the regulations, they

“THERE’S A ON THE

Representatives from the Montreal City Police (SPVM), Royal Canadian Mounted Police (RCMP), Quebec Provincial Police (QPP), Transport Canada (TC), Canadian Air Transport Security Authority (CATSA), Canada Border Services Agency (CBSA), the airport authorities, NAVCAN and the airline are already present at the AOC when the officers arrive. All available information has already been shared among those present.

As your officers are working with their colleagues to identify the caller and to determine what measures, if any, should be taken, they are advised by the Director of the AOC that the airline has completed its assessment and they deem the threat to be non specific. The pilot of the flight is in agreement with the assessment and the airline is requesting that the plane be allowed to depart.

conduct the threat assessment under such circumstances and who has the authority to make that decision?

Under article 55 of the Canadian Aviation Security Regulations (CASRs) the air carrier has the responsibility and the authority to determine whether or not a threat is specific. In its analysis, the airline must use the threat indicators found in article 10 of the Air Carrier Security

have also developed a thorough assessment process based on the Positive Threat Identification (PTI) method. This method generally takes into consideration a number of factors and the risk they represent:

Wording of the threat:

- Does it contain any of the combination of indicators found in the ACSMs?

Political situation:

- Can the threat be linked to current events?

General threat level:

- Were threats made recently against Canadian interests and/or specifically Air Canada?

Specific security information:

- Have we received classified threat information recently from government or police agencies?

Labour:

- Are there ongoing conflicts with labour groups?

Similar threat:

- Have we received similar threats that were assessed as hoaxes?

Screening of passengers, baggage, cargo:

- Were there any problems with the screening of passengers, carry-on and

Do we have deportees or prisoners escorted on board? Are aircraft protection officers assigned to this flight?

Information from the captain:

- Any unusual event, suspicious behaviour on the part of the passengers at the gate or aboard the aircraft?

Once this information is gathered, it is then assessed by the Chief Pilot, the Director of SOC (System Operation Control) and the on call Security Manager. If all three persons agree that the threat is non specific, they will then communicate that information to the captain. The captain can accept or refuse the assessment.

Why, do you ask, would an airline not want to evacuate and search each flight, every time a bomb threat is received? Unfortunately our industry has become an

frequent bomb threats is untenable unless we have a proven process and procedure to assist us in deploying manpower and resources when and where they are needed. Without a proper PTI assessment, the volume of threats alone could seriously jeopardize airline operations and quickly sap the security resources of our respective organizations. On the other hand, a proven PTI approach allows us to properly weigh how we should proceed in a safe and secure manner without adding undue strain on security and enforcement resources or adding to the stress and anxiety level of our employees or customers. Although the threat of a bomb on board an aircraft is always a serious possibility, the vulnerability to that threat has been mitigated in recent years through a number of counter measures enacted by regulators and best practices adopted by air carriers.

I want to stress that the process of PTI assessment is a tool to assist all parties in handling bomb threats but does not replace the communication, cooperation and teamwork which must exist among airlines, security and enforcement personnel at every airport.

I hope that this article has shed some light not only on how we handle bomb threats but also how we have developed a systematic approach to security that

BOMB AIRCRAFT

checked baggage for this flight or at that airport? Were there any incidents during the check-in process? Have we done a full reconciliation of passengers and bags?

Passengers' list:

- Do we have a dignitary on board? Did we screen the list of passengers against the interdiction lists?

easy target for hoaxes and public mischief and these events are usually highly publicized. Furthermore there are only a few documented cases (with the Irish Republican Army in England) when a specific bomb threat was received and where a bomb was subsequently discovered.

The sheer logistics – for all parties including police officers – of handling

complements very well the services delivered by police forces in Canada. Let me conclude by saying that an airline's most important asset is definitely its reputation for safety and security and Air Canada would never compromise that trust. This is why we're committed to work in partnership with police forces, airport operators and Transport Canada to work and resolve issues of common interest.

Safe recreation in communities is our collective responsibility

Submitted by: Sharon Jollimore, Director, National Initiatives and Alliances, Canadian Parks and Recreation

The Canadian Parks and Recreation Association (CPRA) provides leadership for a Canada-wide network of community-based organizations, professionals and volunteers who believe that parks and recreation are essential to the health and well-being of individuals, families and communities.

In response to a growing need in our communities, CPRA introduced Making All Recreation Safe™ – Awareness to Action, a national multi-sector initiative that helps Canadian communities implement abuse and harassment prevention strategies to make their recreation services safer.

CPRA approaches the issue of abuse and harassment in recreation settings as one that is a shared responsibility among the community and involves key partners. As a member of the CACP's Coalition on Community Safety, Health and Well-being, CPRA strongly believes in the development of communities by providing tools to create safer recreational environments.

One of the tools that CPRA has developed is the Making All Recreation Safe Community Mobilization Tool Kit. The Tool Kit is organized around the principles of community mobilization. This approach is based on the belief that local people can best solve local problems and that people support what they help create.

Resources within the Tool Kit will help mobilize communities to: build awareness for safe recreation; assess and evaluate their needs and resources; understand more about what is abuse and harassment; identify and enlist partners; develop prevention strategies (policies, codes of conduct, volunteer screening etc); and share success stories across the country.

On the way towards its development, CPRA launched a national pilot project in 2004 and provided funds to four communities across Canada to test the Tool Kit.

Over the course of a year, the pilot community of Esquimalt, British Columbia achieved the following:

- Hosted awareness workshops with over 100 recreation practitioners;
 - Trained and certified a recreation staff person as a Red Cross RespectED facilitator;
 - Developed a facility-wide Code of Conduct and signage;
 - Facilitated Making All Recreation Safe workshops in three municipalities;
 - Improved the communities Child Protection Policy;
 - Drafted a bullying policy;
 - Engaged representatives from community-based organizations to serve on steering committee;
 - Gained the support of the Recreation Commission for ongoing commitment to Making All Recreation Safe; and
 - Integrated the principles behind Making All Recreation Safe into an existing Community Services Programmer position.
- For a write-up of the Esquimalt Success Story (and other community's stories) visit the CPRA website www.cpra.ca.
- In addition to the pilots, CPRA conducted focus groups to gather information about the incidence of abuse and harassment in Canadian communities, and preventive measures needed or already in place. Observations and experiences shared by participants include:
- Incidents of abuse and harassment occur regularly in sport and recreation activities, in schools, and in community public places—and are increasing;
 - Recreation organizations must develop internal policies and procedures to better deal with abuse and harassment;
 - Violence among girls aged 12 to 15 has increased. Incidents can be physical (such as knife fights) or psychological (excluding or shunning others);
 - Communities and organizations fail to notice – and as a result, fail to respond to – incidents of abuse and harassment putting organizations and the community – as well as those who participate in recreational activities – at risk.

Our Role

As community leaders, we have a moral and legal responsibility to ensure that our facilities, staff, volunteers, services and programs are safe.

Safer recreational settings can lead to a variety of community benefits. Studies show that participation in sport and recreation builds self-esteem and confidence, enhances the quality of life in our neighbourhoods, and gives young people the chance to develop caring relationships with peers, coaches, program staff and volunteers. These benefits act as a protective buffer against the risk factors associated with crime and victimization—risk factors such as poverty, alcohol/drug abuse, family stress and anti-social behaviour.

It begins with awareness . . .

Awareness offers the power to institute positive changes. Most recently, CPRA partnered with the True Sport Secretariat to develop a three-minute flash presentation that serves to generate awareness of the importance of safe and welcoming sport and recreation environments that are free of abuse, harassment and bullying. The flash focuses on the importance of community awareness, education, and prevention and culminates with a call to action. The flash is free to download from our website at www.cpra.ca

You can ensure that every volunteer, every adult and every child in your community has the opportunity to enjoy recreational activities in a safe, supportive environment.

For more information, contact CPRA at cpra@cpra.ca

FOCUSING THE BLURRED LINE BETWEEN POLICE AND SECURITY

By: E.R. Nurse, President & CEO, The Commissionaires, Kingston & Region Division

There is a "perfect storm" of events descending on police services in Canada: municipalities are reaching the breaking point in terms of the cost of their police services, the incidence of crime is broadening, challenging the capabilities of police to effectively manage, and a crisis is looming in the search for comparable replacements for the "baby boomer" generation of police officers. How those who are responsible for the provision of police services react to this convergence may affect police operations well into the 21st century.

It is no secret that most municipalities have limited monetary resources and police services must compete with other municipal departments to increase and even maintain their budgets. Democracies by their very nature make these debates public so there are few secrets as to where police service weak points are. Reporting of police budget debates often take place in local newspapers. As taxpayers, we have tended to agree with the need for increases to police service budgets but we are becoming more and more skeptical as to whether the increased resources are being used effectively. Is there a better way?

The explosion of the communications medium and the thirst for newsworthy product appears to have resulted in an increase in crime reporting. Whether it is the pig farm in BC or eight murders in rural Ontario, the image (whether it is accurate or not) ratepayers have firmly imbedded in their minds is that crime in general appears to be on the rise. The computer age has added to the woes of the hard-pressed police - everything from ATM robberies to identity theft. The overall incidence of crime is certainly not receding and new and imaginative types of crime are continually surfacing.

The Canadian Association of Chiefs of Police, in conjunction with the Canadian Police Association recently commissioned PricewaterhouseCoopers to conduct a study that could serve as a vehicle for positive change in the policing industry. This study was thorough and included a wide variety of stakeholders. One of their finds was chilling:

"... the Police Sector will no longer be able to rely on recruitment methods that assume an adequate recruitment pool."

In other words, not enough suitable Canadians want to be police officers any more. The study then goes on to suggest ways that the recruitment pool can be leveraged to increase efficiencies, attract new talent, improve HR planning and improve labour-management relations. Very little here is new and one would think each of these ought to be a normal part of making police operations more effective. How will this study make it better? The study, as far as it goes, is professional and thorough but it is an "inside the box" study, concentrating on a range of stakeholders that are inside the police paradigm. It may be time to think "outside of the box".

There is another alternative. Instead of trying to find more aspiring police officers to do the work in the future that police officers currently do, why not redefine the work that police officers are required to do. The duties of police officers have evolved over time, mostly at their discretion. Police officers seldom walk through communities on any regular basis. Did the need go away? No. They stopped because they needed to be put to better use doing other things. Police now look down their nose at most by-law enforcement tasks, and perhaps rightly so; they have more important work to do. By-law enforcement work generally is now done by others. This evolution away from "low crime" or "no crime" work has been haphazard, crisis driven and subjective. Who decides what types of work actually needs to be performed by police officers?

There is a need to look at the crime continuum and determine in a balanced, logical way what duties are the prime responsibilities of the public police. If, for example, jaywalking or lawn watering at the wrong time are considered at the low end of the continuum and mass murder at the high end you have established a range of crimes and a scale of importance in terms of who needs to respond. In other words, consider defining public policing in a more realistic fashion, by the work it actually does, as

opposed to a publicly perceived need. If the specialty skills required in support of police operations, as suggested in the HR study can be contracted out, does not the same logic apply when considering the duties of less perceived value or importance?

Few police officers join to control traffic, guard crime scenes, transport prisoners, provide court security, patrol malls, respond to home alarms, document "fender benders" and other necessary but low value work. Maybe these tasks can no longer be part of core policing. If police services were more clearly defined by the type of work done by police officers and the unnecessary but lower priority non-core tasks were delegated to others, I suspect police officers could become more focused, tax dollars would be better spent, and not only might recruiting improve, but morale as well.

There have been several attempts to define police duties in the past. Perhaps the focus has been wrong. The blurred line between police services and private security might diminish if the respective roles were more clearly defined. What is needed is a comprehensive audit that answers the question "what should police officers do?". The Ontario Police Services Act of 1999 may provide some insight. It defines the five core responsibilities of police officers as crime prevention, law enforcement, assistance to victims of crime, public order maintenance, and emergency response. Quantifying what these mean could go a long way in focusing the actual tasks police officers must do. The remaining tasks could be done by other resources. I am not suggesting for a minute it would be easy, but it might be worthwhile. The public places a high value and generally offers great respect for police services. Policing in a democracy is difficult enough. Re-examining the role of police, redefining their duties, and discarding the non-core activities will allow police chiefs to reallocate resources and allow police officers to spend more of their time doing the duties that attracted them to the job in the first place.

Now, who is going to take the lead?

THE LANGUAGE OF POLICING IN CANADA

poliisi
policía
police
polizei

By Dorothy Ahlgren Franklin

ACP President, Chief Jack Ewatski, spoke as an invited panelist at the Canadian Bar Association (CBA) Annual Conference in St. John's on 15 August 2006. He was joined by Commissioner Zacardelli of the Royal Canadian Mounted Police in a workshop session entitled "Police Services in Canada", which examined the provision of police services in French, outside of the province of Quebec.

Chief Ewatski's starting point was Canada's community policing tradition, and the trust our democratic society places in police. He described the linguistic and social context of Canada as detailed in Statistics Canada reports related to mother tongue; the distribution of Anglophone, Francophone and allophone populations; the country's ethno-cultural profile; and immigration and internal migration patterns.

Using results derived from a quick survey of CACP member agencies, he then responded to five questions posed by the CBA.

On the first question, "Are police services making efforts to provide services in French to communities outside Quebec?", Chief Ewatski reported that police agencies indicated a strong effort in some areas of the country, even where provision of French-language services is not officially required by the provincial jurisdiction. In others, efforts are limited and needs-driven. Some police agencies view provision of services in other languages in the context of a bias-free policing policy.

"What are those efforts?" was the follow-up question. Police named essential services such as 911, dispatch and victim services as the first priority. Key positions in many services are designated as bilingual. Signage, public communications, and presentations to schools and community groups were frequently cited. Some police use a 1-800 language line to ensure that clients can be

served in their language of choice. Many police agencies focus on recruitment of bilingual police personnel.

"What are the challenges?" elicited common responses. A shortage of bilingual candidates leads to insufficient numbers of bilingual personnel. Internal police transfer protocols and deployment policies can impede an agency's capacity to sustain French-language services in a particular work area. Translation services are limited, costly and sometimes result in service delays. In many communities outside of Quebec the use of French is declining. Knowledge of the languages of Aboriginal peoples and new Canadians is a higher practical priority for police.

Respondents were asked "What kinds of initiatives help?". Increased availability of French-language training, more French-language tools and resources for police were suggested. A long-term solution is for mutually-supportive and coordinated government policies related to language. More French-language education for children would lead to higher numbers of bilingual people entering the workforce. This would enable publicly-funded agencies such as police to more easily meet their official language obligations.

The final question, "What are the trends?", provided the opportunity for Chief Ewatski to emphasize that police in Canada have two sets of obligations around language. First is the obligation to provide services in French where required by legislation. A more pressing practical obligation stems from three related factors: Canadians' desire to create a society of inclusion, our contribution to international intelligence-sharing, and Canada's security from global threats. This second obligation is for police to communicate with, and obtain information from, a population of increasing linguistic diversity. Without communication, there cannot be trust. And trust is a foundation piece of our safety and security.

"Heroes in Life, Not Death"



Photo by Harry De Jong

By Catherine Starr

In 2000, I attended the dedication ceremony of the Police Memorial at the corner of Queen's Park Circle and Grosvenor Street in Toronto. I stood among the family members of the fallen; among men and women in uniform; among dignitaries and other members of the

public who had come to honour those who lost their lives in the line of duty – for those who made the ultimate sacrifice for the very rights and freedoms we, the general public, enjoy and perhaps, sometimes take for granted.

Little did I know at that time, what impact the memorial would have on my everyday life. My office is on the 3rd floor of the building directly across from the Police Memorial. It is what I see when I look out my window. In the beginning the Memorial was surrounded by fledgling gardens and sapling trees. It has, over the years, matured into a beautiful and peaceful sanctuary for those who come to visit or where office workers from nearby buildings spend their lunchtime in the hot summer months. Sometimes the merely curious come to take a look and leave as quickly as they arrive.

I am, however, often amazed at how many people come to the memorial; day in, day out; hot weather or cold; in rain or snow or sleet. They come on foot or by bicycle and even by horse. Occasionally, officers from the Mounted Unit ride up to the Memorial with both horse and rider solemn and dignified in their purpose. Visitors are comprised of civilians, adults and children alike, or men and women in uniform. They come bearing flowers or simply to bow their heads, perhaps remembering a friend, a

family member or colleague, lost to them now, except in memories. Photographs are taken and sometimes one is left behind, leaning against the wall. Floral bouquets of all sizes and shapes materialize daily. There are no hours of operation here. There are no boundaries or barriers and

everyone is welcome. It is a place we should revere and respect; where we should come and give thanks to those who look after us when strife and unrest invade our everyday lives.

Recently, I watched a young man; clearly out for his morning run, stop by the wall and on bended knees he reached out to a plaque. He stayed there for quite some time, head bowed, his hand on a fallen officer's name – a father, a brother perhaps. After a time, he stood and respectfully backed away from the Memorial as if turning his back would be an affront to those who died as heroes to their communities and to their families. He backed his way out of the Memorial area and turned and continued on his run. I sat, mesmerized, at my desk. I wish more members of the public could witness a scene so touching. The Police deserve our respect for theirs is not an easy job. A job made much more difficult when they lose one of their own.

After all these years, I am still at a loss for words when I see how many people visit the Memorial and even though those officers may be gone; I suspect they still watch over us as "Heroes in Life, not Death".

("Heroes in Life, not Death" is the inscription on the police memorial.)



COALITION ON COMMUNITY SAFETY, HEALTH AND WELL-BEING



STRENGTHENING CANADIAN COMMUNITIES: A NATIONAL SHOWCASE ON COMMUNITY SAFETY, HEALTH AND WELL-BEING

The CACP is hosting a national conference at the Fairmont Winnipeg, March 4-6, 2007 that will offer participants an opportunity to learn more about how crime prevention through sustainable social development promotes safe, healthy communities.

Speakers at the Showcase will demonstrate community development projects. They will also address topics such as: raising public awareness of the value of crime prevention through social development; sustaining community-level initiatives; the role of decision-makers in government, police services and the private sector; and how to promote national action on crime prevention through social development.

Police services, governments at all levels, national non-governmental organizations, community representatives and the private sector will be represented at the Showcase. The program will include ample time for discussion and information-sharing.

Registration fees are \$325 plus GST. Space is limited. For further information regarding the conference, please consult the website of the Coalition on Community Safety, Health and Well-being at www.cacp.ca or call the Coalition Project Office at (613) 526-3679.

CALENDER OF EVENTS

Dec 1, 2006 CACP Executive Board Meeting Vancouver	Dec 2, 2006 CACP Board of Directors Meeting Vancouver	Jan 18-20, 2007 Law Amendments Committee Meeting Toronto, ON	Feb 14-16, 2007 Reboot Communications 8th Annual Privacy and Security Conference – Identity Management and Information Protection in the Digital World . . . Can We Meet the Challenge? Victoria, BC
Mar 3-4, 2007 CACP Executive and Board of Directors Meeting Winnipeg, MN	March 4-6, 2007 Crime Prevention Committee Conference: "Strengthening Canadian Communities: A National Showcase on Community Safety, Health and Well-being" Winnipeg, MN		March 9, 2007 Law Amendments Committee Tele-conference
April 3, 2007 Human Resources Committee Meeting Victoria BC	April 23-24, 2007 Reboot Communications 6th Annual International Public Safety and Counter-Terrorism Conference Quebec City, QC	April, 2007 – date to be finalized CACP National Traffic Symposium Chilliwack, BC	May 6-8, 2007 Canadian Professional Management Executive Leadership Conference – Preparing for Tomorrow Toronto, ON
May 17-19, 2007 Law Amendments Committee Meeting Quebec City, QC	June 3-5, 2007 CACP Human Resource Committee & Canadian Association of Police Educators Conference Chilliwack, BC	June 15, 2007 Law Amendments Committee Tele-conference	August 19-22, 2007 CACP Annual Conference Calgary, AB