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Canadian Association of Chiefs of Police

CACP Meetings
Winnipeg, Manitoba
August 15, 2013

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-chairs are Deputy Chief Roger Chaffin, Calgary Police Service and Chief Superintendent Brad Hartl, RCMP.
- 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 one member (Deputy Chief Brent Thomlison Waterloo Regional Police Service) step down from the committee, due to retirement.
- Two new CACP members have been added to the Ethics Committee, Deputy Chief Antje McNeely (Kingston Police Force) and Inspector Dean Rae (Regina Police Service).

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 February 19, 2013 and graciously hosted by the Ottawa Police Service.
- The February meeting saw presentations on ethics and professionalism in the Canadian Armed forces from Colonel Bernd Horn, as well as a comprehensive presentation from the Ottawa Police Service on the considerable efforts that OPS has put forward relative to their ethics/professionalism program.
- Dr. Maguire was scheduled to present further findings on the professionalism survey but had taken ill and was a late cancellation.

- In March of 2013, Dr. Maguire did present to the co-chairs through video conferencing a sub set of findings from the professionalism report titled “Professionalism in Policing Research Project...Policing Experience Analysis, and Salient Differences between results from the RCMP and Municipal Policing”. This report was an analysis of integrity measures in policing with very important findings as it relates to the perception of integrity both at a peer to peer level, and peer to organization level in Canadian police organizations.

Achievements / Priorities:

- The Professionalism in Policing Project remains the committee’s primary priority.
- Since that time a tremendous amount of activity has taken place within various agencies and services to respond to the survey results.
- Specific examples can be seen in programs under development and implementation by the Ottawa Police Service, Calgary Police Service, the RCMP and others.
- Some of these programs have been subject of discussion and examination at National levels including Parliamentary Committees, in a very positive context.
- Dr. Maguire has also authored and published two articles in the Blue Line Magazine and one in the RCMP Gazette, given numerous media interviews, and 21 presentations across Canada and one in the U.S. in 2012. Dr. Maguire has given 8 presentations in 2013 and 3 more are confirmed in the fall.
- With regards to the Professionalism Project, and over the course of 2013, Dr. Maguire has worked and presented to RCMP “E” Division Respectful Workplace Initiative (PRTC), the York Regional Police Service, the Ottawa Police Service, First Nations Association of Chiefs of Police (FNCA), Canadian Association of Civilian Oversight (CACOLE), RCMP E Division

mainland Leadership Initiative (Surrey BC), and RCMP E Division South East District (Kelowna).

- The results of the Professionalism in Policing Project to date have created a very positive ground swell in the policing environment in terms of professionalism, ethical leadership and ethical decision making, particularly in those situations where officers are executing their discretionary judgment.

Next Steps:

- Summer meetings to be held in Winnipeg, Manitoba on Saturday, August 17, 2013. The planned presentations will be Dr. Maguire re the final stages of the professionalism project; Supt Barb Kelly will be presenting a summary of the RCMP Professional Ethics Strategic Plan; Sandy Sweet from the Canadian Police Knowledge Network will be engaging the board relative to opportunities to create e-learning modules based on the professionalism survey, and Deputy Chief Bob Downie will be giving a presentation to the board relative to the work of the Professional Standards Committee looking for linkages with the work of the Ethics Committee.
- Completion of the extensive literature review that was conducted by Dr. Maguire. This will result in an academic article which will outline a new model of professional conduct including when officers are exercising discretionary judgment and related accountability measures.
- Finalize the report chapter on the qualitative data arising from the one hundred plus interviews conducted across the country by Dr. Maguire.
- Once the literature review and qualitative data analysis have been completed the entire report will be printed by the RCMP at Depot Division.
- RCMP Depot Division will host police training academies from across the country to discuss training opportunities arising from the outcomes of the Professionalism in Policing Project with a view of developing relevant training and developmental opportunities.

- Three academic articles will be completed and released. The themes of these articles are as follows;
 - A new model of Professionalism in Policing.
 - Enhanced reporting of wrongdoing.
 - Overall project results – the main drivers of Professionalism in Policing.