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# CACCP 2003

## Annual Review

Canadian Association of Chiefs of Police



***Working Together to Create  
Safer, Healthier Communities***



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

# 2003 Annual Review



# ACP

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Canadian Association of Chiefs of Police

# 2003 Annual Review



# ACP

*“...Leading  
progressive change  
in policing”*

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Police Force; Jack Ewatski, Chief, Winnipeg Police Service

### Secretary Treasurer:

Barry King, Chief, Brockville Police Service

### Past President:

Gwen Boniface, Commissioner, Ontario Provincial Police

Executive Director: Peter Cuthbert

For a full list of CACP Board Members visit  
[www.cacp.ca](http://www.cacp.ca)

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**W**ELCOME - to the many people across Canada who are reading the inaugural issue of the Canadian Association of Chiefs of Police Annual Review. The Annual Review is being distributed to citizens, advertisers, police services, public institutions and our partners in public safety.

The membership of the Canadian Association of Chiefs of Police is comprised of police, government and private sector leaders from the national, first nations, provincial and municipal level.

The work of the Association is carried out by operational committees such as Drug Abuse, Organized Crime, Traffic, POLIS, Policing with Aboriginal Peoples, Crime Prevention, Electronic Crime, Prevention of Crime in Industry, Informatics, Human Resources, Law Amendments and National Police Services.

Today's police personnel and the citizens of the communities we serve deserve excellence in police leadership. Our commitment is to provide that leadership and to lead progressive change in policing in Canada.

Thank you to the many business people who have advertised in the Annual Review. Your support will enable us to build a healthier and safer Canada.

A handwritten signature in black ink that reads "Edgar A. MacLeod". The signature is written in a cursive, flowing style.

Chief Edgar MacLeod,  
President





# An Overview of the Canadian Association of Chiefs of Police Association

## CACP Mission Statement

### “Leading progressive change in policing.”

The Canadian Association of Chiefs of Police (CACAP) was founded in Toronto on September 6, 1905 in response to an identified need among police agencies for coordination in the collection, storing, and sharing of information on convicted offenders on a national scale. It was first known as the “Chief Constables Association of Canada” and adopted its current name in the early 1950s. It was incorporated in 1968 as a non-profit organization. A permanent Secretariat was established in the 1970s, and a research foundation was established in the 1980s.

The Association is dedicated to the support and promotion of effective policing and to the protection and security of the people of Canada. The Association maintains active liaison with federal and provincial governments and departmental ministries having legislative and executive responsibility for criminal law and policing. Its primary focus is on issues of relevance for local, regional, provincial and federal police interests as a whole, and on concerns that are beyond the scope or the ability of individual police agencies to address. Efforts are generally dedicated to improving police effectiveness and efficiency, criminal justice reform, and increasing professionalism in policing. The bulk of the work of the Association is carried out by Committees, each chaired by police executives representing police agencies across the country.

The Association is led by an elected Board of Directors, made up of Chiefs, Commissioners and Directors of police services representing the geographic regions of Canada. Membership is open to police executives, directors of corporate security, executives in federal agencies related to policing, related professionals, and representatives of corporate and business interests who support the goals and objectives of the Association.

The work of the Association is supported by the Executive Director and staff of the National Office, located in Ottawa, Ontario. The office also manages the business affairs of the Association, coordinates conferences and educational initiatives, publishes news bulletins, magazines and directories, and serves as the main communications link between stakeholders and members.

The Association has grown considerably over the years. It is now proud to represent over 90% of the police organizations in Canada. At present, it has 300 active members, 150 associate and associate corporate members, 428 life members and 5 honorary members.

More information on the CACP is available at [www.cacp.ca](http://www.cacp.ca).



Chief T.T. Williams,  
London Ontario  
President, Chief  
Constables  
Association of  
Canada, 1913-1914



Delegates at the 1981 CACP Conference check out a bit of  
Calgary Police history



Members of the CACP Board of Directors at the Annual  
Conference (Edmonton 1981)



Delegates considering new weapons at the St. John CACP Conference Trade Fair



A Vancouver Mounted Patrol officer on duty in the early 1900s



New Dictaphone technology - Saint John Trade Fair (1985)



RCMP officers examining latent fingerprints in the 1930s



A Toronto Policewoman directs traffic in 1963

# CACP Board of Directors 2003-2004

## 2003 CACP Executive

### President

#### Chief Edgar A. MacLeod

##### Cape Breton Regional Police Service



Chief Edgar MacLeod, born and raised in Glace Bay, Nova Scotia, began his policing career in 1973 in Charlottetown PEI. He served on the Shelburne, Charlottetown and Sydney Police Departments before being appointed Chief of the New Waterford, Nova Scotia Police Department in 1993. He is currently the Chief of the Cape Breton Regional Police Service.

Chief MacLeod holds a Bachelor of Arts degree from the University College of Cape Breton, where he earned the Alteen Trophy for scholastic and leadership excellence. In 1999, Chief MacLeod was selected as the first recipient of the Michael C. MacDonald Memorial Award for demonstrating excellence in matters of family, community and career. He is the Chair of the National Joint Committee of Senior Justice Officials for the Atlantic Region, a past President of the Nova Scotia Chiefs of Police and has served as Director and Vice President of the CACP, and on several CACP committees. He was elected President of CACP in August 2003.

Chief MacLeod has chaired and served on a wide variety of community agencies including Sydney Minor Baseball, Youth Alternative Measures, Howard House, and Nova Scotia Heart Foundation. In 1998 he chaired the Campaign for the United Way of Cape Breton.

### Past President

#### Commissioner Gwen Boniface

##### Ontario Provincial Police



Gwen M. Boniface began her policing career in 1977 and has held a number of positions, including Superintendent of the First Nations and Contract Policing Branch, Chief Superintendent of the Organizational Development Bureau, and Regional Commander for Western Ontario. She is currently the Commissioner of the Ontario Provincial Police (OPP), where she leads over 7,000 OPP uniform and civilian members, serving in excess of one million square kilometres of

land and water. She is responsible for policing services to diverse communities throughout Ontario, including front-line delivery, administrative support services and highly specialized and multi-jurisdictional investigations.

Commissioner Boniface earned a Bachelor of Arts degree from York University and a Bachelor of Law degree at Osgoode Hall Law

School. She was called to the Bar in 1990 and is a member of the Law Society of Upper Canada. In 1997, she was appointed to the Law Commission of Canada, an independent federal law reform agency that advises Parliament on how to improve and modernize Canada's laws. She is also an adjunct professor at the University of Western Ontario Law School. She has been the recipient of the Humber College Alumnus of Distinction Award and was invested into the Order of Ontario in 2001 and the Order of Merit of the Police Forces in 2002.

Commissioner Boniface is, by invitation, a member of the First Nations Chiefs of Police. She has served as a Director, Vice-President, and, in 2001, became the first female President of the Canadian Association of Chiefs of Police. In 2002, Commissioner Boniface was elected second Vice Chair of the Division of State and Provincial Police of the International Association of Chiefs of Police. She is the first Canadian to hold this position.

### Vice President

#### Chief Vince Bevan

##### Ottawa Police Service



Vince Bevan began his career in policing in July 1973 with the Niagara Regional Police Service. He moved to Ottawa in 1998. He has worked in a variety of assignments including uniform patrol, motorcycle patrol, special projects, training and criminal investigations. Vince was also a member of the Emergency Task Force for 5 years.

In 2003 he was appointed an Officer of the Order of Merit of the Police Forces by Her Excellency the Governor General of Canada. Chief Bevan holds a Bachelors Degree, with Distinction, from Brock University, in Business and Politics. He is a graduate of numerous courses at both the Ontario Police College and the Canadian Police College and holds Certificates in Police Management Studies, Advanced Police Studies, and General Police Studies.

Chief Bevan is a member of the Forensic Sciences Advisory Board, the Ontario Association of Chiefs of Police Organized Crime Committee, the Major Case Management Steering Committee, the Steering Committee on Program Development, Canadian Police College, Chair, Advisory Committee, Canadian Police Research Centre and Comité National Mixte.

He sits on several community Committees and Boards, including Success by 6 Council of Partners, Board of Directors of the David Smith Centre, and the Ottawa United Way/Centraide, 2003 Campaign Cabinet.



## **Vice President Chief (C.E.) Butch Cogswell Saint John Police Force**



C.E. (Butch) Cogswell was a member of the Saint John Police Force for 32 1/2 years before his retirement in 1995. He was called back into service in 1997 as Interim Chief and was selected as the permanent Chief of Police in 1998.

He held a variety of positions, including patrol, investigations, planning, research and polygraph before becoming Deputy Chief of operations and then administration.

Chief Cogswell has been honoured with many awards, including the Boys and Girls Clubs of Canada (National) Silver Keystone Award for outstanding service to youth, the Thomas J. Higgins Award in recognition of his contribution towards the betterment of our community and the quality of life for us all, and the Atlantic Police Academy Award (2000) in appreciation of outstanding support of Police Training in Atlantic Canada.

Chief Cogswell was recently inducted into the Saint John Hall of Fame for his contribution in the field of basketball. He has been an Aide-de-Camp to the Lieutenant Governor of New Brunswick since November 14, 1997.

## **Vice President Chief Jack Ewatski Winnipeg Police Service**



Chief Ewatski began his policing career with the City of Winnipeg in 1973. He has worked in all branches of the Service, spending the majority of his career working in the area of criminal investigation. He was appointed to his position in November 1998. Chief Ewatski is leading the 1500 members of the Winnipeg Police Service with a community policing philosophy and a commitment to excellence in service delivery.

He is a graduate of several courses at the Canadian Police College, the Federal Bureau of Investigation's National Academy and National Executive Institute. He holds certificates from the University of Virginia and Harvard University.

He is a Vice President of the Canadian Association of Chiefs of Police, and is a member of the International Association of Chiefs of Police and the Major Cities Chiefs Organization.

Chief Ewatski sits on many boards and committees including the Canadian Police College's Advisory Board. He has developed expertise in the area of emergency response and management and has lectured extensively in Canada and Europe on this subject. He has been a coach and an on field official with the Canadian Football League for seven years. He is a licensed pilot and flies small aircraft.

## **Vice President Directeur Général Adjoint Paul Quirion Sûreté du Québec**



Paul Quirion has been a member of the Sûreté du Québec for 32 years. He joined in November 3, 1971 and rose through the ranks to the position of Deputy Director General. He worked in Québec City, Montmagny, Thetford Mines, and Montréal in a number of positions, including a member of the first SWAT Team in Québec City.

He was Montréal's first emergency measures planning officer, then became Assistant Commander of the Montreal Section in the Montréal District. In 1996 he was seconded to the Montréal Urban Community Police Department for 10 months, where he served as Assistant Commander and officer in charge of investigations in District 1.

He returned to the Sûreté du Québec and was named Assistant to the Deputy Director General for Policing. In 1997 he was appointed Director of Internal Affairs. In 1998, he was selected as Deputy Director General for Human Resources. In 2001 he was assigned to the Policing branch as the officer in charge of the ten administrative regions.

Deputy Director General Paul Quirion holds a certificate in police management from the Université du Québec Trois-Rivières and has taken the Senior Police Administration Course at the Canadian Police College. He has taken several courses at the HEC Advanced Business College, ETS, UQAM, and the Canadian Land Force Command and Staff College in Kingston.

He has been a member of the Association des directeurs de police since 1990, a member of the Canadian Association of Chiefs of Police since 1999, a member of the Human Resources Committee of the CACP from 1999 to 2001, and a member of the International Association of Chiefs of Police since 2001.

## **Secretary Treasurer Chief Barry King Brockville Police Service**



Barry V. King's 42-year career includes sixteen years as Chief of Police for the cities of Brockville and Sault Ste. Marie, 18 years with Peel Regional Police (Superintendent) and operational police service with the Ontario Provincial Police and the Canadian Forces Military Police. Chief King has experience in Major Crime investigation, planning, operational command, executive administration and policing responsibility for Pearson International Airport.

He is a graduate of the FBI National Academy, FBI Leeds, executive courses at the Canadian and Ontario Police Colleges, Humber College, Northwestern, and Wilfrid Laurier and Queens Universities.

Career highlights include command post co-ordination during the 1979 Mississauga train derailment and weeklong evacuation of 225,000 citizens in the city of Mississauga, Toronto (Pearson) International Airport Security and coordination for the 1984 Papal visit of Pope John Paul XXIII and emergency management during "Ice Storm 1998".

Chief King was appointed as an officer in the Order of Merit of the Police Forces in 2003 by Her Excellency the Governor General and was also awarded the "Queens Golden Jubilee Medal". He is the recipient of the "Ontario Medal for Police Bravery", the Ontario Association of Chiefs of Police "Service Award for Outstanding Contribution to the Advancement of Law Enforcement", the Addiction Research Foundation "Community Achievement Award for outstanding leadership in the development of youth drug and alcohol educational programs", the Board of Governors of St. Lawrence College "2002 Honorary Diploma" and the Ontario "Crime Commission Award of Excellence".

Chief King is Secretary-Treasurer of the Canadian Association of Chiefs of Police, served for twelve years as Chair of the CACP Drug Abuse Committee and was co-founder and co-chair of Health, Education and Enforcement in Partnership (HEP).

He co-chairs the Safe Communities Coalition of Brockville and district, which earned accreditation by the World Health Organization for Brockville as the 4th WHO designated safe community in North America. Chief King was decorated with the "Order of the Grand Master" by the Ambassador of Belarus for his leadership in assisting Chaussy, Belarus to establish a Safe Community Partnership and for his assistance to their Police and Fire Services. Chief King chairs the Board of the Canadian Centre on Substance Abuse, is Chair of For Youth Brockville, Co-Chair of the St. Lawrence College Police Foundations and Law and Security Advisory Board and serves on Ontario's Proceeds of Crime Committee.

## CACP General Counsel

### Lynda A. Bordeleau



Lynda is a partner with the law firm of Perley-Robertson, Hill & McDougall, practicing in the areas of administrative, municipal, and labour/employment law. Lynda has developed a specialized practice area in police regulatory matters.

Lynda graduated from Carleton University in Ottawa, with a Bachelor of Arts with distinction in 1987. She completed a Bachelor of Laws, Cum Laude, at the University of Ottawa in 1990 and was called to the bar in 1992, by the Law Society of Upper Canada.

Lynda joined the law firm of Perley-Robertson, Hill & McDougall in 1994. She is actively involved in providing legal advice to police services across Ontario and is a member of the

Ontario Association of Chiefs of Police and its Police Legal Advisors Committee. She is also a member of the Ontario Association of Police Services Boards.

Apart from her practice, Lynda has a close personal involvement with the policing community with her husband, Charles, who is a member of the Ottawa Police Service and her father, Lester Thompson, former Chief of the Gloucester Police Service and Life member of the CACP.

The firm of Perley-Robertson, Hill, and McDougall was appointed as General Counsel to the CACP in 1996 and Lynda is the second principal of the firm to provide legal and related services to the CACP.

## CACP General Counsel

### DAVID H. HILL, Q.C.



Following his education at Queen's University (B.A., 1962; L.L.B., 1965) and Osgoode Hall, 1967, David was admitted to the Bar of Ontario in March 1967. He was appointed Queen's Counsel in 1982 and is the recipient of a number of other honours, including the Gordon F. Henderson Award of the County of Carleton Law Association, 1998; the Loeb Health Research Institute Medal, 1999; the 125th Anniversary of the Confederation of Canada Medal (1992); Canada Volunteer Award Certificate of Merit (1991); Honourary Life Member, Canadian Cancer Society (1987); and the Honourary Member, Teachers' Federation of Carleton (1993). He also holds a number of law enforcement honours, such as, Honourary Life Member, CACP (1992), Honourary Life Member, Ottawa Police Association (1992) Honourary Life Member, Senior Officers' Mess, Ottawa Police (1990).

David holds memberships in numerous associations, including the Canadian Bar Association (National Council 1976-80); Law Society of Upper Canada; County of Carleton Law Association; Judges' Law Clerks Association (Secretary 1968-72); Ottawa-Carleton Home Builders Association and Canadian College of Health Services Executives. He has held volunteer positions in a large number of organizations in the education and health fields and lectures at the local, national and international level on legal and health matters, with particular emphasis in the area of cancer and smoking.

David chaired the Ottawa Police Services Board (1987-92), and has been an Associate Member of the Canadian Association of Chiefs of Police, a member of the Ontario Association of Police Boards, an Associate Member of the International Association of Chiefs of Police, and a member of the Canadian Association of Police Boards (1989-92).

David is a founding partner, Perley-Robertson, Hill and McDougall. He is one of the two principals of the firm who provide legal and related services to the CACP.



# CACP/ACCP 2003 – 2004

## Provincial & Federal Directors/ Directeurs provinciaux et fédéraux



Federal  
A/COMMISSIONER  
TIMOTHY KILLAM  
Royal Canadian Mounted Police



Northern Territories  
CHIEF SUPERINTENDENT  
DARRELL MADILL  
Royal Canadian Mounted Police



First Nations  
CHIEF WES LULOFF  
Nishnawbe-Aski Police Service



British Columbia  
CHIEF CONSTABLE  
PAUL SHRIVE  
Port Moody Police Department



Alberta  
CHIEF JACK BEATON  
Calgary Police Service



Saskatchewan  
CHIEF CAL JOHNSTON  
Regina Police Service



Manitoba  
A/COMMISSIONER  
GERRY BRAUN  
Royal Canadian Mounted Police



Ontario  
CHIEF GLENN STANNARD  
Windsor Police Service



Québec  
DIRECTEUR JOHN JANUSZ  
Service de police de Gatineau-Metro



New Brunswick  
CHIEF EDWARD (ED)  
HUZLAK  
Bathurst City Police



Nova Scotia  
CHIEF FRANK BEAZLEY  
Halifax Regional Police Service



Prince Edward Island  
CHIEF SUPERINTENDENT  
STEVE GRAHAM  
Royal Canadian Mounted Police



Newfoundland  
CHIEF RICHARD DEERING  
Royal Newfoundland Constabulary

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# CACP National Office Staff

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**Peter Cuthbert,  
Executive Director**

Peter took over the responsibility of leading, managing and coordinating the CACP's operations as Interim Executive Director in April 2001. In May 2003, Peter retired from the Ottawa Police Service and was named Executive Director. His thirty years of experience in policing with the Nepean, Ottawa-Carleton and Ottawa Police Services has given him an in-depth perspective on the needs and goals of the police executive community. Reporting directly to the CACP's Board of Directors, Peter has been influential in modernizing and expanding the CACP's operations.



**Magda Mitilineos,  
Office Administrator**

Magda has been with the CACP for five and a half years and has helped shape the modern face of the organization. Through her previous work at the Canadian Ethnocultural Council, Magda has extensive experience in managing the unique financial and business needs of a non-profit organization. As Office Administrator, she is responsible for maintaining the everyday needs of the office including staffing and financial planning, as well as the organization of Board of Directors meetings. Magda also holds responsibility for managing the everyday finances of the organization including the annual conference.



**Laurie Farrell,  
Website Administrator**

An employee of the CACP since 1987, Laurie has held various positions within the organization and has extensive first-hand knowledge of the CACP and its recent history. In addition to her duties coordinating the publishing of the CACP's Police Chief Magazine

and Annual Directory, Laurie also manages administration of the CACP website. Her duties include web design, posting of documents and reports, and the dissemination of broadcast e-mails which allow the CACP to effectively meet its communication goals.



**Liz Robertson,  
Project Coordinator**

In February 2003, Liz joined the CACP to support the new business and publishing initiatives of the organization. Her responsibilities include providing support to the Annual Review Project, Order of Merit, and a variety of projects such as the International Best Practices Research Project and the Police and Enforcement Partnerships Conference recently held in Montreal.



**Anika Evans,  
Receptionist**

Anika joined the CACP office staff in October 2003. Her bilingualism and experience in office support has quickly made her a valuable member of the team. She is responsible for the everyday operations of the CACP office including reception, administration, publication orders and executive support.

**Laura Gomez,  
Membership & Project Assistant**

Laura is a University of Ottawa student who has been with the CACP during the summer months and on a part-time basis during the school year since May 2001. Her responsibilities include updating the membership database, processing membership payments, compiling reports and maintaining CACP committee lists. Laura also provides support to CACP staff, various ongoing projects and the annual conference.





# Meeting the Challenge:

## Leading Progressive Change in Policing

By Trevor McCagherty, Executive Support Officer, CACP

Successive Association Presidents and Executives have faced the challenge of how best to shape the organization to meet the challenges of 'leading progressive change in policing'.

Assistant Commissioner John Moodie of the RCMP commenced the renewal process several years ago; Chief John Lindsay of Edmonton continued to reshape the organization. More recently, Chief Larry Gravill of the Waterloo Regional Police and Commissioner Gwen Boniface of the Ontario Provincial Police continued the focus on organizational renewal during their terms as President.

The emphasis of both Chief Gravill and Commissioner Boniface was on supporting and promoting the frontline activities of the Association particularly those initiatives being undertaken by CACP Committees that would lead to a healthier and safer Canada.

The main elements of the project were to:

- *Create the most effective and efficient structure to combat crime and, along with our partners in public safety, enhance the quality of life for our citizens*
- *Create a communications strategy that meets the needs of Association members and informs Canada's public*
- *Create opportunities for the professional development of Canada's police leaders*

- *Create a business framework that provides sufficient financial resources to achieve Association aims and objectives*

We are now in year three of the five year plan to renew the CACP and significant progress has been made.

Reorganized Committees are aggressively pursuing partnerships and alliances to deal with the emergence of new crimes such as identity theft. We are reaching out and are engaged in a wide range of activities with partners in public safety.

Thousands of people around the world are reading of CACP actions in new communications packages including the CACP Annual Review and the 'Police Chief' magazine.

Professional development opportunities abound for those who are police leaders or who aspire to become a leader in their police service. Recently 11 of Canada's police leaders subscribed to and completed an international tour of study you will read more about elsewhere in this review.

Successful lines of business have enhanced the financial resources of the CACP and enabled many new undertakings.

Current CACP President Edgar MacLeod is building upon the success of the renewal project and is expanding the opportunities for Canada's police leaders to anticipate and respond to the needs of our officers and the citizens we serve.

*Successful lines of business have enhanced the financial resources of the CACP and enabled many new undertakings.*

# COMMITTEE REPORTS

## e-crime Committee

The e-crime Committee was formed in 2002 to help police in Canada to work collaboratively to fill the void in knowledge and strategies to combat e-crime, and to stay ahead of e-crime challenges.

The use of computers has risen dramatically since 1994. In 2000, 53% of Canadian citizens over the age of 15 reported using the Internet, with Ontario residents having the highest usage. Police agencies continue to witness an increase in the use of computer technology connected to the commission of criminal offences including homicide, criminal harassment, threatening, fraud and mischief. Organized criminal groups are conspiring with each other on-line and using the Internet and e-mail to carry out criminal acts. As the use of computers continues to increase in society, we can anticipate that victimization will also continue to increase.

Using computers and the Internet in criminal investigations is increasingly common throughout Canada. Law and practice continue to evolve in this area. Even though there is limited case law for guidance, individual police agencies continue to develop promising practices.

The lack of a coordinated effort in Canada to address these often borderless crimes makes it more difficult for police to gather evidence and investigate e-crime. Many Canadian police agencies have established computer crime units and are developing their own policies and procedures for gathering electronic evidence however, considerable work needs to be done to harmonize investigations and smooth the process of national and international investigations.

### MANDATE

To establish a leadership role in the development of an administrative policy and standards for technology-based investigations, including the promotion of inter-agency cooperation in the detection and investigation of internet-based crime, the establishment of training standards, the identification of effective cooperation strategies to combat e-crime at local, provincial, national and international levels, and to facilitate public education on information security.

## Committee Membership

### Co-Chairs:

*Frank Ryder, Chief Superintendent, Ontario Provincial Police*

*Earl Moulton, Assistant Commissioner, RCMP*

### Members:

*Ruth Sutton, Bank of Montreal, Senior Manager-Security Operations*

*Tony Warr, Staff Inspector, Toronto Police Service*

*Paul McGrath, Director, Canadian Bankers Association*

*Bessie Pang, Executive Director, Society for the Policing of Cyberspace*

*Peter McAuley, Superintendent, RCMP*

*Dan MacRury, Senior Crown Attorney, Public Prosecution Service, Government of Nova Scotia*

### Associate Corporate Members:

*Alec Taylor, Business Productivity Advisor, Microsoft Canada*

### Technical Advisors:

*Scott Hutchison, Crown Counsel, Crown Law Office - Criminal (Ont.)*

*Suscheel Gupta, Federal Prosecutor/Computer Crime Advisor, Department of Justice*

*Arni Stinnissen, Detective Staff Sergeant, OPP e-Crime Section*

## Summary of Initiatives/Activities 2003

- *The Committee mandate was amended to include "facilitate public education on information security"*
- *Resolutions on 'Theft of Data' and 'Preservation of Data' were drafted and submitted*
- *Initial discussions were held on a National Strategy on Child Exploitation and on certification*

The e-Crime Committee is working with other CACP Committees on issues including:

- *Computer and Internet ethics, self protection and crime prevention*
- *National and international cyber crime legislation and policy*
- *Organized crime investigative procedures and protocols*
- *Internet crime data collection*
- *Software theft and piracy*

## Drug Abuse Committee

### Mission:

***"Our mission is to promote safer and healthier communities through proactive leadership by addressing and influencing prevention, enforcement and treatment of substance abuse."***

## Membership

### Past Chair:

Deputy Chief Mike Boyd, Toronto Police Service

### Chair:

Chris McNeil, Deputy Chief, Halifax Regional Police Service

### Vice Chair:

Chief Supt. Raf Souccar, Director General Drugs and Organized Crime, RCMP

### Members:

Lyndon Murdock, Chief, Drugs and Crime Prevention Strategies, Solicitor General Canada

Doug Lepard, Deputy Chief, Vancouver Police Department

Michael Perron, CEO, Canadian Centre on Substance Abuse

Dave MacKay, Deputy Chief, Calgary Police Service

Michael Crichton, Chief of Intelligence, Canada Customs and Revenue Agency

Fraser McVie, Director General (Security), Correctional Services of Canada

Detective Superintendent Jim Hutchinson, Director, Ontario Provincial Police Drug Enforcement Section

Mr. Jean-Guy Gagnon

Dr. Margaret Bear, York University, Osgood Hall Law School

Deputy Chief Jim Thompson, Winnipeg Police Service

Associate Chief David Wilson, Cape Breton Regional Police Service

Mr. Rusty Beauchesne

### Technical Advisors:

S/Sgt. Michel Pelletier, Drugs and Organized Crime, RCMP

Paul Saint-Denis, Sr. Counsel, Department of Justice, Canada

A/Director Catherine Airth, Office of Canada's Drug Strategy, Health Canada

Wayne Jeffery, Technical Consultant, Toxicology, RCMP

Eric Conroy, Community Programs Group, Division of Market Plan Inc.

Colleen Anne Dell, PhD, National Research Advisory, CCENDU and HEP, Canadian Centre on Substance Abuse

Chief Barry King, Brockville, Ontario, Chair, Canadian Centre on Substance Abuse

Superintendent Mike Gaudreau, Director, Drug Branch, RCMP

## Major Initiatives & Activities

All efforts focused on promoting healthy lifestyles for Canadians through working collaboratively with other CACP Committees, government and other organizations to influence drug policy in Canada.

### Activities included:

- Preparation to pilot the first Canadian national "Drug Recognition Expertise" training program
- Continued participation on the supervised injection site issue
- Joined the Health Canada Medical Marijuana Stakeholders Committee to work on the medicinal use of marijuana
- Proposed resolutions for CACP membership adoption, encouraging Canadian police agency collaboration in enforcement and promoting legislative reform on the issue of marijuana grow operations. Two 2002 resolutions on marijuana grow operations were adopted by the membership at the Annual General Meeting
- Made presentations before the Senate Special Committee on Illegal Drugs
- Hosted Health Enforcement and Education in Partnership Conference, in conjunction with the World Forum on Drugs and Dependencies. The conference focused on collaboration in problem solving to address drug or substance dependence with an emphasis on prevention through public education and training
- Developed and presented two resolutions on the medical use of marijuana. Both resolutions were adopted
- Evolution of partnership with Community Programs Group and Kid's Help Phone in the distribution of "The Magazine-Not For Adults"
- Joint Statement on Illegal Drugs by CACP/CPA and CAPB, including a joint resolution
- Developed statements and response to the introduction of Bill C38, Cannabis Reform Legislation

## Traffic Committee

### Strategic Mission:

**"We accept responsibility for providing leadership in policing to improve public safety on our highways."**

### Mission Statement:

- To provide a national coordinating role for traffic safety issues
- To promote cooperation, communication & coordination among the police community and national partners
- To promote sharing among police in research, training and policy standards
- To develop, strengthen and maintain national partnerships

- To maximize the resources of police and partners towards safer roads
- To support community based service delivery by providing timely risk management information and best practices warehousing

## Committee Membership

### Chair:

Deputy Commissioner Maurice Pilon, Ontario Provincial Police

### Members:

Supt. Jack Cronkhite, RCMP Northwest Region

A/Commissioner Darrel Lafosse, RCMP CCAPS

Chief Serge Meloche, Canadian National Police

Chief Gerry Moody, Canadian Pacific Police

Deputy Chief Larry Hill, Ottawa Police Service

Jacques Lelièvre, Assistant-directeur, Service de police de la ville de Montréal

Inspecteur Robert Poeti, Sûreté du Québec

Chief Richard Deering, Royal Newfoundland Constabulary

Inspector Norm Gaumont, RCMP E Division Traffic Supervisor

Superintendent Steve Grant, Toronto Police Service

Mr. Derek Sweet, Director, General Road Safety, Transport Canada

### Advisors:

Staff Sergeant Borden Graham, Ontario Provincial Police

Inspector Alphonse MacNeil, RCMP

## Major Initiatives & Activities 2003

All Traffic Committee activities are aligned with the goals of Canada's Road Safety Vision 2010.

- Partnered with Transport Canada in developing Canada's Road Safety Vision 2010
- Formed a drinking and driving subcommittee
- Conducted the National Police Award for Traffic Safety
- Spearheaded Operation Impact, designed to provide Canadian police services with contemporary risk management information relative to road safety
- Represented the CACP on the:
  - ❖ General Policy Advisory Council on Transportation of Dangerous Goods
  - ❖ Strategies To Reduce Impaired Driving Committee
  - ❖ National Occupant Restraint Committee
  - ❖ Canada STAR Project Committee
- Worked with Alberta partners on the Traffic Services Pilot Project

# Police Information and Statistics (POLIS) Committee

### Mission:

**POLIS supports progressive change in policing in partnership with the Canadian Centre for Justice Statistics (CCJS) and other partners, through the development and communication of meaningful public safety information.**

### Vision:

**Quality data for quality policing.**

## Committee Members:

### Chair:

Chief Cal Johnston, Regina Police Service

### Vice Chair:

Mr. John Turner, Canadian Centre for Justice Statistics

### Members:

Chief Julian Fantino, Toronto Police Service

Chief Larry Gravill, Waterloo Regional Police

Chief Armand Labarge, York Regional Police

Chief Terry McLaren, Peterborough Lakefields Community Police

Deputy Chief Dale Burn, Calgary Police Service

Deputy Chief Chris McNeil, Halifax Regional Police Service

Deputy Chief Sue O'Sullivan, Ottawa Police Service

Deputy Chief Geoff Varley, Victoria Police

Chef de service Richard Guy, Service de police de ville de Montréal

Supt. Keith Duggan, Edmonton Police Service

Supt. Susan Dunn, Ontario Provincial Police

Supt. Bill Evans, Winnipeg Police Service

Ms. Joan Fisher, Department of the Solicitor General of Canada

Mr. Paul Fugere, Sûreté du Québec

Mr. Stan Lipinski, Justice Canada

Insp. Steve Schnitzer, Vancouver Police

Insp. Ab Singleton, Royal Newfoundland Constabulary

Insp. Chuck Walker, RCMP

A/Insp. Bill Reid, St. John Police

## Major Initiatives & Activities 2003

- Collection of data on organized crime from police services - input has included feedback and advice on options for data collection and on organized crime definitions and the inclusion (or not) of street gangs. Two POLIS members (representing Toronto and Winnipeg Police) volunteered to have their organization act as test sites for the extraction and collection of organized crime data.



- *National Victimization Survey* - approximately every 5 years, Statistics Canada conducts a national victimization survey. The next version is scheduled for 2004. POLIS members provided suggestions for improvements to questions contained in a new module focused on criminal harassment, perceptions of police performance, and satisfaction with the justice system.
- Collection of data on Aboriginal involvement in criminal incidents - concerns were raised through the POLIS committee link to the Justice Information Council (composed of federal/provincial Deputy Ministers responsible for justice) and their working group, the Liaison Officers Committee (LOC), with a request for both federal and provincial "legal positions" on whether privacy legislation prohibits police services from collecting Aboriginal/race data for (a) investigative purposes; (b) policy and program purposes; or, (c) research or statistical purposes. Responses from all jurisdictions are expected in the near future.
- *Youth Criminal Justice Act* - POLIS worked closely with CCJS to determine new codes to be added to the UCR survey resulting from the introduction of the new Youth Criminal Justice Act.
- *Fraud* - POLIS expressed concern about the scoring/counting of fraud incidents and of determining the "location" of cybercrimes for the UCR survey. POLIS formed a working group to assist the CCJS to resolve shared concerns about the amount of fraud activity not reported to police.
- *Geo-coding* - POLIS worked with the CCJS to determine the feasibility of collecting geo-coded crime statistics through future UCR surveys. This will help to link crime data at the neighbourhood level with socio-economic-demographic data, including data on ethnicity, and income.
- *Topics for Canadian Centre for Justice Statistics Reports* - The committee recommended that the Centre pursue a "special study" on the involvement of organized crime in motor vehicle theft. This study is scheduled for release in 2004.

## Policing with Aboriginal Peoples Committee

### Mandate:

The mandate of the Policing With Aboriginal Peoples Committee is to provide advice and conduct research on matters relating to the provision of policing services to Aboriginal peoples and communities.

### Committee Membership

#### Co-Chairs:

*Bill Currie, Deputy Commissioner, Provincial Commander, Ontario Provincial Police*

*Glenn Bannon, Chief of Police, Anishinabek Police Service*

### Members:

*Jack Ewatski, Chief of Police, Winnipeg Police Service*

*Wes Luloff, Chief of Police, Nishnawbe-Aski Police Service*

*Ken MacLean, Chief of Police, Truro Police Service*

*Terry Bell, Staff Sergeant, RCMP Aboriginal Policing Coordinator*

*Veronica Dewar, President, Pauktuutit Inuit Women's Association*

*Conrad Delaronde, Inspector, Halifax Regional Police*

*David Dicks, Staff Superintendent, Toronto Police Service*

*Dwight Dorey, National Chief, Congress of Aboriginal Peoples*

*Freda Ens, Executive Director, Vancouver Police & Native Liaison Society*

*Cliff Falkenham, Superintendent, RCMP, Headquarters*

*Chris Lewis, Chief Superintendent, Commander, Eastern Region OPP*

*Russ Mirasty, Inspector, RCMP Prince Albert Detachment*

*Mike O'Brien, Director of Justice, Assembly of First Nations*

*Erin Robinson, Aboriginal Policing Directorate*

*Jeff Steers, Staff Sergeant, Ontario Provincial Police*

*Glenn Trivett, Inspector, Manager, OPP First Nations Programs*

### Highlights of Activities

The Policing With Aboriginal Peoples Committee met for the first time under the direction of new co-chairs Deputy Commissioner Bill Currie of the Ontario Provincial Police and Chief Glen Bannon of the Anishinabek Police Service in June 2002. They were pleased to welcome community representatives from the Assembly of First Nations, the Congress of Aboriginal Peoples, the Inuit Women's Association and the Vancouver Police Liaison Society.

The group determined that their top priority would be to focus on issues arising from recent missing person cases that had ended in tragedy. An action plan was developed. Highlights included:

- *A review of national policies and practices on missing persons*
- *Development of a statistical overview of Aboriginal people - incomplete missing person cases*
- *Identification of potential partnerships for identifying and locating missing persons*
- *Opportunities for an Aboriginal missing persons data base/registry*
- *Consultations with community/family members*

### Missing Person Investigation Policies

The Policing With Aboriginal Peoples Committee reviewed and discussed missing person investigation policies from several Canadian police services. The Committee identified several sections that required revision to better meet the needs of all stakeholders. Community representatives felt strongly that while current policies were generally well written, the defining issue appeared to be in the application of these guidelines. Specifically, the Committee wanted to explore further the degree to which bias or stereotyping played a role in the nature and degree of police response to a case involving a person from a marginalized group.

The Committee also noted a lack of related available statistical information. The First Nations Statistical Institute was identified as a possible source of information.

## Responding To Missing Aboriginal Persons Conference

This conference was organized and facilitated by members of the Committee and the Ontario First Nations Police Commission. Attended by over 120 delegates, it was a significant step towards addressing the issues and concerns surrounding the investigation of missing Aboriginal persons. Police, advocate groups, victim families, elected officials and community members worked together to understand, educate and enhance current practices.

The keynote speaker of the conference was Dorothy Purcell, an Aboriginal woman from British Columbia. Dorothy spoke passionately about issues related to the disappearance of her daughter from the Vancouver east side. Ultimately, her daughter was identified as a victim of in an alleged serial murder case that is still before the courts. Dorothy's key message focused on the need for police to respond to missing person cases not with scientific precision, but with compassion, sympathy and understanding. Her family situation and others like Dorothy's provided the human element that galvanized the diverse group.

## Consultations with Community and Family Members/Identification of Partnerships for Identifying and Locating Missing Persons

Cheryl Crane from the Assembly of First Nations briefed the Committee on meetings with the First Nations Statistical Institute. This database is a potentially important investigative aid to missing person cases. The Committee is currently advocating for the Institute to include justice and policing representation on their advisory board.

The Committee met with members of the families of several young women who have been reported missing from the Vancouver area over the past few years. Some of these women have never been located. Others have been identified as victims of an alleged serial killer. The Committee had moving discussions with family members concerning victim advocacy and police response to cases involving marginalized people.

The Committee also met with members of the Vancouver Missing Persons Task Force, Canadian Police Information Centre and Vancouver Forensic Sciences Laboratory to help finalize the Committee's draft policy and manual and to bring focus to the next steps.

## Missing Persons Manual and Handbook

The Committee is developing a missing persons manual and handbook. Significant highlights include the introduction of a victim liaison officer, senior oversight, and a template checklist to determine response priority. Most importantly, the policy speaks to the manner in which police must communicate to victims and their families in order to ensure public confidence in the nature and level of response in these difficult and emotional cases. The manual also provides historic, legal, jurisdictional and cultural information to help investigators in cases involving Aboriginal people.

# Organized Crime Committee

## Mandate:

The CACP Organized Crime Committee undertakes to lead and strengthen cooperation and coordination amongst law enforcement agencies in the fight against organized crime.

The Committee proposes to invite, evaluate and promote innovative law enforcement initiatives against organized crime through leadership at national and international levels, through public communications, awareness and education and through advocacy with regard to policy and legislation.

Through strategic decisions guided by information and intelligence from the greater law enforcement community and beyond, the Committee will promote policy development and action against organized crime.

The CACP Organized Crime Committee determines to forge partnerships and model action plans to guide a unified law enforcement response to the threat of organized crime in Canada.

## Committee Membership

### Chair:

*Chief Julian Fantino, Toronto Police Service*

### Vice Chair:

*Directeur de Police, Michel Sarrazin, Service de police de la ville de Montréal*

### Members:

*Chief Jack Beaton, Calgary Police Service*

*Deputy Commissioner A. Vaughan Collins, Ontario Provincial Police*

*Director General Sandra Conlin, Criminal Intelligence Service Canada*

*Director General Mark Connolly, Canada Customs and Revenue Agency*

*Chief Richard Deering, Royal Newfoundland Constabulary*

*Chief Officer David Douglas, Organized Crime Agency of BC*

*Chief Jack Ewatski, Winnipeg Police Service*

*Directeur Général Florent Gagne, Sûreté du Québec*

*Assistant Director Jack Jooper, Canadian Security and Intelligence Service*

*Deputy Commissioner Garry Loepky, RCMP*

*Chief Ken Robertson (rtd), Hamilton Police Service*

*Directeur Marc St. Laurent, Service de police de la ville de Montréal*

*Supt. Tom Grue, Edmonton Police Service*

## Major Initiatives 2003

- A workshop was developed and held in conjunction with the federal departments of the Solicitor General and Justice on Organized Crime and Bill C-24

- Participated in a round table discussion before the Standing Committee on Justice and Human Rights regarding a discussion on organized crime with a focus on Bill C-24
- Pursued initiatives directed at the various levels of government intended to facilitate a more equitable and strategic disposition of proceeds of crime
- Conducted research and review of tactical enforcement models for organized crime investigations
- Developed an inventory of existing organized crime strategies

Gordon Kennedy, Vice President & Chief of Security, Bank of Montreal

Roland MacDonald, Vice President, Security & Risk Management, Mastercard Canada Inc.

Kenzie MacLeod, Director, Corporate Security, ATCO Group

Patrick McKernan, Manager, Corporate Security, Imperial Oil Limited

Gene McLean, VP & Chief Security Officer, Telus Communications Inc.

Serge Meloche, Chief of Police, Canadian National Police

Gerry Moody, Chief of Police, Canadian Pacific Railway Police Service

Rod Piukkala, Deputy Chief, Durham Regional Police Service

Steven Reesor, Deputy Chief, Toronto Police Service

Pierre Sauve, Directeur de Sûreté Industrielle, Bombardier Aeronautique

Debra Steele, Sr. Policy Analyst, Solicitor General of Canada

## Prevention of Crime in Industry Committee

### Mandate:

The overall purpose of the Prevention of Crime in Industry Committee is to exercise executive leadership by developing partnerships between the police, corporations and industries aimed at improving law enforcement and promoting crime prevention in industry and commerce for the benefit of all society.

### Committee Membership

#### Chair:

John Dalzell, Vice President, Risk Management, Canadian National Railway

#### Vice Chair:

David Jago, Superintendent, RCMP

#### Members:

Frank Beazley, Chief, Halifax Regional Police Service

Gilles Bellemare, ASP National Manager, Sears Canada Inc.

Bill Cameron, National Director, Auto Theft, Insurance Crime Prevention Bureau

Yves Duguay, Senior Director, Air Canada

James Edwards, Director of Corporate Security, Celestica Inc.,

Brian A. Evans, Managing Director, Evans Consulting Group

Jean-Guy Gagnon, Chief Inspector, Serve de police de la ville de Montréal

Larry Gravill, Chief, Waterloo Regional Police Service

Richard Hanson, Deputy Chief, Calgary Police Service

Larry Hill, Deputy Chief, Ottawa Police Service

Tom Hill, Manager, Business Development, Corporate Security, Canada Post Corporation

Sam Houston, Colonel, The Commissionaires

Robert Kells, Director, Corporate Security, NEXEN Inc.

### Technical Advisor:

Paulette Vinette, Director, Business Alliance on Crime Prevention

### Major Initiatives & Activities

- Continued development of a framework for greater awareness and collaboration between police and the private sector on early detection and prevention of violence in the workplace. The Committee is working with the Human Resources Committee to identify best practices and develop a series of web-based communication tools on workplace violence that will be accessible to all police agencies, on topics ranging from current legislative frameworks to a best practices inventory
- Acted as a catalyst for the gathering and dissemination of information on emerging crime trends that impact Canadian businesses. This included organizing a seminar in Toronto in June attended by representatives of the various associations serving the retail, financial, manufacturing, insurance and healthcare sectors. Participants focused on the total financial impact of fraud-type crimes and concluded with an exchange of ideas on how to address this serious problem
- Worked to define the magnitude of this problem and the economic impacts of this growing problem. The Committee is working with key stakeholders to develop strategies to combat identity theft
- Followed up on the recommendations tabled on the challenges facing private and public sector policing and their shared responsibility for public security and safety; on issues ranging from certification of security personnel, selection and training, professional code of ethics, and governance to access to restricted data. Work will continue to develop strategies for moving forward
- Worked to increase awareness among police and security professionals on the risks, scope and economic impact of e-commerce/cyber crimes. This working group is working with other CACP committees to plan an information/training seminar for computer crimes investigators
- Members worked on the incorporation of the National White Collar Crime Centre of Canada (NW4C) and pursued affiliation with the RECOL and Phone-Busters programs in an effort to increase awareness of this multi-billion dollar crime problem of the 21st century

# National Police Services Committee

## Mandate/Objectives

The CACP National Police Services Committee provides leadership and information on all operational police support services available in Canada, including data, information, identification and learning services, and science and technology, with the goal of:

- *Providing a list of available services to the law enforcement community*
- *Familiarizing the Canadian law enforcement community with available services*
- *Promoting, where appropriate, the standardization of data, procedures and techniques*
- *Promoting the development of new and innovative approaches and techniques and*
- *Improving the quality and effectiveness of Services*

## Membership

### Chair:

*Assistant Commissioner Rod Smith, RCMP*

### Members:

*Chief Superintendent John Carson, Ontario Provincial Police*

*Chief Constable Derek Egan, Saanich Police Department*

*Directeur adjoint Serge Gascon, Service de police de la ville de Montréal*

*Chief of Police Thomas Kaye, Owen Sound Police Services*

*Chief Edgar MacLeod, Cape Breton Regional Police Service*

*Mr. Harold Peel (Rtd), RCMP*

*Chief Superintendent Vernon White, RCMP*

## Major Initiatives & Activities 2003

The CACP NPS Committee is conducting a client survey to determine:

- *The level of client satisfaction with, and current use of, existing operational police services*
- *Which Services not currently available are required*
- *Establish a long-term list of potential Services*

The survey focused on gaining information on the knowledge and use of national police services by police agencies across Canada. This information will be used to assist the CACP NPS Committee in determining future service needs and planning for improvements.

# Law Amendments Committee

## Mandate:

The mandate of the Law Amendments Committee is to improve the laws which affect policing, exploring both legislative and non-legislative options for change.

## Strategic Priorities:

- *Inter-provincial jurisdiction*
- *National Sex Offender Information Registry*
- *Lawful access*
- *Increased Committee involvement in Parliamentary presentations*

## Committee Membership:

### Co-chairs:

*Vince Westwick, General Counsel, CACP*

*Bill Lenton, Assistant Commissioner, RCMP*

### Members:

*Jack Beaton, Chief, Calgary Police Service*

*Dan Beauchesne, RCMP*

*Allen Bodechon, Saint John Police Force*

*Bruce Brown, Director, London Police Service*

*David Douglas, Chief Officer, Organized Crime Agency of BC*

*Susan Dunn, Superintendent, Organized Crime Agency of BC*

*Thomas Grue, Superintendent, Edmonton Police Service*

*Doug McShane, Staff Sergeant, Toronto Police Service*

*Geoffrey O'Brien, Director General, CSIS*

*Clayton Pecknold, Deputy Chief, Central Saanich Police Service*

*Pierre-Paul Pichette, Directeur, Service de police de la ville de Montréal*

*Frank Ryder, Chief Superintendent, Ontario Provincial Police*

*Al Sauve, Staff Sergeant, Edmonton Police Service*

*Gord Schumacher, Inspector, Winnipeg Police Service*

### Advisors:

*Francis Brabant, Avocat*

*Lynda Bordeleau, General Counsel, CACP*

## Major Initiatives

- *Developed approaches using a wide range of options to supplement asking the Government to change the Criminal Code*
- *Reviewed, recommended and coordinated intervention before the Supreme Court of Canada on R vs. Mann Intervenor Application*



- Prepared and delivered parliamentary presentations and legislative consultation on:
  - ❖ Lawful access
  - ❖ Inter-provincial jurisdiction
  - ❖ National Sex Offender Information Registration
- Developed and presented resolutions for approval at the Annual General Meeting on:
  - ❖ Vehicle revinning
  - ❖ Fees for court orders
  - ❖ Addition of sexual orientation to the identifiable groups listed in Section 318(4) of the Criminal Code
  - ❖ Amendments to the Indecent Act sections of the Criminal Code
  - ❖ Motor vehicle theft
- Facilitated the Sub-Committee of technical experts focusing on lawful access to intercepted communications
- Tracked legal issues, developed CACP positions, and shared research on:
  - ❖ Bill C-23, Sex Offender Information Registry
  - ❖ Lawful access
  - ❖ Inter-provincial jurisdiction
  - ❖ Bill C-45, Act to Amend the Criminal Code (criminal liability of organizations)
  - ❖ Bill C-46, Act to Amend the Criminal Code (capital markets fraud and evidence gathering)

## Informatics Committee

### Mandate:

The Informatics Committee functions to identify and coordinate action on information management and information technology issues of concern to the Chiefs of Police, in concert with other CACP committees, and with other stakeholders, such as National Police Services, the Canadian Police College and the Canadian Police Research Centre. This includes:

- Promoting information technology opportunities/solutions which serve police requirements and advance police practices amongst members, within the policing community and, where necessary, throughout the criminal justice system
- Monitoring emerging technologies and their implications for policing practices, and determining how they can be applied to improve the quality and effectiveness of policing

## Membership

### Chair:

*Assistant Commissioner Peter Martin, RCMP*

### Members:

*Eldon Amoroso, Director, Information and Technology Branch, London Police Service*

*John Arnold, Chief Scientist, Canadian Police Research Centre*

*Paul Battershill, Chief of Police, Victoria Police Department*

*Tony Battista, Lieutenant Colonel, Department of National Defence*

*Vince Bevan, Chief, Ottawa Police Service*

*Mike Buisson, Assistant Commissioner, RCMP*

*Tony Burbidge, Deputy Chief, Halifax Regional Police Service*

*Gordon Carlisle, Fredericton Police Service*

*John Carson, Chief Superintendent, Ontario Provincial Police*

*Keith Duggan, Superintendent, Edmonton Police Service*

*Ross Graham, President, Graybrook Capital Ltd.*

*Kimber Johnston, Executive Director, Department of Justice*

*John L'Abbe, Assistant Commissioner, RCMP (ret)*

*François Sauv , Chef de service, S t  du Qu bec*

## Major Initiatives & Activities 2003

One of the single most important challenges facing technological support groups within policing today is information sharing and integration. Considerable progress has been achieved in preparing the way for these sharing partnerships, but much remains to be done.

Committee members, in partnership with CACP support staff, organized a seminar "Police and Enforcement Partnerships: Making Information Sharing Happen", held in Montreal in November 2003 and attended by 150 people. The seminar focused on the delivery of integrated solutions. Delegates examined the progress made and the problems encountered with actual initiatives to date, and identified how the success patterns can be repeated and expanded into the future.

A survey sent out to police departments in 2000/2001 identified information sharing, security and governance as priorities for the Committee. A follow-up survey was distributed in 2003. The results from this survey will be used to conduct a comparative analysis and measure the progress being achieved.

Radio communications and spectrum allocation continues to be a challenge within law enforcement and public safety agencies. The pressure for cross jurisdictional and cross agency radio communication via a common radio spectrum continues. The CACP passed a motion in 2002 seeking support and action for the adoption of a common radio spectrum in support of public

safety agencies. During the past year Industry Canada has been considering this issue and engaged consulting services to look into the spectrum issue. The Committee is awaiting the findings of that undertaking.

# Human Resources Committee

## **Mission:**

**The mission is to encourage and facilitate the coordinated exchange of ideas, procedures and specific information for the professional leadership and management of all human resource components within police agencies.**

The ultimate goal of this committee is to lead progressive change in policing, which is the mission of the CACP.

## **Committee Membership**

### **Past Chair:**

*Mr. Bill Gibson, Human Resources Director,  
Toronto Police Service*

### **Chair:**

*C/Supt. Jay Hope, Director, OPP Human Resources*

### **Vice Chair:**

*M. Jean-Yves Michaud,  
Service de police de la ville de Montréal*

### **Executive Secretary:**

*S/Sgt Debra Preston, Human Resources,  
Toronto Police Service*

### **Members:**

*M. Paul Girard, Directeur adjoint, l'École nationale de police  
du Québec*

*Mr. Steve Watt, Director, Police Academy,  
Justice Institute of British Columbia*

*Deputy Chief Menno Zacharias, Winnipeg Police Service*

*Chief Terry Coleman, Moose Jaw Police Service*

*C/Supt. Fraser Macaulay, Human Resources Directorate RCMP*

*Mr. Allan S. Swim, Special Advisor, Policing, Enforcement,  
Training, Office of the Attorney General Province of Prince  
Edward Island*

*Mme. Madeleine Lussier, Directrice, Sûreté du Québec,*

*Supt. Keith Forde, Toronto Police Service Training  
& Education*

*Mr. Rudy Gheysen, Director, Ontario Police College*

*Deputy Chief Jim Hornby, Calgary Police Service*

*Supt. Ken Cenzura, Toronto Police Service*

*Supt. Rod Manson, Canadian Pacific Police*

*Insp. Bob Rolls, Human Resources Officer*

*Deputy Chief Paul Tinsley, Abbotsford Police Department*

*Supt. Ulysses Currie, Edmonton Police Service*

*Chief Constable Derek Egan, Saanich Police Department*

*Chief Supt. Steve Graham, RCMP*

*Chief F. Richard Bruce, Brandon Police Service*

## **Technical Advisor:**

*Dr./M.J. McGinnis, Ph.D., Human Resources Directorate, RCMP*

## **Liaison with the Solicitor General:**

*Inspector Raymond Minkoff (rtd), Solicitor General of Canada*

## **Liaison with Canadian Police Educators:**

*Mr. Les. Chipperfield, Executive Director, Atlantic Police Academy*

## **Achievements**

- *Compilation and release of the Strategic Human Resource Analysis of Public Policing in Canada (Human Resource Development Canada-HRDC) Sector Study in partnership with the Canadian Police Association. The Committee continues to work with HRDC to secure funding to establish a Police Sector Council to implement the recommendations stemming from this study.*
- *Held the first National Conference on Police/Mental Health, which resulted in a publication entitled "First Steps Toward Best Practices: Models for Working with the Mental Health System". The conference was co-chaired by Chief Terry Coleman of the Moose Jaw Police Service, the CACP, and Dr. Dorothy Cotton of Correctional Services Canada.*
- *The Ethics Subcommittee completed and presented the Ethical Framework for members of the CACP. The Subcommittee developed a Strategic Plan. The vision is "to show 'principled' leadership on an international level" and the mission is "to make the Ethical Framework an integral part of the daily practice of all members of the CACP".*
- *Developed and launched a website, [www.pmhl.ca](http://www.pmhl.ca), to provide information for police officers on mental illnesses related topics*
- *Linked with the Prevention of Crime in Industry Committee and the Canadian Centre for Occupational Health and Safety to provide information on violence in the workplace.*

- Conducted survey on the use of the National Use of Force Framework approved for use as a guide in 2000. Results showed that many police agencies have adopted the framework or a variation of it.

The Committee also held round table discussions on the following topics:

- Recruitment and selection of new and lateral hires
- Collective agreement negotiations with Associations
- Succession management
- Racial profiling
- Pension issues
- Promotional processes
- Executive development
- Shift schedules
- Post-secondary education

## Crime Prevention/Community Policing Committee

### Mandate:

The CACP Crime Prevention Committee is committed to playing a leadership role in promoting a comprehensive, inter-agency approach to address the root causes of crime and social disorder.

We support progressive social change to enhance the quality of life for our cities.

### Crime Prevention Committee

#### Objectives & Beliefs:

- Quality police service must enhance the safety and development of healthy communities
- Advocating innovative community driven solutions that focus on the root causes of crime and other social problems
- Advocating integrated solutions from a wide spectrum of both government and non-government agencies
- Community responses to safe and healthy communities should be consistent with a national strategy based on a Canadian shared vision on community wellness
- Police Leadership should focus on "facilitating" and "enabling" people to engage in community capacity building on all levels

The Community Safety, Health and Well- Being resolution passed at the 2003 AGM serves as both the present and future foundation for the committees work.

## Committee Members

### Chair:

Chief Constable Ben Andersen, Oak Bay Police Department

### Members:

Chief A. Paul Smith, Charlottetown Police Department

Chief Lorne Smith, New Glasgow Police Department

Yves Charrette, Assistant-director, Bureau de la gestion operationnelle Direction de la gendarmerie, SPCUM

Dorothy Franklin, OIC, National Youth Strategy RCMP

Directeur John Janusz, Service de police de Gatineau

Chief Ean Algar, Halton Regional Police Service

D/Chief Michael Mann, Waterloo Regional Police Service

A/Comm. William Sweeney, RCMP Commanding Officer

Chief Inspector Bernard Arsenault, Sûreté de Québec and Director - Police Partnership International Centre for the Prevention of Crime

C/Supt. Carson Fougere, Ontario Provincial Police

Deputy Chief Gary West, Delta Police Service

Chief Frank H. McKay, Dakota Ojibway Police Service

Staff Sgt. Graham Robinson, RCMP Headquarters

### Advisor:

Barbara D'Amico, Policy Analyst, Solicitor General

## Significant Events and Initiatives 2003

- Developed a joint vision on Community Safety, Health and Well Being with the Federation of Canadian Municipalities
- Facilitated and participated in a CACP hosted multi agency conference on Family Violence in Burlington, Ontario April, 2003
- Initiated preliminary discussion with the Canadian Association of Police Boards on joining a coalition around a shared Vision of Safe and Healthy Communities
- Consulted with the RCMP on their national training program on Crime Prevention through Social Development
- Managed a national crime prevention project on Youth and Auto Theft which included the production and release of a CD as a crime prevention tool for the police and other community leaders
- Developed and delivered a detailed CACP Safe and Healthy Community Presentation at the Atlantic Crime Prevention Conference
- Developed and submitted a CACP crime prevention proposal for the consideration of the Solicitor General of Canada

# Together We Can!

## Working Together to Create Safer, Healthier Communities

From a presentation by Chief Edgar MacLeod to the Atlantic Coordinating Committee on Crime Prevention and Community Safety June 5, 2003.

A January 2002 EKOS survey indicated that crime prevention is among the top ten priorities Canadians identify for the federal and provincial governments. People want to live and work in safe, healthy communities - communities where they don't have to fear crime.

The Canadian government and the CACP are committed to working with citizens to make that happen through the promotion of community based crime prevention that has lasting, positive results and benefits, and also strengthens our communities. The CACP's commitment to crime prevention through social development, formalized last year as a resolution on community safety, health and well being, supports a holistic approach to community safety. It contains three key points:

1. *The community is the foundation of community safety, health and well being*
2. *Community partnerships and collaboration are the means of enhancing safety and the development of communities*
3. *Police leaders at all levels are champions of community safety and crime prevention*

Research has shown the benefits of early intervention, but to be effective and sustainable in the long term, crime prevention strategies must blend and complement traditional crime prevention methods with more innovative and proactive approaches that focus attention and effort on the complex roots of crime. Police alone cannot prevent crime - it is the community - individuals and organizations - who have the knowledge, the relationships, and a personal investment in their community, who must drive change.

Recent research conducted by Drs. Tulio Caputo and Katherine Kelly of Carleton University for the National Crime Prevention Centre identified the following as essential elements of crime prevention activities that lead to sustainable change in a community:

1. *local ownership of the problem or issue,*
2. *community vision , and*
3. *an integrated approach that is driven up by the community rather than imposed top down.*

They also noted that success in crime prevention through social development is enriched by the creativity of people participating. Although there are many fine examples, included here are two examples that

illustrate how communities can capitalize on their strengths, local expertise and their shared vision to build a better future for their young people.

### Waterloo Oxford District Secondary School Project, Baden, Ontario

Waterloo Oxford District Secondary School, located on the outskirts of Baden, Ontario serves a rural population of approximately 26,000 people. In 2000, regional police became aware of significant heroin sales to the youth at the school. Several youths were arrested. Within a short period of time, the problem resurfaced, and in the fall, 15 young people from the school were admitted to a detoxification center suffering from heroin overdoses and addiction problems. Estimates were that 60 young people in the area were addicted to heroin.

It was obvious that the enforcement was having limited impact, but it was only when the police view shifted from seeing the students as criminals to seeing them as victims and asked the community to join in working on this problem, that the community mobilized around this very serious issue. With initial help from police, parents, youth and school officials formed Community Link Empowered Against Narcotics (CLEAN), a support group for parents and youth. The support group drew on community resources, including a



Chief Frank McKay, Dakota Ojibway Police Service, is proud of the work his Service is doing with community organizations. He notes that not all communities are at the same stage of readiness to assume complete control over their crime issues, and calls on the government to invest more heavily in those communities to help build their future capacity.



recovering young addict, a local addiction research group, and professional counselors. The group organized information sessions where parents and students could openly and frankly discuss the conditions and factors that led to this situation. Community members were able to confront their assumptions about rural life being immune from big city issues such as drugs, and to consider the lack of recreational outlets for their youth. A youth peer support group provided the opportunity for the students to talk about the pressures leading young people to drug use and to begin to work through and understand the impact of their decisions, not just on themselves, but also on their families, friends, school and the broader community. Parents were provided with information to demystify the impact of heroin use and to identify signs of drug use in children. The developing relationship of trust between youth and police resulted in effective intelligence, leading to the arrest of the heroin suppliers. Overall, the situation is much improved. Calls for police service declined, and those that are made now come from a well informed public that is connected with resources in the community.

Success is attributed to several factors:

1. *The police turned to the community when enforcement and police based prevention measures were ineffective*
2. *The police played a useful role in promoting drug awareness, assisting in the formation of the support group, linking members of the community with agencies that could help them, communicating with community stakeholders and the media and*
3. *Thoughtful, committed citizens, especially youth, helped young people and their parents effect positive change*

## **The Whole Child Project, Ecole Whitehorse Elementary School, Whitehorse, Yukon**

### **Winner, 2002 Crime Prevention Yukon Project of the Year**

The Whole Child Project began in 2001 with school staff and the local RCMP working together to introduce a holistic approach to preparing Whitehorse Elementary school children to succeed as students and develop into strong, healthy citizens. Other organizations joined the efforts to build an integrated support network that links downtown students, their families and the school to health and human services, and community

organizations which can support them. Their priorities are to ensure students' basic needs are met, reduce stress on children, and remove barriers to learning for at risk children. By capitalizing on the talents and expertise in the community, and the generous contributions of many organizations, the program has grown tremendously. It now has a coordinator, a family support worker, and a social worker on staff.

Families can use the family resource centre, the community room, the computer labs, the gym, and the library and take advantage of free programs ranging from family literacy to parenting, healthy food workshops, computer workshops and creative dance, to name just a few.

Program partners now include government, community organizations, businesses and the RCMP. The program continues to be driven and managed by the school.

The CACP is pleased that Canadian police officers have been able to work with the community on initiatives like these, and is encouraging all police officers to emphasize their role as not just law enforcement officers, but as peace officers, and to contribute to reducing risk factors and increasing protective factors in tangible ways. Members are encouraged to demonstrate leadership that fosters community development by:

1. *Bringing together agencies and community members*
2. *Facilitating and encouraging the work of other agencies and citizens and*
3. *Celebrating and championing the efforts of community members who make a positive difference*

To advance the concept of crime prevention through social development, the CACP, through the Crime Prevention Committee is pursuing the development of a coalition around the shared vision of community safety, health and well-being as a top priority. They are working with the Federation of Canadian Municipalities, the Canadian Professional Police Association, and the Canadian Association of Police Boards to advance community owned crime prevention and to forge and promote a shared vision that enhances Canadian's safety and perception of safety.

The coalition will continue its effort to leverage community capacity, share crime prevention leadership with the community, use resources and expertise to more effectively deliver services in the way citizens expect, and to build safer, healthier communities.



**Jo Anne Sheppard, Coordinator of the Bayview Community Policing Office, Glace Bay, Nova Scotia spearheaded a community development project in Bayview, which included holding a community fundraiser to build a basketball court for young people in a part of town that did not have recreational facilities. Seeing how local efforts can effect a positive change has given the community a big boost of confidence.**

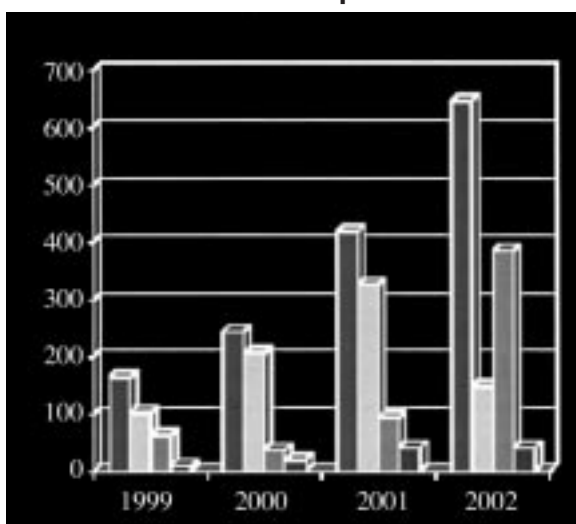
# Internet Based Sexual Exploitation of Children

From a presentation by Garry Loeppky, Deputy Commissioner Operations, RCMP to the Canadian Association of Chiefs of Police August 26, 2003

## Background

Canadian police agencies began to focus more intently on this issue following attendance at the 1996 First World Congress Against Commercial Sexual Exploitation of Children. In 1997 they produced the National Coordinated Law Enforcement Strategy Against the Sexual Victimization of Children. In 1999, "youth" were highlighted as a priority for the RCMP and other members of the Canadian police community.

## Internet Based Child Exploitation Cases



This graph depicts the rise in overall national complaints from 1999 to 2002. The number of national and international investigations is also rising.

## Canada's National Strategy on Internet Based Sexual Exploitation of Children

Canada's National Strategy to Protect Children from Sexual Exploitation on the Internet emanates from the National Steering Committee on Internet Based Sexual Exploitation of Children. It is a framework for action by which members of the Canadian police community, other relevant federal and provincial institutions and private industry can operationalize their commitment to cooperate with one another by implementing measures to fight the online sexual exploitation of children.

The objectives of the National Strategy are to:

- **Conduct expeditious and comprehensive investigations** by improving the Canadian police community's ability to ensure that investigations are completed in a thorough and timely manner

- **Improve information and intelligence gathering, dissemination and sharing** to ensure the seamless flow of intelligence and information within the Canadian police community and to develop tools and techniques that will improve the collection and flow of information and intelligence on the sexual exploitation of children on the Internet. Both domestically and internationally
- **Develop one central complaint center** by building Cybertip.ca's capacity to act as a national complaint center for offences pertaining to Internet based sexual exploitation of children
- **Increase speed of victim identification** by identifying children who have been sexually exploited, both past and present, and locating new victims as quickly as possible. Work will be conducted co-jointly with the National Police Service's Missing and Exploited Children's Registry
- **Facilitate the implementation of strong and effective legislation** in Canada to deal with the sexual exploitation of children on the Internet regards to the sexual exploitation of children on the Internet
- **Build industry and NGO cooperation** by working with Internet service providers and non-governmental organizations operating in the area of missing and exploited children, to develop tools, resources and practices that will help law enforcement prevent and combat the sexual exploitation of children on the Internet
- **Promote improved law enforcement tools and training** to enhance the capacity for training police investigators to become proficient in online investigations, to sensitize the judiciary to the seriousness of these offences, and to train criminal prosecutors to become proficient in prosecuting offenders
- **Build awareness and prevention strategies** to raise public awareness of Canada's commitment and ongoing efforts to prevent and combat the sexual exploitation of children on the Internet
- **Develop a national youth strategy** that strengthens capacity within Canada to educate youth about Internet dangers such as luring
- **Promote international cooperation** by working with the international partners and members of the law enforcement community to deal with the online sexual exploitation of children
- **Build the National Child Exploitation Coordination Center** to facilitate intelligence sharing and the national coordination of investigations and to promote education, awareness and prevention programs and national investigative standards and training

Our next steps will focus on our increasing need to integrate and work together as a police community, to enhance partnerships with the international community, and work with the G8 to lead an initiative on the introduction of a international data base to identify missing and exploited children.

# OPERATION IMPACT



Operation Impact is a national, coast-to-coast traffic safety initiative presented in partnership with the Canadian Association of Chiefs of Police, Police Services of Canada and Transport Canada. Since its inception in 1991, Operation Impact has served to raise police and public awareness on key traffic safety issues. The purpose of the annual one day operation is to encourage cooperation and partnership among all police services on traffic safety issues affecting public safety and to provide Canadian police officers with concise, well researched information on the major risks that threaten public safety. Each year, almost 3000 people are killed in traffic crashes and 220,000 are injured in collisions across Canada. Such senseless injuries and tragic loss of life have a profound impact on thousands of families. Canada's policing community is focused on changing this. The key messages of Operation Impact continue to centre on the two high risk behaviours that remain the greatest contributors to highway carnage nationally in both rural and urban environments:

- *impaired driving*
- *non-compliance with seat belt laws*

The purpose of the one day a year operation is to encourage co-operation and partnership among all Police Services on various traffic issues affecting public safety in a manner that is consistent with the philosophy of the community approach to policing. It is also designed to strengthen lines of communication with all Canadian Police officers by providing concise, researched information on the major risks that threaten public safety. The key messages center on the two high-risk behaviours that remain the greatest contributors to highway carnage nationally in rural and urban environments; impaired driving and non-compliance with seat belt laws.

The 2003 Operation Impact initiative was held on the Canadian Thanksgiving weekend. Operation Impact continues to be driven by an active working committee headed by Sergeant Luc Gadoury of the Sûreté du Québec.

## Collisions and Casualties • 1982-2001

	Collisions		Victims	
	Fatal <sup>1</sup>	Personal Injury <sup>2</sup>	Fatalities <sup>3</sup>	Injuries <sup>4</sup>
1982	3,597	156,779	4,169	225,717
1983	3,623	157,000	4,216	224,297
1984	3,580	165,221	4,120	237,455
1985	3,774	179,704	4,364	259,189
1986	3,510	184,053	4,068	264,481
1987	3,729	193,237	4,286	280,575
1988	3,610	190,094	4,154	278,618
1989	3,651	192,595	4,246	284,937
1990	3,445	178,515	3,963	262,680
1991	3,228	170,693	3,690	249,217
1992	3,073	169,640	3,501	249,821
1993	3,121	168,106	3,615	247,588
1994	2,869	166,780	3,263	245,110
1995	2,854	164,190	3,351	241,935
1996	2,708	156,282	3,091	230,890
1997	2,647 <sup>5</sup>	150,118	3,004 <sup>5</sup>	221,349
1998	2,612 <sup>6</sup>	148,414 <sup>6</sup>	2,949 <sup>6</sup>	217,803 <sup>6</sup>
1999	2,636 <sup>6</sup>	151,110 <sup>6</sup>	2,985 <sup>6</sup>	222,551 <sup>6</sup>
2000	2,566 <sup>6</sup>	155,933 <sup>6</sup>	2,926 <sup>6</sup>	227,403 <sup>6</sup>
2001* <sup>7</sup>	2,433	151,835	2,778	221,158

<sup>1</sup> "Fatal collisions" include all reportable motor vehicle crashes which resulted in at least one fatality, where death occurred within 30 days of collision, except in Quebec (9 days).  
<sup>2</sup> "Personal injury collisions" include all reportable motor vehicle crashes which resulted in at least one injury but not death within the timeframes set out in "Fatal collisions".  
<sup>3</sup> "Fatalities" include all those who died as a result of involvement in a reportable traffic collision within 30 days of its occurrence, except in Quebec (9 days).  
<sup>4</sup> "Injuries" include all those who suffered any visible injury or complained of pain.  
<sup>5</sup> Data for Nunavut are not reported except fatalities.  
<sup>6</sup> Revised.

## Fatalities and Injuries by Age Group

Age Group	Fatalities	Injuries
0 - 4	33	4,061
5 - 14	106	12,769
15 - 19	341	29,137
20 - 24	366	29,194
25 - 34	399	40,650
35 - 44	411	38,948
45 - 54	365	28,511
55 - 64	252	15,346
65 +	488	16,024
Not stated	17	6,518
<b>Total</b>	<b>2,778</b>	<b>221,158</b>

Courtesy of Transport Canada



# OPERATION IMPACT




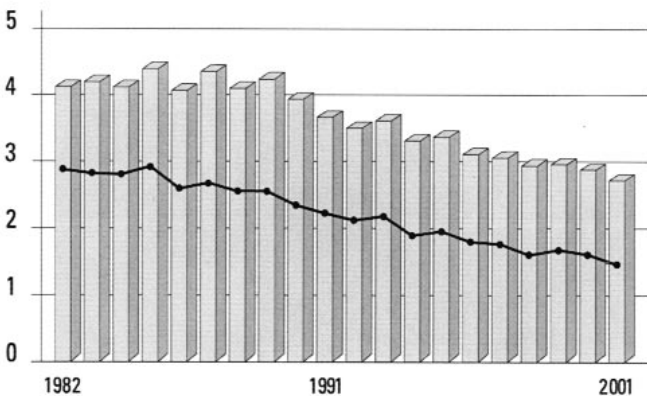
## Fatalities by Road User Class

Road User Class	1997	1998	1999	2000	2001
Drivers	# 1,540 % 50.3	1,457 <sup>r</sup> 49.4	1,531 <sup>r</sup> 51.3	1,467 <sup>r</sup> 50.2	1,475 53.1
Passengers	# 812 % 26.5	718 <sup>r</sup> 24.3	720 <sup>r</sup> 24.1	749 <sup>r</sup> 25.6	683 24.6
Pedestrians	# 402 % 13.1	406 <sup>r</sup> 13.8	419 14.0	372 <sup>r</sup> 12.7	335 12.0
Bicyclists	# 67 % 2.2	77 2.6	68 <sup>r</sup> 2.3	40 <sup>r</sup> 1.4	60 2.2
Motorcyclists*	# 123 <sup>r</sup> % 4.0	167 <sup>r</sup> 5.7	148 <sup>r</sup> 5.0	159 <sup>r</sup> 5.4	161 5.8
Not stated /Other	# 120 % 3.9	124 <sup>r</sup> 4.2	99 <sup>r</sup> 3.3	139 <sup>r</sup> 4.7	64 2.3
<b>Total</b>	<b># 3,064<sup>r</sup> % 100.0</b>	<b>2,949<sup>r</sup> 100.0</b>	<b>2,985<sup>r</sup> 100.0</b>	<b>2,926<sup>r</sup> 100.0</b>	<b>2,778 100.0</b>

\* Includes moped riders  
<sup>r</sup> Revised

## Fatalities • 1982- 2001

● Fatality Rate (per 10,000 motor vehicles registered)  
 Fatalities (thousands of persons)



## Percentage of Driver and Passenger Fatalities and Serious Injuries by Age Group

Age Group	Fatalities		Serious Injuries	
	Drivers	Passengers	Drivers	Passengers
0 - 4	0.0	3.1	0.0	4.5
5 - 14	0.3	8.3	0.5	9.9
15 - 19	10.5	19.7	10.7	20.4
20 - 24	14.7	12.8	14.7	14.1
25 - 34	17.6	10.6	20.2	13.0
35 - 44	16.7	11.7	19.9	9.8
45 - 54	12.3	8.0	15.3	8.3
55 - 64	11.0	7.0	8.4	5.2
65 +	16.6	17.6	9.9	9.9
Not Stated	0.3	1.2	0.4	4.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Note: The percentage of drivers and passengers seriously injured by age group does not reflect data for British Columbia.

## Number of Licensed Drivers by Gender and by Age

Age Group	Males	Females	Total
< 16	25,288	17,915	43,203
16 - 19	560,816	487,204	1,048,020
20 - 24	896,272	818,066	1,714,338
25 - 34	1,989,382	1,864,027	3,853,409
35 - 44	2,518,130	2,352,757	4,870,887
45 - 54	2,173,280	1,993,127	4,166,407
55 - 64	1,406,940	1,204,441	2,611,381
65 +	1,455,669	1,108,730	2,564,399
Not Stated	3,303	3,411	6,714
<b>Total</b>	<b>11,029,080</b>	<b>9,849,678</b>	<b>20,878,758</b>

Courtesy of Transport Canada



# OPERATION IMPACT

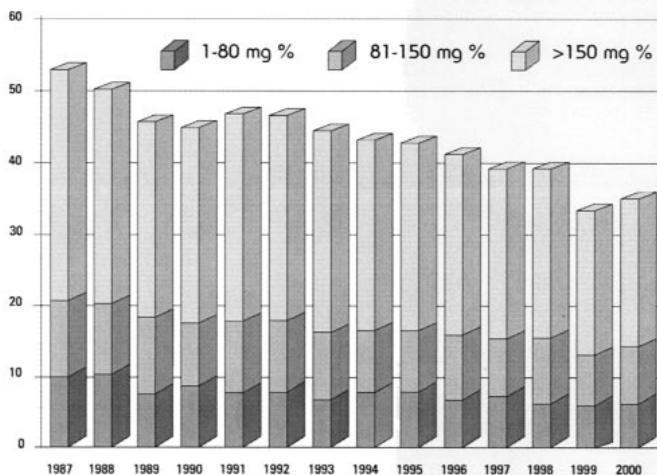


## Casualty Rates (per billion vehicle-kilometres\*)

	Fatalities		Injuries	
	2000	2001	2000	2001
Canada	9.4	9.0	732.3	713.0
Newfoundland	10.6	9.3	613.7	690.2
Prince Edward Island	15.8	12.2	939.1	896.0
Nova Scotia	9.4	8.2	756.4	647.6
New Brunswick	10.5	11.7	647.0	686.5
Quebec	11.2	8.8	755.3	707.5
Ontario	7.2	7.3	721.4	705.4
Manitoba	10.5	8.3	894.8	799.3
Saskatchewan	12.7	13.0	656.8	547.5
Alberta	8.6	10.0	628.5	682.4
British Columbia	12.0	11.7	849.6	838.5
Yukon	21.7	10.9	745.9	836.7
Northwest Territories	16.6	7.5	738.5	512.8
Nunavut	70.4	47.6	n.a.	n.a.

\* Statistics Canada, "Canadian Vehicle Survey", Catalogue No. 53-223-XIE.

## Percentage of Fatally Injured Drivers Tested and Found to Have Been Drinking (BAC > 0 mg %)\*



\*BAC: Blood Alcohol Concentration.

mg %: Weight of alcohol in the bloodstream stated as milligrams in 100 millilitres of blood.

Note: 2001 data were not available at the time of publication.

Source: Traffic Injury Research Foundation.

## Percentage of Driver and Passenger Fatalities and Serious Injuries Where Victims Were Not Using Seat Belts

	2000	2001
<b>Drivers</b>		
Fatalities	36.8	38.7
Serious Injuries	15.5	16.0
<b>Passengers</b>		
Fatalities	35.2	41.1
Serious Injuries	21.4	23.1

\*Serious injuries include victims admitted to hospital for treatment or observation.

Note: The percentage of serious injuries where victims were not using seat belts does not reflect data for British Columbia.

## Number of Collisions by Location

Location	Fatal	Personal Injury
Urban <sup>1</sup>	805	109,405
Rural <sup>2</sup>	1,599	40,206
Not stated	29	2,224
<b>Total</b>	<b>2,433</b>	<b>151,835</b>

<sup>1</sup> Urban includes: a) metropolitan roads and streets and other urban areas, or b) a speed limit at the collision site of 60 km/h or less.

<sup>2</sup> Rural includes: a) primary or secondary highways, as well as local roads, or b) a speed limit at the collision site exceeding 60 km/h.

## Percentage of Fatalities and Serious Injuries by Road User Class

Road User Class	Fatalities	Serious Injuries
Drivers	53.1	49.7
Passengers	24.6	28.2
Pedestrians	12.0	10.5
Cyclists	2.2	3.0
Motorcyclists	5.8	6.2
Not Stated	2.3	2.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Note: The percentage of serious injuries by road user class does not reflect data for British Columbia and Newfoundland.

Courtesy of Transport Canada

# THEY CALL IT THE MAG

*By Becky Brown, Promo Editor, The Magazine - Not for Adults*

## NOT FOR ADULTS

"Young people don't want to read heavy messages written by adults, so it's written for kids, by kids!" says publisher Eric Conroy. "I can't even work at the office anymore - their music is too loud!" THE MAGAZINE - NOT FOR ADULTS is Canada's only monthly youth magazine and is truly for kids, by kids. A team of five 20-somethings put the 132-page digest together every month with help from 25 eight to eighteen year old youth editors and a dozen other kids and teens with a passion for writing.

## EDITORIAL FOCUS

Entertainment for Canadian youth by Canadian youth is THE MAGAZINE's unique formula, which has been in place since it went monthly in November 2000. On top of having target aged kids and teens write THE MAG every month, editors have a very strict policy to treat MAG readers like peers, so they don't feel lectured or manipulated. Editors interact with readers as much as possible through a toll-free 24-hour phone line, letters, e-mails and surveys to create each magazine based on the previous month's comments. Inside THE MAG you'll find an array of contests, comics, celeb interviews, music, tv, movies, video games, games, surveys, healthy lifestyle messages and much more. The highly interactive digest is targeted at 8 to 14 year olds.

## [www.themagazine.ca](http://www.themagazine.ca)

Even [www.themagazine.ca](http://www.themagazine.ca) has been completely designed and is currently maintained by a 15-year-old!! Imagine having to divide your time up between a monthly editorial feature, a website and a full grade 10 course load?!?!?

## YOUTH CHARITIES

The entire newsstand sale (\$2.95) of each magazine goes to the Kids Help Phone and the Canadian Association of Chiefs of Police (the OACP in Ontario,) for drug awareness and safety





Parents and kids buying The Mag



Police Officer Enjoying The Mag



The Mag staff

programming. So that would make THE MAGAZINE for kids, by kids... for kids! On top of THE MAGAZINE's monthly donations, all unsold copies of THE MAGAZINE are set aside for police officers to use at community events or while on safety/drug awareness visits in elementary and Jr high schools across the country. "At a certain age, it is not considered cool to like the police," said Metro Toronto Police Superintendent Ron Taverner. "When an officer arrives in a classroom to deliver a message against drugs and violence, the brochures often never make it out the door. But when police hand out copies of THE MAGAZINE, kids take them home."

## READING IS GOOD

You can pick up a copy of THE MAGAZINE in Ontario at any A&P, DOMINION, ULTRA FOOD & DRUG or FOOD BASICS store; at SOBEYS in Newfoundland, New Brunswick, Prince Edward Island and Nova Scotia and at SAFEWAY in British Columbia, Alberta, Saskatchewan and Manitoba. They are positioned directly above each check-out belt.

## MORE INFO

To learn more about THE MAGAZINE - NOT FOR ADULTS, please visit [www.themagazine.ca](http://www.themagazine.ca). or call 1-866-622-0022 (toll-free.)



# HISTORY OF CACP INVOLVEMENT IN SCHOOL BASED DRUG AWARENESS AND PREVENTION PROGRAMS

*Adapted from a report by Deputy Chief Mike Boyd, Chair, Drug Abuse Committee*

At its annual meeting in Vancouver, Canada in 1984, following on the tragic deaths of several young teens due to illicit drug use, the Canadian Association of Chiefs of Police voted to provide materials and programming to police services throughout Canada to assist with drug awareness education for Canadian youth.

One very high profile case was Benjie HAYWARD, a Toronto teen who tried to walk on Lake Ontario after ingesting LSD at a rock concert. The Drug Abuse Committee feared that this type of incident was becoming all too familiar in Canada. They recognized that there was no concerted, organized approach to drug awareness education in Canada. The CACP felt that it was time that this became a priority. The Chair of the Drug Abuse committee, Chief Herb STEVENS of Winnipeg, presented the concept of organizing police services across Canada to deliver drug awareness education to students in Canadian schools.

The Ministry of the Solicitor General of Canada was the first to become a partner, providing \$300,000 in funding to support the development of a national drug awareness program. Shoppers Drug Mart and Imperial Oil also joined in and contributed \$250,000 and \$50,000 respectively. The initiative attracted many corporations and with their funding, C.O.D.E. *"The Canadian Offensive on Drug Awareness"* was launched in 1985. C.O.D.E. included a TV campaign and a series of videos for different age groups, and posters. The messages were delivered by police officers to every Canadian school in both official languages.

In 1987 the program teamed up with McDonalds' Restaurants of Canada to distribute a Disney produced video called *"Cartoon All-Stars to the Rescue"*. This fantastic production featured the top cartoon characters of the day and delivered a strong anti-drug message. The video was distributed in English and French to every Canadian school and simulcast across most TV stations throughout North America.

In 1988 Canadian Tire funded a program called *"Stay Alert Stay Safe"*, a street proofing program developed by the Crime Prevention Committee. Materials including books, pamphlets and videos were made available for police to deliver to all Canadian schools. This program ran until 2001.

Also in 1988, Health Canada partnered with the CACP to bring *"Really Me"*, a diverse program aimed at drug education and healthy lifestyles to Canadian students. The Solicitor General funded *"Kids & Cops"* drug awareness program also continued.

In 1989 the CACP Traffic Committee, funded by Petro Canada, launched a national bicycle and road safety campaign, called *"Right Riders"*. Once again local police throughout Canada had access to materials and programs to not only deliver a strong road safety message to children, but to meet students in their classrooms and develop a trusting relationship.

From 1990 through 1993, several corporations and Health Canada cooperated to develop a series of Marvel comic books, featuring *"Spider-Man"* for police to distribute to youth in Canadian schools. These very popular magazines carried messages from not only the CACP Drug Abuse Committee but also the Traffic and Crime Prevention Committees. Five (5) different magazines with 1 million copies for each storyline were produced and distributed by Canadian police officers to students in grades 4, 5, and 6.

In 1994, the CACP, in cooperation with the National Hockey League, the Montreal Canadiens hockey team (for Québec) and the Toronto Blue Jays baseball team for the rest of Canada launched the *"Junior Jays"* and *"Junior Canadiens"* programs. This magazine, published quarterly, focused on promoting positive lifestyles. Topics included drug awareness, anti-smoking, equality, peaceful resolution of differences and domestic violence. All of this was wrapped in a sports oriented illustrated magazine designed specifically for kids. This program, supported by 12 sponsors, provided 1.4 million magazines per year for police officers to give to youths when visiting schools for drug awareness programs. The *"Junior Jays"* program ended in 1999 but it has been replaced by the *"The Magazine: Not for Adults"*. This publication is built on pop culture. Music, movies, fashion as well as stories and a comic section make it very different from its predecessors. The magazine is being sold as a monthly in grocery store chains. The profits from the cover price are directed to healthy lifestyle and education programs for youths in Canada.

In 1996 the CACP endorsed the *"Teen Tribute"* magazine, distributed through Canadian theatres.

In January 2002, CACP President, OPP Commissioner Gwen Boniface joined Chief Barry King and RCMP Assistant Commissioner Dawson Hovey in Ottawa with more than 300 grade 3 to 6 students and launched the Canada Post - United Nations - CACP - RCMP commemorative stamp and coin pack. Each pack carries a bilingual message on the label for young people;

*"Keep your dreams alive...stay drug-free", you are 100% of Canada's future. Your local police want you to be part of a drug-free Canada, partners for safer and healthier communities"*

More than 2.3 million packs were distributed to young students in schools across Canada by Community Policing and Drug Awareness Officers.

Canadian police services use a variety of awareness, prevention and community policing programs in schools to educate youth on subjects ranging from street proofing, domestic violence, child abuse, seat belt safety and crime stoppers to bullying, safe schools and substance abuse. In partnership with teachers and parents the value of these proactive programs towards safer and healthier communities, cannot be overstated.

***"Keep your  
dreams alive...  
stay drug-free"***



# CACP, CAPB AND CPA DIRECTORS ARE WORKING TOGETHER TO LEAD PROGRESSIVE CHANGE IN POLICING IN CANADA

In 2001, the Canadian Association of Police Boards spearheaded an initiative to bring the Canadian Association of Chiefs of Police, the Canadian Association of Police Boards and the Canadian Police Association together to discuss matters of mutual concern and build better working relationships. This relationship is already proving to be a very successful collaboration that is helping the Associations focus and work collectively on issues of mutual concern, such as the development, in the past year, of a joint drug resolution.

The second annual joint meeting of the Boards of Directors of the Canadian Association of Chiefs of Police, the Canadian Association of Police Boards, and the Canadian Police Association was held March 22, 2003. Assistant Deputy Solicitor General Patricia Hassard opened the meeting with an informative presentation on Department Priorities in Policing and Law Enforcement: Current and Emerging Issues. She noted that Canadians generally feel police are

doing a good job, but have some concerns about police powers, especially as they relate to C24 (organized crime), C36 (anti-terrorism) and C17 (air passenger information to police and security agencies). Ms Hassard noted the importance of cooperation in the public safety sector and emphasized the government's commitment to support policing.

Participants were updated on the Human Resources Development Canada Police Sector Study and discussed a national drug strategy, inter-provincial police jurisdiction, lawful access, a national crime prevention strategy, and issues related to National Police Services such as CPIC (Canadian Police Information Centre), the Canadian Police College and funding for law enforcement.

All present agreed to continue these joint meetings, and work collaboratively in the next year on the development of joint resolutions focused on lawful access and inter-provincial jurisdiction.

## THE CACP AND CANADIAN HERITAGE PARTNER TO CREATE THE LAW ENFORCEMENT AND ABORIGINAL DIVERSITY NETWORK (L.E.A.D)

Jean Augustine, MP for Etobicoke Lakeshore, Junior Minister for Multiculturalism and the Status of Women, addressed CACP Conference delegates on August 26, 2003 on maintaining public support in today's social climate. She stated that there have been a number of national and regional conferences and forums focusing on policing issues in our multicultural society. The general theme that emerged from this research is that there is a need for a national agenda and response to guide policing agencies and to address community needs as they arise.

Ms. Augustine announced a Federal Government and CACP partnership initiative, facilitated by the RCMP, to create and implement a network of national, provincial, regional, municipal and aboriginal police officers across Canada. Phase One of the initiative will include the following:

### \* **Web site**

The website will include best practices and a forum structure. The site will be accessible to police and community members, and when fully

developed, will include information about hate/bias crimes, national crime statistics, community/police partnerships and current issues in policing from community and policing perspectives.

### \* **E-newsletter**

A monthly newsletter will be developed. Submissions are invited from all members of the network.

Ms. Augustine concluded that "the initiative will assist in helping police to better serve our aboriginal, and diverse (ethnic, racial and religious) communities across Canada, by addressing the gap that exists between the values and lifestyles of those communities, and the capacity of police officers to serve with an understanding and respect that contributes in a meaningful way to the safety and security of these communities."



The Honourable Jean Augustine, MP, announces L.E.A.D.



# CACCP AWARDS

## CANADIAN BANKS LAW ENFORCEMENT AWARD

The CACP is proud of its long standing partnership with the Canadian Bankers Association to support investigative, crime prevention and legislative and public policy reform. Current joint initiatives are focusing on the growing problem of identity theft.

Each year, the Canadian Banks' Law Enforcement Award is presented to a police officer, or officers, who have gone above and beyond the call of duty in preventing and investigating crimes against Canada's banks. Joe Brandt, Senior Vice President of the Atlantic Region for the Bank of Nova Scotia, presented the 2003 Canadian Banks' Law Enforcement Award on behalf of the chartered banking industry, to Csts. William McGarry and Todd Moore from the Peel Regional Police Service and Constable Andre Leclerc from the Montreal City Police Department at the CACP Annual Conference in Halifax.



Constables William McGarry and Todd Moore, Peel Regional Police Service, and Cst. Andre Leclerc, Service de police de la ville de Montréal

### Constables McGarry and Moore, Peel Regional Police Service: Project Cobra

Csts. McGarry and Moore, members of Peel Regional Police Service Robbery Unit, were recognized for their "tremendous commitment, exceptional investigative skills and dogged determination in developing a very successful 18 month investigation resulting from a crime spree against the banks which lasted over a period of seven years. Their investigation began with an armoured car robbery at a bank in Brampton, Ontario in late 2001. The robbers, armed with hand guns and assault rifles, handcuffed bank personnel and secured them in the bank basement, then waited for the armoured car to arrive. They disarmed the armoured car personnel and disappeared with a large amount of cash. Although the culprits left virtually no clues at the scene, Csts. McGarry and Moore refused to give up, and used innovative investigative techniques to build a case that culminated in the arrest of three men in November 2002. Further investigations resulted in additional charges for two other armoured car robberies, and the recovery of a number of weapons, silencers, ammunition, and money counting machines

Csts. Moore and McGarry credit numerous people, including several investigative units, bank investigative resources and armoured car company personnel with the successful conclusion of this investigation. Csts. Moore and McGarry say receiving this award is a career highlight. They are truly honoured to be recognized in this way.



Joe Brandt, Senior Vice President, Atlantic Region, Bank of Nova Scotia addresses delegates at the Awards Ceremony

### Cst. Leclerc

Cst. Leclerc was recognized for his tremendous bravery in single handedly confronting an armed suspect, and for making public safety his primary concern in arresting that suspect. On the afternoon of July 12, 2001, while on foot patrol in downtown Montreal, Cst. Leclerc noticed red smoke billowing from a sports bag being carried by a suspicious looking man. Cst. Leclerc concluded that the red smoke was from bait money stolen from a bank and gave chase. Even though he was alone, he approached the suspect from behind, and called out for him to stop. The suspect turned and fired at Cst. Leclerc, shooting him in the hand. As he came toward the injured constable, he yelled "I'm going to kill you". As Cst. Leclerc took shelter behind a parked car, and prepared to return fire, he noticed someone sitting in a parked car, and recognized he/she would be in danger of being caught in the crossfire. As he crossed the street to assume a position that would take the citizen out of the line of fire, he was shot four more times. He collapsed between two parked cars, and the suspect fled. The suspect was later arrested and charged with robbery, attempted murder, forcible confinement and use of a firearm during the commission of an offence. Cst. Leclerc recovered from the shooting and was able to return to work four months after the incident.

The CACP congratulates Csts. McGarry, Moore, and Leclerc for their commitment to combating crime against financial institutions in Canada.



Csts. Leclerc, McGarry and Moore and guests arriving at the CACP Awards Gala August 2003

## NATIONAL YOUTH JUSTICE POLICING AWARD

Each year the Minister of Justice and the Canadian Association of Chiefs of Police team up to present the National Youth Justice Policing Award. The objective of the Award is to recognize police officers who demonstrate understanding and support of the goals of the Canada's Youth Justice Renewal Initiative, and specifically, the Youth Criminal Justice Act. Selection criteria include innovation and creativity, the use of community-based resources as alternatives to the formal court process, the effective use of police discretion, conferencing, community-based alternatives to custody, and rehabilitation and reintegration of youth in conflict with the law.

Constable Rick Cole of the Edmonton Police Service, winner of the 2003 Award, meets all of those criteria and more! He started a program, now known throughout Edmonton as COLE'S Kids, to help young people involved in bullying, assault, theft, and mischief learn to improve their behaviour. S/Sgt. Neil Dubord, Rick's supervisor, notes "this initiative has created partnerships with elementary and junior high schools that link well and support the city's high school resource officers program. The program enjoys significant community and local business support because it addresses order maintenance issues, helps reduce the fear of crime, and puts an end to problems before they escalate into much larger problems."

In 1999, Rick began working with the principal and teachers in junior high schools in his community to identify youths engaged in high risk activities and identify what was required to make that young person successful at school. He then arranged an introduction to those youths through the principal. Within 24 hours, he also met with the youth and his or her parent or guardian at the police station. Together they talked about the activities the youth was involved in and developed a plan of action that would increase the youth's likelihood of success.

In about one third of the cases, Rick, the school, and the parents or guardians of the youth then develop an individually tailored contract for success, that specifies requirements for action. Youths could be required to do certain chores, to meet curfews, to abide by house rules, and to check in with parents for activities outside the home. Parents are required to spend 15 minutes one on one time with their child, and to identify who their child is associating with. Police work with the youths to write and deliver letters of apology, and to make arrangements to reimburse victims, often by helping to clean up the business, wash windows or clean up adjacent parking areas. In several cases, this contact has worked into a part time job for the youths.

The popularity of the initiative grew rapidly, and Rick soon found he couldn't keep up, so he began to recruit and assign mentors to the youths. A volunteer mentor, designated as a special mentor for a special kid, is assigned to each youth for the duration of the school year. Mentors check in with the youths at least two times per week and assign meaningful "homework", designed to help the young person develop life and

leadership skills. Assignments are limited only by the mentor's and youth's imagination and can vary greatly - from attending a leadership program at a boys and girls club and reporting back to participating in an ongoing sporting activity or to volunteering with a service organization.

The initiative continues to thrive. There's recognition that working with youths in this fashion provides an excellent alternative to processing youths through criminal courts. The quick intervention and long term follow-up are making a difference. To date, none of the youths involved in the program have re-offended!

As of September 2003, Rick has sixteen youths under contract, and a growing waiting list. Remember, that's only about 1/3 of the youths he's dealing with at present! Rick's receiving regular referrals now from schools, parents and other police officers. He's had other police officers express interest in participating in the program. His biggest challenge comes as a result of the initiative's success. Rick says that "with the increased interest and rapid expansion, recruiting, screening, training, working with mentors and other interested partners, and maintaining program consistency is a huge challenge, but what a great challenge to have!"

Rick is thrilled with winning the National Youth Justice Policing Award. He says "I'm on top of the world. This is the most exciting thing in my life. I was just doing what I felt was right. Being recognized for that is amazing!"

Congratulations Rick for your outstanding contributions to policing.

The CACP also congratulates the following award winners:

### Certificates of Distinction

- Corporal Greg Fleet, Regina Police Service
- Retired Constable Terry Simm, formerly of the Sarnia Police Service
- Constable Ken Anderson, Winnipeg Police Service

### Honourable Mention

- Constable Richard McDonald, Halifax Regional Police
- Superintendent Dan Okuloski, Halton Regional Police Service
- Staff Sergeant Jake Bouwman, RCMP, Chilliwack Detachment
- Constables Grant Hamilton and Tom Woods, Victoria Police Department



Minister of Justice Martin Cauchon presents Cst. Cole with the 2003 National Youth Justice Policing Award.

# 2003 NATIONAL AWARD FOR TRAFFIC SAFETY



## Working Together to Make Canada's Roads Safer

Three thousand people die on Canadian roads annually. The commitment of Canada's police community to reducing this needless carnage is evidenced by the outstanding nominations submitted annually for the National Police Award for Traffic Safety and the Transport Canada Director General's Road Safety Lifetime Achievement Award.

The National Police Award for Traffic Safety was created through the partnership of Transport Canada, the Canada Safety Council and the Canadian Association of Chiefs of Police.

The award recognizes outstanding achievements by members of Canada's police community in making our highways safer. Canada's road safety community recently renewed its vision of having the safest roads in the world. Road Safety Vision 2010 calls for an overall 30% decrease in fatalities and serious injuries by 2010 and contains a series of sub-targets aimed at curtailing the most serious collision-causing behaviors. The continuing efforts of police services to develop and implement innovative educational, enforcement and community-based initiatives is critical to the success of Road Safety Vision 2010.

The Transport Canada Director General's Road Safety Lifetime Achievement Award was created and first awarded in 2003. This annual award acknowledges a police officer who has committed his or her career to making Canada's roads safer.

Some road users won't enjoy Thanksgiving weekend this year.

# Get Involved!

Thanksgiving Weekend,  
October 10<sup>th</sup>-13<sup>th</sup> 2003

- ✓ Education is key
- ✓ Enforcement works

OPERATION IMPACT

Making Canada's Roads the Safest in the World

Canadian Association of Chiefs of Police (CACP) and Transport Canada  
[www.tc.gc.ca/roadsafety](http://www.tc.gc.ca/roadsafety)

Transport Canada Transports Canada CACP ACCP Canada



**BE PREPARED TO STOP!** Did you know that if you are traveling at 90 km per hour and see a moose on the highway, your perception time is 1.5 seconds? In that time you travel 37.5 m (123 ft). You slam on the brakes. Your reaction time is 1.5 seconds. In that time you travel an additional 37.5 m (123 ft). Your stopping distance on dry pavement is 45.6m (150 ft). Your total stopping distance on dry pavement is 120.6m (396 ft). That's 30 car lengths!

If however, you're driving on loose snow, your total stopping distance is 212.6m (697 ft) or 54 car lengths!



Server Carol Ann Roussie at the Husky Truck Stop, Nipigon Ontario Helps Get the Traffic Safety Message Out to Customers



Doug Cettina (L) and Sgt. Ron Brown (R) with Highway Safety Poster



Northwest Ontario Highway Safety Committee Front left to right Sgt Dave Bell, Brian McRury, Sgt Rod Brown, T/S/Sgt Bob Beatty, Judi Marton, Tom Marinis Back left to right John McKeivitt, Dr David Legge, Doug Cettina, Doug White. Missing Dr Michael Wilson, Barb Roussin

Brian Jonah, Transport Canada's Acting Director General of Road Safety and Motor Vehicle Regulations presented the 2003 National Award for Traffic Safety to the North Western Ontario Highway Safety Education Committee for contributing generously to the goal of reducing Canada's road fatalities to fewer than 2100 by 2010.

The North Western Ontario Highway Safety Education Committee members include the OPP, the Ministry of Transport, Thunder Bay and Northwest District Health Units, Regional Coroner's Office, Bowater Forest Products, Trimac/Bulk Systems, McKeivitt Trucking Limited, and Philpot & Delgaty Insurance. This group has been working collectively for three years to identify road user safety issues, and develop and implement strategies to reduce collisions, injuries and deaths on highways in northwestern Ontario.

This unique partnership was conceived and developed by Traffic Staff Sergeant Bob Beatty of the Ontario Provincial Police North West Region Headquarters. The multi-pronged approach of education and enforcement is targeted at commercial and passenger-vehicle drivers. The work of the committee is to create increased awareness and promote the ideals of safe driving throughout northwestern Ontario utilizing public service announcements, educational presentations and materials, displays, pamphlets, posters, placemats, visor cards, in conjunction with targeted enforcement.

S/Sgt. Beatty is pleased with the decrease in collisions and highway deaths in northern Ontario and credits the work of the Committee with helping to achieve that goal. He also notes, with pride, that three other groups in Ontario have expressed interest in starting similar programs. Emile Therien, President of the Canada Safety Council, pays tribute to the leadership and commitment of the Committee to achieving the lowest traffic fatality rate in North America. He concludes that "Ontario's road safety achievement is no accident."

Two Honourable Mention Awards were presented to Sergeant Eric La Penna, Officer Simon Arseneault, Officer Eric Soumphonhaky, and Officer Renald Tellier of the Montreal Police Department.

The CACP congratulates these Award recipients, and thanks them for their significant contributions to making Canada's roadways safer.

## **TRANSPORT CANADA DIRECTOR GENERAL'S 2003 LIFETIME ACHIEVEMENT AWARD FOR ROAD SAFETY**



**Award winner, Sr. Cst. Kevin Armstrong, with OPP Commissioner Gwen Boniface and Transport Canada Acting Director General, Brian Jonah**

Sr. Cst. Kevin Armstrong, of the Western Region Traffic Unit of the OPP, working out of the Chatham Detachment is the proud winner of the first Lifetime Achievement Award for Road Safety.

Kevin began his policing career in Kenora in 1984, and soon thereafter began to focus on traffic enforcement, impaired driving enforcement, and serious collision investigations. It was his interest in the mathematical intricacies of serious collision investigation that led to an invitation to share some of his knowledge with his sister's high school math class. And he was hooked . . . . .

He began making scene and evidence preservation presentations for the local Fire Service. He made traffic safety presentations (with that practically applied math focus!) to driver education classes, and he continued talking to high school students about the effects, impacts, and risks of unsafe driving. When he was transferred to Essex County in 1990, he brought the Fire Service program he'd initiated with him. The program was soon expanded to include real life simulation extrication training. Before long, Kevin was asked to work with a local youth center to introduce the PARTY (prevent alcohol and risk related trauma in youth) program. He's been an active volunteer in that program ever since.

# WINDSOR **P.A.R.T.Y.**

PREVENT ALCOHOL AND RISK RELATED TRAUMA IN YOUTH



Sr. Cst. Armstrong at work with students on a PARTY Program



In the late 1990's, Kevin was approached by the local V.O.N. and Regional Health Unit to participate in a child safety seat inspection and clinic. He was amazed to discover that 80-90% of child safety seats were improperly installed. He became a regular volunteer with the program. Having seen hundreds of deaths and injuries due to improper usage of safety restraints, Kevin was thrilled to be able to find another way to work with the community to proactively save lives and reduce traffic related injuries.

Kevin continues to focus his work and volunteer efforts on working with the community on traffic safety initiatives. He is pleased that the



PARTY program has expanded into the Leamington and Kingsville communities. His greatest reward is when young people come up to him, sometimes far from home, and tell him that they were in a class he taught, and that they had listed because what he said really mattered.

Kevin says that it's great to be recognized by his peers for the work that he's done. He points out that this award is for a team effort, and gives special thanks to his co-workers, the OPP and the community organizations who have supported his efforts and worked with him to reinforce the positive aspects of policing.

Congratulations, and best wishes for continued success Kevin!

# APPROVED RESOLUTIONS: 2003

The CACP passed the following resolutions at the 2003 Annual Conference. Further details are available on the CACP website at [www.cacp.ca](http://www.cacp.ca).

## **2003-01: Vehicle Revinning** **Law Amendments Committee**

In support of recommendations brought forth by Project 6116: A National Committee to Reduce Auto Theft Sub-Committee on Organized Vehicle Theft Rings, the CACP calls upon the Government of Canada through the Solicitor General of Canada and the Minister of Justice and Attorney General, to amend the Criminal Code, by creating an indictable offence which prohibits the altering, obliterating or removal of a vehicle's identification number or any secondary identification number.

## **2003-02: Fees for Court Orders** **Law Amendments Committee**

The CACP calls upon the Government of Canada through the Minister of Justice and Attorney General, to amend the Criminal Code of Canada to prohibit the imposition of a fee by any person in relation to a court order made pursuant to a criminal investigation.

## **2003-03: Add Sexual Orientation to the Identifiable Groups Listed in Section 318(4) of the Criminal Code** **Law Amendments Committee**

The CACP urges the Government of Canada through the Minister of Justice and Attorney General to amend the Criminal Code



of Canada to add sexual orientation to the list of identifiable groups in section 318(4).

## **2003-04: Amendments to the Indecent Act Sections of the Criminal Code**

### ***Law Amendments Committee***

The CACP urges the Government of Canada through the federal Minister of Justice and Attorney General to amend sections 173(1)(a) and (b) and 173(2) of the Criminal Code to make these offences dual procedure, punishable by indictment or summary conviction, and

That section 487.04 of the Criminal Code be amended to change the indecent act sections 173(1)(a) and (b) as well as section 173(2) from "secondary designated offences" to "primary designated offences" which require mandatory DNA profile submissions by convicted offenders to the national databank.

## **2003-05: Motor Vehicle Theft**

### ***Law Amendments Committee***

The CACP, in support of Project 6116: A National Committee To Reduce Auto Theft, calls upon the Government of Canada through the Minister of Justice and Attorney General, to enact legislation creating a separate offence under the Criminal Code of Canada with respect to theft of a motor vehicle.

## **2003-06: Theft of Data**

### ***Electronic Crime Committee***

The CACP calls upon the Government of Canada through the Minister of the Solicitor General, the Minister of Justice and Attorney General to amend the Criminal Code to create an offence of unauthorized acquisition or theft of confidential information or data in any form.

## **2003-07: Preservation Order**

### ***Electronic Crime Committee***

The CACP calls upon the Government of Canada through the Solicitor General and the Minister of Justice and Attorney General, to amend the Criminal Code to create the ability to seek a court order for the preservation of data in any form.

## **2003-08: Public Safety Radio Communications**

### ***Informatics Committee***

The CACP urges the Minister for Industry Canada to follow-up on the recommendations made in the "Public Safety Radio Communications Project" report presented to Industry Canada in March 2003. In particular, as an order of first priority, Industry Canada should convene a meeting of senior officials from major public safety organizations to look at forming a body that can represent public safety organizations, and

That Industry Canada be urged to set aside funding for the meetings and the creation of a representative body that could advise the Radio Advisory Board of Canada (RABC) and the Minister on this most crucial of issues, and

That Industry Canada and the appropriate federal departments initiate changes to the various Acts regulating mobile radio communications to ensure that public safety spectrum needs are treated as a national priority and legislated as such.

## **2003-09: Interoperability and Information Sharing Informatics Committee**

The CACP requests the Solicitor General to establish a national coordinating committee with representation from federal, provincial and municipal stakeholders, including governing authorities. This national coordinating committee will have the mandate to ensure first responders have the tools and systems in place to communicate with each other at the scene of an operational situation, and

Ensure that the technology is in place to permit law enforcement organizations and agencies to share information between their electronic databases, and

Ensure that the laws which inhibit law enforcement's capability to share information are amended to permit law enforcement to exchange and share electronic information in a timely fashion.

## **2003-10: Cannabis Reform Legislation**

### ***Drug Abuse Committee***

The CACP urges the Prime Minister and the Government of Canada to provide funding for Canada's National Drug Strategy consistent with its Red Book Promise of \$420M and commensurate to the costs associated to substance abuse.

The Minister of Justice and Attorney General to create legislation for Alternative Measures for personal possession of 15 grams or less of cannabis, or 1 gram or less of cannabis resin, and to retain the discretionary option to proceed by way of criminal charge.

The Minister of Justice and Attorney General to create a penalty structure that is meaningful, appropriate with graduated consequences to serve as a deterrent for ALL repeat drug offences, including possession of small quantities of cannabis.

The Minister of Justice and Attorney General to create a category of aggravating factors which will provide for increased penalties for ALL drug offences such as, but not limited to: in a public place, including in or around schools and parks, in a motor vehicle, boat or any motorized conveyance; for those engaged in high risk occupations such as: airline pilots, air traffic controllers, emergency services providers, operators of public transit or health care professionals; and ALL drug offences committed in the company of a person under the age of 18 years.

The Minister of Justice and Attorney General retain the discretion for police officers to proceed either by criminal charge or issuance of a ticket for a contravention as circumstances dictate.

## **2003-11: National Initiative on Marijuana (Cannabis) Grow Operations - Supply Reduction**

### ***Drug Abuse Committee***

The CACP calls upon the Solicitor General to engage his counterparts in each provincial and territorial government to take a leadership role in funding and coordinating a national initiative on MGOs including public and private sector partner engagement such as hydro, insurance and real estate organizations and ALL components of the criminal justice system, and

The CACP calls upon the Minister of Justice and Attorney General to create penalties which have minimum jail sentences for the two (2) new cultivation offences that, as now proposes to effectively lower the current penalties for cultivation of Cannabis. These sentences must have

a deterrent effect on individuals convicted of cultivation and discourage others from coming to Canada intent on this purpose.

## **2003-12: Marihuana for Medical Purposes**

### ***Drug Abuse Committee***

The CACP urges Minister of Health to implement the following:

Provide police with 24 hour, 7 days a week access to up to date, confirmed data of the names and addresses of all individuals (including doctors) authorized to possess and produce marihuana under the MMAR.

To distribute marihuana for medical purposes subject to the provisions of the MMAR on a doctor's prescription through regulated existing pharmacies as is the current policy with all other prescribed medication.

To require people authorized to possess or produce marihuana to provide safe storage and compliance with safety standards when involved in production/cultivation.

To specify in the legislation that persons authorized to possess marihuana, when consuming, do so in an environment that does not affect other people or infringe on their right not to be subjected to the effects of an illegal substance, specifically not in public.

To fully fund a comprehensive national research project that will clearly establish whether or not there are any medicinal benefits to be derived from marihuana use, in particular, through smoking.

## **2003-13: Supervised Injection Sites**

### ***Drug Abuse Committee***

The CACP resolves that supervised injection sites should only be considered as a last resort, and

The CACP not support pilot supervised injection sites until the Minister of Health can ensure that adequate treatment programs including, but not limited to, effective work programs, counseling and housing in the area being considered for a Supervised Injection Site are in place, and

The presence of these programs be the first test before an application is considered and/or approved, and

The CACP urges the Minister of Health to incorporate the issues identified by the CACP Drug Abuse Committee into the application process prior to authorizing the establishment of supervised injection sites, and

The CACP urges the Minister of Health to be mindful that the final decision to establish a pilot supervised injection site is subject to challenges and judicial review and that due diligence with respect to risk management, in ensuring safer and healthier communities including resolution of all concerns identified by law enforcement agencies that have jurisdiction (ie. federal, provincial and municipal).

## **2003-14: Drug Recognition Expertise**

### ***Drug Abuse Committee***

The CACP urges the Minister of Justice and Attorney General to do the following:

Enact legislation requiring a driver suspected of driving while impaired by alcohol or drugs to submit to "Field Sobriety Testing for Drug Recognition".

Enact legislation allowing for a mandatory blood sample to be taken, including using reasonable force, for evidentiary purposes.

Enact legislation authorizing a police officer to temporarily suspend the driver's license for 24 hours for a person suspected, of driving while drug impaired, and

The CACP support for cannabis reform is contingent upon technology and training being in place to allow front line officers to appropriately assess the level of impairment by drugs.

## **2003-15: Responsibilities of Health Canada under the CDSA**

### ***Drug Abuse Committee***

The CACP calls upon the Minister of Health to immediately review the scope of that Department's role in ensuring adequate compliance, verification, and enforcement of the CDSA and its regulations; and

The Minister of Health makes public the results of that review and the existing resources that are available to meet her mandate and where that is insufficient, to move aggressively to rectify this serious deficiency; and

The Ministry of Health (should it be established that they cannot fulfill their mandate) turns over the responsibility, by mandate, for these activities to law enforcement with appropriate funding.

## **2003-16: Needs in the Battle Against Organized Crime**

### ***Organized Crime Committee***

The CACP undertake to determine the gaps between the current level of threat from organized crime, existing tools and resources dedicated to law enforcement, other components of the criminal justice system, and those that are deemed necessary to effectively detect, disrupt, dismantle and prevent organized crime enterprises operating in Canada, and

The CACP petition the Federal and Provincial Governments to provide a favourable response to address the gaps identified in order to provide optimum safety and security for Canadians and ensure our economic well being.

## **2003-17: Strategy for Organized Crime Investigations**

### ***Organized Crime Committee***

The CACP Organized Crime Committee be mandated to develop a 'National Intelligence Led Model' protocol for the strategic investigation of organized crime enterprises operating in Canada, and

The 'National Intelligence Led Model' be submitted to the CACP members for adoption at the 2004 CACP annual conference.

## **2003-18: Ex-Gratia Payments Made in Relation to the Execution of Court Orders**

### ***Organized Crime Committee***

The CACP resolves that all Canadian police agencies who are not presently bound by contract, agree to the cessation or suspension of all ex gratia payments of any claim associated with assistance rendered in relation to the execution of any Court Orders until the matter is resolved through the legislative process; and

The Canadian Association of Chiefs of Police urges the Minister of Justice to take immediate action to clearly prohibit the charging of "fees" for the execution of Court Orders.

# CANADA HONORS EXCEPTIONAL SERVICE BY CANADIAN POLICE OFFICERS

The 2003 investiture of the Order of Merit of the Police Forces was held at Rideau Hall on April 4th.

Her Excellency, the Right Honourable Adrienne Clarkson C.C., C.M.M., C.D., Governor General and Commander in Chief of Canada, welcomed the Award recipients, their families, colleagues, and friends. She spoke with obvious warmth and pride of her positive observations and interactions with police officers on her travels across Canada, and the influential role of policing in the development of Canadian citizenship and communities. She congratulated and thanked the Award recipients in particular, for using and building on their training and experience to provide exceptional service to their communities and their country.

Commissioner Zaccardelli, Principal Commander of the Order, and Commissioner of the Royal Canadian Mounted Police recognized and thanked not only the new Members of the Order for their service, dedication, and commitment, but also recognized and thanked their families for their contributions, noting that the good work done and efforts made could not have had the same outcomes without significant family support. He concluded by saying "To the officers honored today - thank you for your selfless efforts and sacrifices. I'm privileged to serve alongside you. Sincere congratulations!"

It is indeed an honour to congratulate the following CACP members who were invested into the Order of Merit of the Police Forces on April 4, 2003:

## COMMANDERS

### **Chief Julian Fantino, C.O.M.** **Toronto Police Service, Toronto, Ontario**



Chief Julian Fantino has served with distinction as a dedicated police officer and leader in the policing community for the past 33 years. He worked in a number of operational areas, including patrol, drugs, and homicide with the Toronto Police Force prior to being appointed Chief of Police of the London Police Service in 1991. In 1998

he became Chief of the York Regional Police Service, and in 2000 was appointed Chief of the Toronto Police Service.

Chief Fantino has successfully improved the relations between police agencies, Police Associations, Police Services Boards and various community organizations, and has been instrumental in the development of numerous organizational and community partnerships,

locally, nationally and internationally. He has represented Canadian law enforcement at meetings of the Interpol General Assembly Conference, and on the Interpol Standing Working Party on Offences against Minors. He has visited police officers seconded to the United Nations peacekeeping force in Kosovo to provide leadership and support. He has also initiated training and exchange programs with policing organizations in Lithuania, Tanzania and Jamaica.

Chief Fantino is actively involved in provincial, national and international in policing organizations. He is a past President of the OACP and past Chair of CISO, Ontario. He was recently appointed as Chair of the IACP North American World Regional Office, is a member of the Executive Committee of the IACP, and currently serves as Chair of the CACP - Organized Crime Committee.

Chief Fantino is actively involved in numerous community organizations and church activities. He is an enthusiastic supporter of Ronald McDonald Children's Charities and the Hospital for Sick Children. He was a founding member of the Metro Junior Blues Hockey Association and Rookie League Baseball (Toronto and London) which provide underprivileged children with the opportunity to play organized sports while learning positive life skills.

Chief Fantino has been recognized for his outstanding service to the police community and to the public through numerous awards, including the Man of the Year and Person of the Year Award by the Ethnic Press Council of Canada (1993 and 2002), and was inducted into the Ontario Special Olympics Hall of Fame (1999). On being honoured with the Award of Merit of the Police Forces, he said "Receiving the award has been a highlight of my career. I am especially gratified that I have been given the opportunity to contribute to the improvement of Canadian society through the various activities I have undertaken. I am thrilled to be recognized for my work in a profession I have dedicated my life to."

Congratulations and best wishes for continued success Chief Fantino.

### **Directeur Michel Sarrazin, C.O.M.** **Service de police de la ville de Montréal,** **Montréal, Québec**

Through his public involvement, Directeur Sarrazin has significantly enhanced the image of the City of Montréal Police Service and, thereby, of the police community as a whole.

Directeur Sarrazin has had a distinguished policing career. He served in a number



of operational and administrative capacities before being appointed Directeur of the Montréal Police Department in 1998. He is well known as one of the principal leaders in the development and introduction of the neighbourhood policing model in Montréal. He has been instrumental in modernizing and professionalizing the Police Service and works tirelessly to establish and maintain linkages with the community.

Directeur Sarrazin is a noted contributor to local, national and international professional organizations. He currently serves as Vice President of the Canadian Association of Chiefs of Police. He supports and participates in numerous initiatives including the Montréal Mental Health Association, Scouts, and Operation Red Nose. He is particularly fond of, and participates regularly in furthering the work of the LOVE Association, a group dedicated to working with youths affected by violence. Directeur Sarrazin also sponsors the annual Montréal Police Cycle Tour, with all funds generated going to the Charles Bruneau Foundation for pediatric cancer research.

Directeur Sarrazin is pleased to be recognized for his efforts. He said " I have been a police officer for 32 years, and have been in charge of a large police service for the past five years. Over the years, I have held a variety of positions and responsibilities. In any situation and at any level, my only goal always was to do what I believed was best, and I felt satisfied and had a feeling of accomplishment when things went well. But I never ever planned to receive any special honour for it. Being granted such a distinguished honour as the Order of Merit makes me feel even prouder of what I have done. I was surprised and pleased to realize that people have noticed my efforts and have appreciated them enough to take the time to let me know. It is very rewarding."

Congratulations and best wishes for continued success, Directeur Sarrazin.

**Deputy Commissioner J. Terry Ryan, C.O.M.**  
**Royal Canadian Mounted Police, Halifax, Nova Scotia**



Deputy Commissioner Ryan has distinguished himself as a forward-thinking, innovative person of action. Through leadership and vision, he has significantly influenced policing techniques, strategies and legislation within the police community, nationally and internationally.

Deputy Commissioner Ryan is well known for his commitment and tireless efforts to advance Canadian policing. He developed the RCMP's integrated approach to drug investigation and enforcement by developing policies, protocols, and processes that shifted the RCMP's almost exclusive focus on enforcement to a more holistic, multi-pronged approach that included education, prevention, treatment and enforcement. He was instrumental in the development and implementation of the Proceeds of Crime units, created in cooperation with Justice and police agencies across Canada. He also contributed generously to the development of the source witness protection legislation that protects police officers in the use of advanced investigative techniques. Deputy

Commissioner Ryan was also charged with reorganizing the RCMP in Atlantic Canada. He began the challenging effort of integration of four divisions in the Region by introducing integrated management and support structures. When those structures were in place and functioning, he began the operational integration that is still ongoing.

When asked about his thoughts on being inducted into the Order of Merit, Deputy Commissioner Ryan said "you do your work to be the best you can for what you're doing, but when your peers recognize you for your efforts, it's very humbling."

Deputy Commissioner Ryan retires this year after 40 years of Service with the RCMP. We thank him for his service to Canadian policing and the public, congratulate him on his appointment to the Order of Merit, and wish him well in his retirement.

**Officers**

*Chief Vincent Thomas Bevan, O.O.M.*

*Ottawa Police Service, Ottawa, Ontario*

*Assistant Commissioner Dwight L. Bishop, O.O.M.*

*Royal Canadian Mounted Police, Halifax, Nova Scotia*

*Assistant Commissioner Kenneth D. Byrt, O.O.M.*

*Royal Canadian Mounted Police, Ottawa, Ontario*

*Deputy Commissioner René Charbonneau, O.O.M.*

*Royal Canadian Mounted Police, Ottawa, Ontario*

*Deputy Commissioner A. Vaughn Collins, O.O.M.*

*Ontario Provincial Police, Orillia, Ontario*

*Deputy Commissioner Stephen Allan Duncan, O.O.M.*

*Royal Canadian Mounted Police, Regina, Saskatchewan*

*Chief Barry V. King, O.O.M.*

*Brockville Police Service, Brockville, Ontario*

*Deputy Commissioner Garry James Loeppky, O.O.M.*

*Royal Canadian Mounted Police, Ottawa, Ontario*

*Chief Edgar A. MacLeod, O.O.M.*

*Cape Breton Regional Police, Sydney, Nova Scotia*

*Deputy Commissioner Maurice Pilon, O.O.M.*

*Ontario Provincial Police, Orillia, Ontario*

*Assistant Commissioner Freeman C. Sheppard, O.O.M.*

*Royal Canadian Mounted Police, London, Ontario*

*Chief Glenn M. Stannard, O.O.M.*

*Windsor Police Service, Windsor, Ontario*

*Assistant Commissioner Lawrence G. Warren, O.O.M.*

*Royal Canadian Mounted Police, St. John's, Newfoundland & Labrador*

*Vincent Westwick, O.O.M.*

*Ottawa Police Service, Ottawa, Ontario*

**Members**

*Chief Terence G. Coleman, M.O.M.*

*Moose Jaw Police Service, Moose Jaw, Saskatchewan*

*Chief Gary Edward Nicholls, M.O.M.*

*Niagara Regional Police Service, St. Catharines, Ontario*



*Deputy Chief Fred J. Rayner, M.O.M.  
Edmonton Police Service, Edmonton, Alberta*

*Deputy Chief Constable Paul N. Tinsley, M.O.M.  
Abbotsford Police Department, Abbotsford, British Columbia*

The CACP also congratulates the following non-CACP member recipients of the Order of Merit:

*Detective Superintendent Kathryn Jane Lines, O.O.M.  
Ontario Provincial Police, Orillia*

*Assistant Commissioner Tim J. Quigley, O.O.M.  
Royal Canadian Mounted Police, Fredericton, New Brunswick*

*Chief Superintendent Benedetto Soave, O.O.M.  
Royal Canadian Mounted Police, Toronto, Ontario*

*Superintendent Ward D. Clapham, M.O.M.  
Royal Canadian Mounted Police, Richmond, British Columbia*

*Lieutenant Norman Couillard, M.O.M.  
Service de police de la ville de Montreal*

*Corporal Leslie Charles Murray Dell, M.O.M.  
Royal Canadian Mounted Police, Charlottetown, Prince Edward Island*

*Constable Henry Charles Hollinger, M.O.M.  
Calgary Police Service, Alberta*

*Inspector Robert F. Purcell, M.O.M.  
Royal Canadian Mounted Police, Halifax, Nova Scotia*

*Staff Sergeant Robert M. Ralph, M.O.M.  
Ottawa Police Service, Ontario*

*Sergeant Kevin T. Scott, M.O.M.  
New Glasgow Police Service, Nova Scotia*

*Inspector Ronald Keith Sherwood, M.O.M.  
Royal Canadian Mounted Police, Halifax, Nova Scotia*

*Inspector Glenn Trivett, M.O.M.  
Ontario Provincial Police, Orillia*

# ORDER OF MERIT OF THE POLICE FORCES

## Call for Nominations - June 1st 2004

Members and employees of the Police Services in Canada and members of the public are invited to submit the names of nominees for admission to the Order of Merit of the Police Forces.

The Order of Merit of the Police Forces was established in October 2000 to recognize their commitment to this country and to honour a career of exceptional service or distinctive merit displayed by the members and the employees of Canadian Police Services.

The Order of Merit of the Police Forces is a fellowship of honour based on the highest qualities of citizenship, service to Canada, to the police community and to humanity at large. Through

their activities, Members, Officers and Commanders of the Order bring distinction to policing and support the concept of police cooperation in public service.

The three levels of membership—Commander, Officer and Member—reflect long term outstanding service with varying degrees of responsibility.

The primary focus is on exceptional merit, contributions to policing and community development. The focus is also on the total contributions made over one's career and not on a single incident or contribution to one program. Contributions fostering better relationships among police services in Canada and throughout the world can be an important consideration.

Persons admitted to the Order must be a serving member or an employee of a Police Service at the time of appointment and can include but are not limited to: criminal investigation, uniformed patrol, administration, training and development, research and publication among others.

The Governor General of Canada will honour approximately fifty-five outstanding members and employees of the Canadian Police Services each year.

Nominations must be submitted to the Canadian Association of Chiefs of Police at 582 Somerset Street West Ottawa, Ontario K1R 5K2 by September 15, 2004.

For more information and nomination forms, please visit the Canadian Association of Chiefs of Police web site at [www.cacp.ca](http://www.cacp.ca), the Chancellery web site at [www.gg.ca](http://www.gg.ca), the Canadian Professional Police Association web site at [www.cppa-acpp.ca](http://www.cppa-acpp.ca), the Royal Canadian Mounted Police web site at [www.rcmp-grc.gc.ca](http://www.rcmp-grc.gc.ca), or contact the CACP at (613) 233-1106 or [cacp@cacp.ca](mailto:cacp@cacp.ca).



## CONGRATULATIONS TO RECIPIENTS OF THE QUEEN'S GOLDEN JUBILEE COMMEMORATIVE MEDAL

Commemorative medals are struck from time to time to mark important anniversaries and great occasions. In keeping with this tradition, the Golden Jubilee Medal of Queen Elizabeth II commemorated the fiftieth anniversary of Her Majesty's reign as Queen of Canada. The medal was awarded to Canadians who have made a significant contribution to their fellow citizens, their community and to Canada.

The Canadian Association of Chiefs of Police was honoured to be made a partner in this initiative and to propose Members who should be honoured with this medal. The Decorations and Awards Committee determined that this Medal would be awarded in recognition of significant achievement or distinguished service to the CACP. Considerations included:

- Continuous leadership role in achieving the mandate of the CACP
- Continuous and diligent effort toward the betterment of the CACP
- Length of CACP membership
- Committee/function participation and membership

Medals and certificates to the recipients were presented by the CACP President, Commissioner Gwen Boniface, at a ceremony and reception held on April 29th in Ottawa. Please join the President and the Board of Directors in congratulating the following CACP members on receiving this award:

- Chief George Arsenault (Rtd)
- Chief Vince Bevan
- Chief Peter Campbell (Rtd)
- Bureau Commander Nancy Caney (Rtd)
- Directeur Joël Chéruet (Rte)
- Superintendent Peter Cuthbert
- Assistant Commissioner Patrick Cummins (Rtd)
- Directeur John Dalzell
- Chief Brian Ford (Rtd)
- Chief Barry King
- Assistant Commissioner John L'Abbe (Rtd)
- Chief John Lindsay (Rtd)
- Chief Robert Lunney (Rtd)
- Chief Edgar MacLeod



- Assistant Commissioner Bryan McConnell (Rtd)
- Assistant Commissioner John Moodie, (Rtd)
- Deputy Chief Sue O'Sullivan
- Chief Len Power (posthumously)
- Directeur Pierre Sangollo
- Directeur Michel Sarrazin
- Inspector Gord Schumacher
- Assistant Commissioner Fred Schultz (Rtd)
- Chief Glenn Stannard
- Mr. Vince Westwick

# 1983 - 2003:

## A TWENTY YEAR RETROSPECTIVE OF POLICE SERVICE MEDALS

By Joël Chéruet, *Directeur, Gatineau-Metro Police (retired),  
Chair of the CACP Honours and Awards Committee*



Police Exemplary  
Service Medal



Order of Merit Medal



Medal of the  
Canadian Association  
of Chiefs of Police

### The Police Exemplary Service Medal

The Police Exemplary Service Medal was established on August 12, 1983 to recognize the exemplary service of police officers whose conduct has always been beyond reproach and who have performed their duties enthusiastically and efficiently. Prime Minister Pierre Elliot Trudeau announced the Medal in his letter of greeting, read at the opening ceremonies of the CACP conference in Calgary on August 23, 1983. Police members in attendance at the conference responded enthusiastically.

The Right Honourable Edward Schreyer, Governor General of Canada, presided over the first presentation of the medals during the annual recognition ceremony of the Ottawa Police on December 14, 1983 at the new Ottawa Conference Centre. At this first presentation, the Governor General passed along the best wishes of Her Majesty, Queen Elizabeth II, and Ottawa Mayor Marion Dewar gave the reply. I had the honour of attending this dignified ceremony and to see some very active members of the CACP receive this medal, including Chief J. Jenkins, CACP President, Deputy Chief Arthur R. Rice, Deputy Chief Thomas Flanagan, S.C., and Chief Tom Welsh of the Ottawa Police. During this ceremony, Constable Russel O'Connor of the Ottawa Police was awarded the first posthumous medal.

Since then, approximately 1200 medals, including 30 and 40 year service bars have been recommended each year by the Decorations Committee to the Chancellery of Canadian Orders and Decorations, a valuable partner in this initiative. Awards are presented annually, whenever possible, by the Lieutenant Governors.

The Police Exemplary Service Medal has become a symbol of integrity and professionalism that Canadian police officers wear proudly on their chests.

### The Medal of the Canadian Association of Chiefs of Police

When the Police Exemplary Service Medal was established, the medal of the Canadian Association of Chiefs of Police was nostalgically discontinued. This medal was introduced in 1961, and 6100 medals had been awarded by the CACP Decorations Committee. The Canadian Bankers Association, recognized as a great supporter of law enforcement officers, funded the medal at this time. The Medal of the Canadian Association of Chiefs of Police was cancelled to make way for the introduction of the Police Exemplary Service Medal, a more public recognition of the devotion of police officers.

### Order of Merit of the Police Forces

The highest honour created in this decade is without a doubt the Order of Merit of the Police Forces. Three CACP presidents, two executive directors and two chairpersons of the CACP Honours and Awards Committee have been actively involved in providing guidance to the development and promoting this honour. The CACP, in partnership with the Canadian Professional Police Association and the RCMP, is proud to publicly recognize the commitment of the police agencies and their members, and to honour the exceptional service careers and the outstanding merit of the men and women in Canadian Police agencies.

The CACP's proposal in 1996 to publicly recognize the exceptional service of Canadian police officers was well received by then Solicitor General Herb Gray. He obtained unanimous support from the Canadian provinces. The Government of Canada, and particularly the Prime Minister, The Right Honourable Jean Chrétien, also promoted the adoption of this award at the insistence of representatives from the Chancellery of Canadian Orders and Decorations, a valuable partner of the CACP.

On October 3, 2000, Her Majesty, Queen Elizabeth II approved the creation of the Order of Merit of the Police Forces. At the inaugural ceremony held at Rideau Hall on May 17, 2002, Her Excellency, the Right Honourable Adrienne Clarkson, Governor General and Commander in Chief of Canada, Chancellor of the Order of Merit of the Police Forces accompanied by the Commissioner of the RCMP Giuliano Zaccardelli C.O.M., Principal Commander of the Order, admitted the first group of 23 Canadian police officers from all parts of Canada into the Order. Appointments to the Order are limited to one tenth of one percent of the average number of persons who were members and employees of the Police Forces during the previous year. There are three degrees of recognition for the Order - Commander, Officer and Member, that reflect varying degrees of responsibility.

In her inaugural speech, the Governor General highlighted the spirit of cooperation that unites Canadian police officers, and the appropriateness of Canadians recognizing those entrusted with maintaining peace and safety everywhere in Canada and internationally.

# CESO

## POLICE EXECUTIVE VOLUNTEERS HELP CHANGE POLICE PRACTICES AROUND THE WORLD

*By John L. Gibson, CESO Director of Communications*

The objective of CESO (Canadian Executive Service Organization), is to use Canadian volunteers to transfer expertise to developing nations, new market economies and Aboriginal communities in Canada. CACP life member, Dave Cassels has worked with CESO to change Central American police practices. Here's his experience.

Dave Cassels was just the person Manuel Garro Chacon, the director of the municipal police department in San Jose, Costa Rica, was looking for when he approached CESO, and explained he wanted to develop programs and practices to improve police relationships with the people of San Jose. Dave, a former police chief of Winnipeg, now provides consulting services to police services in Canada and internationally. He is also a Volunteer Adviser (VA) who works without pay for CESO.

CESO (pronounced KESSO) sent Dave to Costa Rica to put the 282-person police department under the microscope. Accompanied by a driver and an interpreter, he visited every police facility in San Jose and interviewed officers and supervisors at each. He also met with the Canadian Ambassador to Costa Rica, interviewed government and political officials, and attended a community meeting. In addition to acquiring information relating to the capacity of the San Jose police, their existing practices and programs, Dave also conducted a two-day workshop for 20 police officers to provide them with an overview of policing in a democracy, including a comparison between the traditional (paramilitary) model and a community-based one, as well as problem-oriented policing as an operational strategy for patrol officers.

"I was able to provide the Director with an organizational assessment that included an analysis of existing community programs and policing practices and an action plan which has been implemented and which I believe will contribute to much-needed change in San Jose," says Cassels.

Not unusual for CESO volunteer advisors, Dave went above and beyond the assignment. When he returned to Canada, he approached the Edmonton Police Service to donate used equipment, including uniform pants, holsters, belts and handcuff pouches to the Costa Rican police. The Edmonton Police Service was pleased and excited to be able to support policing in Costa Rica in this manner. The donations have been received, and were immediately put to good use.

Dave Cassels encourages other senior Canadian police officers, retired or otherwise, to consider signing up with CESO. "For retired

Chiefs, or senior officers, similar assignments will be an excellent opportunity for them to contribute and reap the rewards of helping others," says Dave. "I thoroughly enjoyed the interaction with the San Jose police officers. I am proud of my contribution and found it very rewarding personally. I look forward to other similar assignments."

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Are you interested in volunteering to help others? Do you have a spirit for adventure? If so, why not give CESO a call? You will be joining an impressive talent bank of approximately 3,600 volunteers from coast to coast.

Founded in 1967 and celebrating its 35th anniversary in 2002, CESO operates in approximately 40 countries, including Canada. This year, volunteer advisors will complete about 1,400 assignments at home and abroad.

Visit [www.ceso-saco.com](http://www.ceso-saco.com) to learn more about CESO or to find the telephone number and e-mail address for the CESO office in your province.

For more information about becoming a volunteer adviser, please contact: Nicole Gold, Roster Manager, 700 Bay Street, Suite 700, Toronto, Ontario M5G 1Z6. Telephone 416-961-2376 Ext. 223. Fax: 416-961-1096. Email: [ngold@ceso-saco.com](mailto:ngold@ceso-saco.com)



Costa Rica Chief of Police Manuel Garro and CACP Member Dave Cassels



# A NEW BEGINNING IN NORTHERN IRELAND

By Robert Lunney (originally printed in *Blue Line Magazine*)

**I**t is important for everyone to recognize the difficulty in implementing changes of a scope and magnitude unparalleled in modern-day policing. Despite this difficulty the reforms are going forward at a genuinely good pace." Thomas A. Constantine, Oversight Commissioner, December 2002

For more than 300 years sectarian and political division racked Northern Ireland and deeply affected other parts of the United Kingdom. Through the time of, "The Troubles," and later, horrific bombings and murders were carried out and many lives were lost including those of 302 police officers. The Belfast Agreement of 1998 introduced a peace process and established the foundation for a "New Beginning."

Policing remained a major issue of contention. In the wake of the Agreement, the Government appointed the Independent Commission on Policing, chaired by Christopher Patten, the former Governor of Hong Kong. Mr. Patten and a select panel, including Canadian Professor Clifford Shearing, carried out extensive studies and hearings throughout Northern Ireland and visited five countries including the United States and Canada. In 1999 the Commission issued a report, popularly known as the Patten Report, containing 175 recommendations for change affecting the Royal Ulster Constabulary.

## Core Principles

The impact of Patten on the RUC was dramatic, involving fundamental changes such as a new name, to be the Police Service of Northern Ireland, a new badge and flag and new uniforms. At the core of the recommendations are two major themes:

- *Human Rights*
- *Policing with the Community*

Aside from the continuity provided by serving officers and support staff, almost everything else will eventually be transformed.

## Oversight Process

Patten recommended that an eminent person from a country other than the United Kingdom or Ireland be appointed Oversight Commissioner to monitor and report to the British Parliament on the change process. In May of 2000 former New York State Police Superintendent and Director of the U.S. Drug Enforcement Agency Tom Constantine was appointed to that post and authorized to engage a small group of colleagues to assist in the task. I was fortunate to join that original group. Our small team is composed of Americans and Canadians, including former RCMP executive

officers Alan Hutchinson and Roy Berlinquette. The team represents a broad scope of experience and skills.

The Oversight Commissioner is required to report to Parliament three times a year. During our visits we receive reports, make observations and meet with PSNI contacts and other government and community sources while assembling information on advancement of the change process. Early in the planning stage we developed 772 indicators of performance on which to conduct the evaluation. The process is extremely rigorous, and it has to be. The audience for the Commissioner's reports is well informed and prepared to be critical. We are aided in our task by an expert panel of senior police officials with international experience. The first meeting of this panel was held in 2002 to assist us in refining and substantiating our position on a variety of operational and management issues. RCMP Commissioner Giuliano Zaccardelli and OPP Commissioner Gwen Boniface are among the members, providing excellent advice and encouragement.

My personal responsibilities include: Policing with the Community; Information Technology; Management and Personnel and; Culture Ethos and Symbols. The change of name was effective November 4, 2001. A new badge was approved by the Policing Board in April 2002 and a complete change of uniform to a more functional style was accomplished in a single day.

## Expectations for Progress

In all fields of the change process there are expectations for steady progress, but due to the scope of the challenge final achievement will be measured in years. Commissioner Constantine, addressing the media, stated that it is likely to take seven to ten years to embed the 'Patten framework.' The conceptual and cultural changes required for transition to an authentic community policing model is likely to occupy twenty years, paralleling our experience in North America. Thus far the police have completed the structural changes to establish a more decentralized management model through the creation of 29 District Command Units but program changes are just underway. Included in the recommendations is one that would gladden the heart of street police officers anywhere: A reduction to the size of Headquarters!

PSNI has also been charged with implementing a major upgrade of their IT resources over a period of five years. In the past computer based systems were under-funded as the service expended resources on security and public order. They have a very long way to go but plans are complete and the government is willing to make the investment. Other requirements of the change process relate to: Policing in a Peaceful

Society; Public Order Policing; Accountability; Size of the Police Service; Composition and Recruiting; Training, Education and Development, and; Co-operation with Other Police Services.

## Challenges and Learning Opportunities

Change management of this magnitude is a complex process. In police organizations, everything is connected to everything else, and no change is possible in isolation. Adapting to a new system of police governance, installing a new vision of policing, overhauling the organizational structure, designing new business processes and information systems while all ensuring that good people are nurtured, morale sustained and police performance improved, comprises the staggering challenge facing the PSNI and its new Chief Constable, Hugh Orde.

There are many lessons Canadian policing can learn from the PSNI experience as this process unfolds. To this point evolution of the human rights component has been the most interesting to me. The police have been committed to building their new foundation on respect for human rights. Every aspect of recruiting, training and operations is to instill full acknowledgement and observance of human rights under all conditions

and at all times. A body of knowledge and supporting codes has been developed for the task. In concept and design this is an impressive goal totally consistent with democratic principles and one that Canadian policing would do well to examine for virtues. The second lesson, and this is technical, is the process developed for the oversight task. To our knowledge there is no equivalent to the model we are applying, and it may prove a helpful template for oversight and audit under less stringent conditions. All reports of the Oversight Commission are available at [www.oversightcommissioner.org](http://www.oversightcommissioner.org). A comprehensive listing of recommendations and indicators of performance may be found in Report No. 2, September 2001.

***About the Author: Bob Lunney is a life member of CACP. After retiring from the RCMP as a Superintendent, he served as Chief of the Edmonton Police Service for twelve years, three years as Commissioner of Protection, Parks and Culture at Winnipeg, and seven years as Chief for Peel Regional Police, Ontario. He is a Past President of the CACP. He is presently a consultant on police and public safety.***

# CACP PROMOTES CONTINUOUS LEARNING

## Going Deep to Develop Future Leaders in Policing: The CACP Takes a Bold Step with Its International Best Practices Research Project

*By Norm Taylor*

The average new recruit to join many major police services in Canada this year will be a 26 year-old, university educated person with five years of diverse career experience. This recruit will enter a new world of policing that is facing emerging challenges in the patterns of global and local crime, enduring unprecedented public scrutiny, and juggling fiscal trade-offs. Twenty-five years ago this same recruit, in all likelihood, would have been an 18-21 year-old, direct from high school or a cadet program. It is that recruit who has now become the 45 year old police leader of today. And, his or her entire experience and training has likely occurred within policing, much of it in a very different time and space. How does the emerging leader relate to and lead the new breed of police officer in today's challenging landscape?

Much has been done in the past decade to address this question, including the development of rigorous core competencies to guide the selection of new leaders. Indeed, a review of the competency profiles used in recent Chief selections reveals that most services can readily articulate the required attributes, and they are generally consistent in this across the country. However, senior police leaders have recognized that while the competencies may be easy to express, both the depth and complexity required of these qualifications continue to evolve at an accelerating pace. It was in response to this trend that the executive of the Canadian Association of Chiefs of Police decided to enter directly into the field of leadership development, and in the process, to explore ways to deepen the learning experience. The International Best Practices Research Project



**Studying European Border Issues with German Police Officials**  
**Team members (not in uniform) from left: Deputy Chief Michael Mann (Waterloo Regional PS), Superintendent Tom Grue (Edmonton PS), Superintendent John Ferguson (RCMP), Chief Superintendent Rod Knecht (RCMP)**

was conceived as an “experiential learning model” and in the spring and summer of 2003, eleven police leaders were the first to complete the experience (see Figure 1).

## The Concept

On the surface, the program entailed the selection of qualified candidates from across Canada to complete a real and challenging project over a five-month period. But, the structure of the project itself, and the complex preparatory and supportive elements, were designed and executed by specialists in executive education and experiential learning. According to the Project Chair, retired Chief Trevor McCagherty, “The project, while important in its own right, is really serving as the catalyst by which we will engage the participants in a uniquely challenging, and well engineered learning experience.” A decade ago, McCagherty was founding chair of the Police Learning System Advisory Board in Ontario, and he recalls that, “We recognized then that to achieve the growth our leaders need, we must tackle learning at all of its multiple levels”. The levels to which he refers are well known to most in adult education. These “four drawers of learning” include practical skill-building, cognitive development and theoretical study, attitudinal or affective change, and the actual testing and application of new methods, or what is often referred to as organizational capacity-building. The multi-level learning model was put before the designers of the project, and they were tasked to develop a program of study that would stretch and challenge the participants and cause them to grow in their depth and breadth of knowledge and skill as leaders.

## The Design Process

To build such a program would be a daunting undertaking in any context. To do so within a sector full of jurisdictional issues and more than a fair share of skeptics required that the design team be highly credible and representative of the Canadian community of police educators. Design team members and subject matter advisors were drawn from the Canadian Police College, the Ontario Police College, the



**Studying Judicial Intimidation with the Italian Carabinieri**  
**Team members shown with Italian police officers, from left: Chief Superintendent Al MacIntyre (RCMP), Deputy Commissioner Maurice Pilon (OPP)**

RCMP, police services, universities and colleges, and the private sector. This writer had the privilege of coordinating the efforts of an elite team that brought boundless energy, talent and creative drive to the project. The design team was in turn guided by a Steering Committee of national prominence (see Figure 2).

The designers worked from October of 2002 until the project’s start in April 2003 to devise a series of assessment activities, research tasks, learning modules, and immersion projects that would combine to prepare the project participants to make the most efficient and effective use of their time, and to derive the most personal growth from the overall experience. Through the generosity of the Canadian Police College, the project was able to introduce the participants to new educational technology in the form of a web-based learning and interaction forum. For most of them, this was a new medium, but it quickly became a central element in their work together. The designers used this distance learning environment to deliver and conduct much of the preparatory work of the project, with built-in exercises and activities designed to condition the participant team. A critical aspect of the design was the development of research skills and methods amongst the participants - an area of study not common to the experience of most police executives. As designer Ramona Morris put it, “Before the team can conduct meaningful field studies and present findings of value, they must themselves know what it is to be a critical consumer of research.”

The designers recognized that the stakes were high in this project. Research in policing matters is not uncommon. But, research conducted and interpreted by active members of the community itself is rare in the sector, and the ability - and motivation - to access valid and meaningful information was among the key learning outcomes of the program. Modern leaders must demonstrate that they are guiding their charges by more than their own operational experience. If the challenges to Canadian policing are new, then by definition, past operational experience may not be enough. According to McCagherty, “If our services have not experienced these conditions, we must be prepared to reach out to those that have. And, even if we have, we owe it to our communities to draw upon the broadest frame of reference in today’s world.”



**Cpl. Wills Thomas, RCMP "V" Division, Peter Irniq, Commissioner of Nunavut, Mrs. Sheila Levy, Nunavut Crisis Line and Inkshuk High School Guidance Counselor, Cpl. Michael Salamoni, RCMP "V" Division visit with RCMP Musical Ride member after hearing research project members' Nunavut's Leadership Challenge presentations**



**Studying Emerging Crime Trends in Australia  
Team members shown with Australian police officer, from left: Provincial Commander Gwen Strachan (OPP), Deputy Chief Larry Hill (Ottawa PS), Chief Superintendent Steve Graham (RCMP)**

## The Learning Experience

From the perspective of the participant team, it is difficult to imagine a more demanding program of study than the one they faced in April of 2003. In addition to the ongoing web platform, the program included a ten-day intensive workshop during which the team fine-tuned the details of the study while experiencing practical exercises of escalating challenge. The national profile of the project and its sponsors made possible some unique contributions in this regard. Directeur John Janusz of the Service de police de Gatineau offered the cooperation of his recently amalgamated service and its management team to permit the project participants to conduct an onsite, fast-paced benchmark study, and to develop meaningful and practical recommendations. Design team member Debra Frazer, Director-General of the neighbouring Ottawa Police Service, said of the exercise, "The team recognized that Directeur Janusz had taken some considerable risk in opening his service to us, and this added real tension, challenge and sensitivity to their review - all transferable elements for the global field study". And, no less than the Commissioner of Nunavut, Peter Irniq, was joined by three others who flew down to Ottawa from Iqaluit specifically to lend reality and purpose to another of the team's research projects, one which examined social challenges facing the people of the Northern Territory. As design team member and experiential learning specialist Inspector Al Heon described it, "The Nunavut research challenge confronts the participants at an emotional level and it will present them with learning insights they will continue to recognize years from now". As an additional step in their intensive preparation, the team also developed a comprehensive, cultural understanding of the context of their target study sites. As it turned out, this cross-cultural learning would also factor into the observations and inferences they derived from their field studies into issues of social diversity.

By the end of the ten days, the team had set out detailed plans for not only where they would go, but also what they would examine, and how they would extract valid and meaningful data within their tight timelines in the field. As RCMP Commissioner Giuliano Zaccardelli phrased it at the workshop's conclusion, "You now represent the most

prepared team of police executives, to my knowledge, ever to embark upon an international field study. What you see and report will be that much more valuable as a result."

The field study itself encompassed fifteen to twenty days abroad, with almost every day consisting of site visits and extensive interviews of local police leaders, rank and file members, and community stakeholders. Figure 3 lists the sites and topics studied by the participants in sub-teams. Following the fieldwork, the full team assembled again for a week-long workshop to interpret and synthesize their findings into something of value for the broader criminal justice community. Many of the key concepts learned in the first workshop were brought back to the fore, but this time the participants were challenged to apply their learning to a task of growing urgency - preparing to go public with their results. Preparations continued through the summer, and on August 26, the team members presented their highlights and their report to the executive and about 200 delegates to the annual CACP conference in Halifax.

## The Products of the Learning Experience

A summary of the team's findings is provided in a companion article in this journal, along with the challenges for Canada that the team has identified. As well, the full report is available through the CACP office. For purposes of this article, what is perhaps most significant is that the team's report was sufficiently insightful, thorough and well supported to generate considerable discussion and interest at the conference. The members of the CACP Executive were uniform in their praise of the study's scope and depth. CACP Past President and OPP Commissioner Gwen Boniface announced at the conference, "We will be tabling the full report before the CACP Board this fall, and specific findings and recommendations will be passed to the appropriate CACP committees for consideration and further action."

## The Learning Outcomes

Meaningful results and a positive reception to their report notwithstanding, perhaps the primary issue for the participants and for the



services that sponsored their participation is the degree to which they have grown in their capacity as leaders. And, has the Canadian police landscape gained, not only from the results of their study, but more so, from the experiment in executive development they represent? If the project was conceived and undertaken with a view to achieving multi-level development, or deep learning, has this in fact been achieved, and if so, can it be replicated for others? According to Boniface, "The full answers to these questions may take some time". Or as participant Inspector Mike Ewles put it midway through the project, "The things I am learning will show up in decisions I make, and actions I take within my organization, one, two and three years from now."

Indeed, Ewles is not alone in this assessment. According to his teammate, Chief Superintendent Rod Knecht, "I will mark this as one of the most engaging, interesting and beneficial experiences of my career: one I think I would have profited from even earlier in my service." On the other hand, Knecht also points out that at least some of the benefits may accrue much sooner than perhaps was expected. He currently has several of his staff working on projects in cooperation with the agencies he visited, and has said, "I only wish I had made these same contacts earlier". Deputy Chief Michael Mann says, "We... covered policing issues from the Solicitor General equivalent to the front line officer... it has been a real education and learning experience." And Deputy Commissioner Maurice Pilon added at the conclusion of the Halifax presentation, "I don't think any of us envisioned the amount of work that would be involved in preparing and training us... on doing research, gathering appropriate information, conducting interviews for research purposes, analyzing and finally documenting our findings. This project has been, in our view, an overwhelming success if for no other reason than to provide growth for the individual officers, but we hope it has also provided some impetus to Canada's police leadership ..."

## The Future of Police Leadership Development

As the participants have said, time will tell, and plans and discussions continue towards a full assessment of the learning outcomes achieved in this project. At the same time, on the strength of the early indications, work is currently underway to identify ways to build upon this apparent success and to continue to achieve the deep leadership learning behind the model. Steering Committee member Colonel Dorothy Cooper may have forecast the future of the concept when she stated, upon reviewing the team's plans midway through the project, "Remember that expectations are, right now, wide open. These teams are leading the way for others to follow." And, Commissioner Zaccardelli may have set the bar high when he added that, "The "system-wide" learning objective of this process should be to advance the creation of an intelligentsia within police circles, and to develop and apply greater rigour to our studies and analyses across the board." Whatever follows, it is clear that the Canadian police community has decided that to build leaders for tomorrow, bold investments will be made today. And, to face today's global challenges, developing leaders may continue to look beyond the squad room and the classroom, and reach out to the world.

### Figure 1 - Participating Team Members in Best Practices Project

<i>Inspector Mike Ewles</i>	<i>Durham Regional Police Service</i>
<i>Superintendent John Ferguson</i>	<i>RCMP</i>
<i>Chief Superintendent Steve Graham</i>	<i>RCMP</i>
<i>Superintendent Tom Grue</i>	<i>Edmonton Police Service</i>
<i>Deputy Chief Larry Hill</i>	<i>Ottawa Police Service</i>

<i>Chief Superintendent Rod Knecht</i>	<i>RCMP</i>
<i>Chief Superintendent Al MacIntyre</i>	<i>RCMP</i>
<i>Deputy Chief Michael Mann</i>	<i>Waterloo Regional Police Service</i>
<i>Inspector Paul Morrison</i>	<i>Hamilton Police Service</i>
<i>Deputy Commissioner Maurice Pilon</i>	<i>Ontario Provincial Police</i>
<i>Provincial Commander Gwen Strachan</i>	<i>Ontario Provincial Police</i>

### Figure 2 - Design Team and Steering Committee Members

#### Design Team Members

<i>Peter Cuthbert</i>	<i>CACP</i>
<i>Doug Dalziel</i>	<i>Canadian Police College</i>
<i>Dr. Joe D'Cruz</i>	<i>Rotman Management School</i>
<i>Deborah Doherty</i>	<i>Canadian Police College</i>
<i>Debra Frazer</i>	<i>Ottawa Police Service</i>
<i>Insp. Al Heon</i>	<i>RCMP</i>
<i>Chief Trevor McCagherty - Chair</i>	<i>Private Sector</i>
<i>Michael Miner</i>	<i>Private Sector</i>
<i>Ramona Morris</i>	<i>Ontario Police College</i>
<i>Norm Taylor - Coordinator</i>	<i>Durham College</i>

#### Steering Committee Members

<i>Chief Vince Bevan</i>	<i>Ottawa Police Service</i>
<i>Commissioner Gwen Boniface</i>	<i>Ontario Provincial Police</i>
<i>Colonel Dorothy Cooper</i>	<i>Canadian Forces</i>
<i>Chief Julian Fantino</i>	<i>Toronto Police Service</i>
<i>Chief Larry Gravill</i>	<i>Waterloo Regional Police Service</i>
<i>Christine Miles</i>	<i>Office of the Solicitor General for Canada</i>
<i>Tonita Murray</i>	<i>Canadian Police College</i>
<i>Chief Edgar MacLeod</i>	<i>Cape Breton Police Service</i>
<i>Commissioner Giuliano Zaccardelli</i>	<i>RCMP</i>

### Figure 3 - Global Sites and Topics Studied

#### Team One

*Transnational Organized Crime and Counter-Terrorism  
Germany and The United Kingdom*

#### Team Two

*Diversity and Emerging Crime Trends  
Australia and New Zealand*

#### Team Three

*Multi-jurisdictional Policing and Technology-based  
Crime Prevention  
USA, France (Interpol) and Italy*

**About the Author:** Norm Taylor is a college professor and police educator who has completed several projects for the Canadian Association of Chiefs of Police. He served as lead facilitator of the Best Practices project. He is on the faculty of Durham College in Ontario where he coordinates the activities of The Centre for Integrated Justice Studies.

# CACP NATIONAL FORUM ON MANAGING RISK IN A HIGH RISK ORGANIZATION

The CACP held two national Managing Risk Forums, one in New Brunswick, and one in Alberta. Over 60 participants met at these Forums with legal, insurance, and risk management experts to examine the challenges police executives are facing as they strive to manage risk responsibly for their organizations and their communities. Following is an excerpt from one of the presentations at the Forum.

## Risk Management in Policing: The Value of Prevention

By Paul Ceysens (Reprinted with permission of Naylor Publications)

I was invited by the CACP to address its Executive Forum Series this year on the issue of risk management in policing. The Forum Series was held in St. Andrews, New Brunswick in May and again in Banff, Alberta in November. The St. Andrews session was attended by supervisory and executive police officers from Ontario and the Atlantic provinces, with a few attendees from Western Canada.

My legal practice is restricted to police-related legal issues, employment law and human rights law. We advise all sides in police-related matters (police officers individually, police associations, complaint oversight bodies and municipal police boards, for example), but a considerable portion of my professional time is spent providing advice to police chiefs and police forces generally across Canada. We constantly emphasize to our clients the value of prevention, since many of the difficulties resulting in calls to our office originate from matters that could have been prevented.

There are at least seven goals in risk management:

1. *improve service delivery;*
2. *avoid financial costs arising from disputes;*
3. *avoid negative effects on organization arising from disputes ("organizational disruption");*
4. *avoid negative effects on individuals arising from disputes;*
5. *avoid damage to reputation of the constabulary generally;*
6. *win disputes that do occur; and*
7. *lose small if you do lose.*

Our approach to risk management in policing involves three steps: assessing trends; assessing the risk arising from the trends; and reducing that risk. Each of these steps merits a brief discussion.

The first step—assessing trends—involves an examination of the direction that courts of law and administrative tribunals (such as police complaint tribunals and human rights adjudicators) are taking in scrutinizing police activity. This exercise entails not only looking backwards—seeing what courts and tribunals have done—but also looking forward, and analyzing

what courts and tribunals are likely to do over the next period of years. In assessing trends, one should examine the various processes that the law uses to regulate police activity. A particular police action can potentially be examined by one or more of these processes. A death in custody, for example, will result in a coroner's inquest or fatality inquiry, but may also lead to criminal proceedings, civil proceedings and police discipline proceedings. In St. Andrews, we discussed trends in three legal processes: the civil law (people suing the police); the human rights process (people making formal complaints against the police to human rights commissions); and the police discipline process (internal complaints and public complaints against the police).

The second step—assessing the risk arising from the trends—involves examining the extent to which the trends have increased risk in the constabulary. The legal risks facing the police have not approached the levels found in the United States, contrary to the concerns occasionally expressed by police managers. As a general statement, however, legal risk in policing has increased over the past fifteen years. As well, certain aspects of policing now involve a particularly high measure of risk, as a result of various court and tribunal decisions. For example, quality of police investigations and care of persons in custody (especially securing medical care for injured prisoners) attract a great deal of risk.

The third step—reducing the risk—involves putting in place mechanisms to manage particular risks. These measures are inexpensive (or comparatively inexpensive), easy to implement and effective.

Applying this risk management analysis to one legal process that governs the police—civil law—the first step is to examine trends. The trends in police civil liability are the following:

1. *Many more cases recently... the past approximately 15 years have seen a significant increase in the number of civil cases against the police*
2. *Many firsts... a significant number of recent proceedings are unprecedented—the police have never (or rarely) faced a civil action for the activity in question*
3. *Many important losses... police have lost many important cases*

4. *Many large damage awards... courts of law have frequently ordered police to pay large awards of damages and costs*
5. *Many similar cases follow... new cases quickly follow precedent-setting cases*
6. *Other Considerations... many cases involve a high degree of complexity, and may also generate considerable publicity*

As to the second step, the trends in the civil courts invite the conclusion that, as in other areas like the police discipline process and human rights complaints, risk has increased in recent years. As discussed above, areas such as the quality of police investigations and care of persons in custody involve a particularly high risk.

The third step is to examine prevention. The prevention tools available to reduce risk of civil liability are similar to those used to reduce risk in other areas, such as discipline complaints and human rights complaints.

First, a refined procedure governing the recruitment and appointment of applicants for police employment is likely the most effective risk reduction mechanism available. Various studies have established that only a very few police officers are responsible for the majority of a police force's risk exposure. Police employers should make every effort to avoid hiring applicants who would likely fall within that small minority. Due diligence requires an extremely thorough background check, together with psychological assessment, of all candidates. Proper psychological assessment includes standard testing (MMPI, 16PF), together with a one-hour clinical (in-person) interview by a psychologist qualified to assess the suitability of applicants for police employment. One of the effects of the recent increase in competition for police recruits is that police officers who resign after establishing a notorious employment history are sometimes hired immediately by other police forces, and our firm has seen examples of this practice. We have also seen many examples of our clients rejecting an applicant as profoundly unsuitable, only to see that applicant receive an offer from another police employer. Such practices undermine basic risk management, among other considerations.

Second, given the pace and extent of change in the legal environment of policing, thorough training in the law is an obvious component of risk prevention. Legal training of recruit police officers rarely ventures far beyond basic criminal law principles. Many areas of the law that continue to produce litigation for the police are not taught in detail, and sometimes are not taught at all, during the initial period of training. As well, continuing legal education in most police forces is sporadic. Police are regularly criticized by the judiciary and tribunals for their failure to provide adequate legal training on an ongoing basis, and police require annual "refresher" courses that address legislative and judicial developments that have occurred since the previous such course, not only in criminal law but in other areas of the legal regulation of the police as well. One senior Ontario Crown attorney recent remarked at a public lecture that many police forces in that province take three years to properly communicate judgments of the Supreme Court of Canada. That three year period is an unnecessary assumption of significant risk, and the failure to educate practicing police officers in important developments in the law could, and does, result in needless exposure to civil actions, complaints, and other forms of legal redress, all of which engage various risk management considerations - the quality of service delivery; avoiding financial costs arising from disputes; avoiding negative effects on organization arising from disputes ("organizational disruption"); avoiding negative effects on individuals arising from disputes; and avoiding damage to reputation of the constabulary generally.

Third, the police can benefit from specialized legal advice, especially advice that is proactive instead of merely reactive. For example, several of our clients, recognizing care of persons in custody as involving significant legal risk, have asked us to provide services such as researching and formulating policy, and providing instruction to jailers. In so doing, they have emphasized proactive measures to learn from mistakes made elsewhere, and these efforts have proved very beneficial. Another client asked us to provide advice following the judgment of the Supreme Court of Canada in *R. v. Golden*, which addressed strip searches, in order to equip the client to avoid civil actions and complaints that would arise through failure to comply with the *Golden* decision.

In *St. Andrews* and *Banff*, we discussed several other important preventive measures, such as early warning mechanisms; apologies; carefully researched, drafted and instructed policy; and records management. Limited space does not permit a discussion of these tools here. Ultimately, however, basic knowledge of legal risk management will repay the effort in an age in which the law has become ever more diligent in examining police activity.



**The winner of a Saltspring Island souvenir, Mark Hayden, BC Ministry of Water, Land and Air Protection is congratulated by Trevor McCagherty.**



**Forum Speakers: Jacqueline Loignon (Ottawa Police Service), Elizabeth Cowie (York Regional Police Service), Paul Ceyssens (Ceyssens & Bauchman, BC) & Lynda Bordeleau (CACP Legal Counsel)**

# CACP NATIONAL FORUM ON FAMILY VIOLENCE

April 3 - 4, 2003 – Burlington, Ontario

*Hosted by the CACP National Office, supported by the CACP Crime Prevention Committee, Chair, Chief Edgar MacLeod*

Over 100 delegates and 25 panelists from across Canada came together for this two day Executive Forum to exchange ideas, profile good practices and explore ways to increase the effectiveness of police and community response to family violence.

Numerous recommendations were made, including the need for:

1. *Policies and processes that focus on spousal violence after separation*
2. *More effective mechanisms to deal with children as victims and witnesses of crimes*
3. *Increased evaluation of offender programs*
4. *Improved methods for dealing with offenders*
5. *More coordinated, multi-agency response to spousal violence*
6. *Police and governments to take into account when investigating family violence in aboriginal communities, holistic responses to treatment, healing as a life long process, support of effective aboriginal programs, and evaluation of effectiveness of treatment programs*
7. *Development of effective tools for risk assessment, and*
8. *Consideration of health issues for all involved*



S/Sgt Angie Howe, Sgt. Joanne VanDeursen, Deputy Chief Michael Mann, Inspector Jackie Gordon, Dorothy Franklin, Peter Cuthbert, Lucille Pelletier



Dr. Peter Jaffe



Rona Brown and Leah White





Chief Edgar MacLeod



Dr. Holly Johnson



Commandant Suzanne Laberge

# FAMILY VIOLENCE



Chief Constable Ben Andersen



Peter Cuthbert

# COPS, COMMERCE, AND ORGANIZED CRIME SYMPOSIUM

Hosted by the CACP National Office, supported by the CACP Prevention of Crime in Industry Committee, Law Amendments Committee, Informatics Committee, and the Organized Crime Committee.

This symposium brought together senior Canadian police executives, corporate executives, government officials and policy developers to explore the impacts of organized crime on society and encourage cooperative efforts to address organized crime more effectively.

Participants jointly developed a number of recommendations. They include:

1. *Developing mechanisms beyond MOUs and joint operations to share intelligence*
2. *The CACP explore opportunities to influence legislation to increase penalties for those convicted of organized auto theft*
3. *The CACP support the Insurance Bureau of Canada's recommendations for dedicated organized auto theft prosecutors*
4. *The CACP support efforts to establish a national strategy to reduce auto theft*

5. *The CACP promote a consistent response to organized auto theft, that includes open information sharing partnerships, public communication/education strategies, efficient data collection and analysis, innovative investigative strategies, and effective use of technology*
6. *The CACP, through the Informatics Committee, consider researching and recommending multi-system information exchange standards, along the lines of the BC Law Enforcement Information Portal*
7. *Law enforcement and private industry report all suspected corruption and send a clear message that the organization has zero tolerance for corruption*
8. *Law enforcement and industry leaders must lead the creation and maintenance of organizations based on ethical cultures*
9. *Law enforcement and industry must implement, maintain, and regularly update integrity and anti-corruption programs.*

These recommendations have been forwarded to the Organized Crime Committee for action.

## CACP ENDORSEMENTS

The Association recognizes that endorsements and expressions of support and co-sponsorship of certain activities conducted by others in public service may serve the best interest of the Association and its membership. When requests for endorsements are made to the Association, they are reviewed by the Board of Directors to determine if endorsement should be granted.

It is the policy of the CACP to make no endorsement of any private commercial publication or product. No publication, bulletin, announcement, advertising material, letterhead, or other document or article other than the official publications of the Association shall bear insignia, monogram, or other mark of the Association without written permission to do so.

Procedure for Requesting Endorsement:

1. *All requests for endorsements must be presented to the Executive Director of the CACP no less than 60 days in advance of a scheduled meeting of the Board of Directors.*
2. *Requests must be made in writing and must provide specific information about the proposed program or activity, details about the parent organization requesting support, and reasons for seeking CACP support.*
3. *Information provided should include:*

- a. *How the activity will be produced, in what quantity, and in what time-frame*
  - b. *The need(s) being met by this activity*
  - c. *Competition for the proposed initiative*
  - d. *Program/product delivery strategies*
  - e. *Project marketing strategies*
  - f. *Development time*
  - g. *Financial information, including if relevant, costs, pricing, breakeven points, payback periods, consequences and implications of a 50% shortfall in demand.*
4. *The request will be reviewed by the Executive Director and the appropriate CACP Committee. Findings and recommendations will be forwarded to the CACP President and Board of Directors for consideration and approval.*

These procedures can, under extraordinary circumstances as determined by special vote of the Board of Directors, be suspended to permit consideration of an endorsement request at any time.

CACP endorsements in the past have included the following:

<b>Date</b>	<b>Endorsement</b>	<b>Details</b>
1995	First Nations Chiefs of Police Association	Association formed as a parallel and complementary organization to the CACP
1995	CAA School Safety Patrol Program	Program endorsed to increase awareness. CACP logo permitted on promotional and educational materials. Cooperative efforts to serve needs of patrollers.
1995	Safe Kids Canada	Canada Safety Council national awareness and fundraising event
1995	Crime Prevention Handbook	Project endorsed and development of handbook for use by all police agencies in Canada encouraged.
1995	Victims of Crime Week	Endorsement of program in principle
1995 - 2003	Sunshine Foundation of Canada	Endorsement for organization's work to make dreams come true for severely physical disabled children or children with life threatening illnesses
1996 - 1998	Child Find Canada	All programs endorsed, including Green ribbon of Hope and child Find Online/En Direct
1997	Onside Program	Endorsed program to enhance communication between youth and police
1997	AssetREGISTRY (Asset Software International)	Crime prevention tool to be used in the detection of stolen property and computer theft
1997	Strategic Human Resources Analysis of Public Policing in Canada (HRDC)	Endorsed sectoral review of Canadian policing
1998	Law Enforcement Torch Run for Special Olympics	Endorsed and encouraged members to take a leadership role in Law Enforcement Torch Runs in all provinces and territories.
1998	Tackle Violence	Endorsed program to reduce youth violence and improve positive relationships between police and youth
1998	Operation Go Home	Endorsement of efforts to help return youth on the streets to their families
1998	Women in Policing Resource Group	Endorsed to help police organizations deal with issues facing women police officers on a national level
1998	Highway Help Program	Endorsement and approval of logo use
1998	Major Industrial Accidents Council of Canada	Endorsement for "Guiding Principles for Joint Community & Industry Emergency Preparedness"
1999 - 2001	YWCA Week without Violence	Endorsed public education and awareness campaign
1999	National Children's Agenda	Endorsed multi-disciplinary approach to address underlying issues of health and safety for children
2000	Elmer the Safety Elephant Program	Endorsed school program focused on child traffic safety
2001	Canada Safety Council - Enacting Firearms Amnesties	Endorsement of firearms amnesty program, aimed at reducing the number of firearms injuries and deaths
2001	Youth Justice Forum	Endorsed forum March 16-17 2001
2001	Tools of Awareness	Endorsed program to prevent youth relationship abuse
1998 - 2002	Policing Cyberspace 2001 International Conference	Endorsed conference on themes of training, public awareness, cyber ethics, information sharing, recording and reporting mechanisms for technological crimes
2001	Anti-Bullying Campaign	Canada Safety Council and National Film Board campaign focused on bullying among children ages 8-12.
2001	"Project 6116" A National Committee to Reduce Auto Theft	Project endorsed
2001	Joyriding and Youth	Endorsment linked joyriding project between CACP Crime Prevention Committee and Project 6116
2002	Child Find Manitoba cybertip.ca Initiative	Endorsed work of cybertipline facility which receives and addresses reports regarding the sexual exploitation of children on the Internet.
2003	Friends and Neighbours Club (FAN Club)	Endorsed Pembroke Police and OPP "police are our friends" initiative for 3-11 year olds.



**changingfacesfacingchange:**

# **THE CACP CONFERENCE AND TRADE SHOW 2003**

*By Tania Viegas, Police Chief Magazine*

**F**rom August 24 to August 27, 2003, delegates gathered in the beautiful harbour city of Halifax, NS for the CACP's 98th Annual Conference. With fun-filled social events as well as informative seminars, the Conference was a great success.

The Opening Ceremonies took place at Purdy's Wharf. A tribute to the late Halifax Chief of Police, David P. McKinnon, speakers at the ceremony included the Solicitor General for Canada, Hon. Wayne Easter, as well as Halifax Regional Police Deputy Chief Chris McNeil.

The 2003 Trade Show was officially kicked-off with a gala luncheon held at the Halifax World Trade and Convention Centre. Bagpipes were played as the Town Crier greeted everyone with a ring of his bell and a short speech of welcome. Comm. Gwen Boniface, along with host Chief Frank Beazley, gave opening remarks and performed a ceremonial ribbon cutting to the sound of applause.

## **TRADE SHOW**

A variety of products from companies all across Canada were present at this year's trade show, featuring the latest in policing technology. Nutrition breaks and luncheons allowed delegates to relax while checking out the great products. It was a chance to meet new contacts and make new friends.

## **SEMINAR PRESENTATIONS**

Seminars focused on the theme of "Changing Faces Facing Change", with information of particular interest to the policing professional.

Janet Hagey of Statistics Canada discussed information gathered by Canada's 2001 Census. Hagey explained that one in five persons in Canada is an immigrant—the highest numbers in this country for 70 years. Hagey also said that more and more people are identifying themselves as Canadians, regardless of background. Said Hagey, "Our population is becoming increasingly diverse," and for the policing professional, this means that these new Canadians need to feel as protected by their police force as any other Canadian.

Dr. Karen Mock of the Canadian Race Relations Foundation spoke about hate crime in Canada. Her presentation, titled "Hate Crime: A 2003 Perspective", explained that only one in every ten incidents of hate crime is reported in Canada, as people are afraid of being victimized further, or that nothing will be done. Mock said that successful police partnerships should include the documentation of all incidents, even those that may not yet be considered criminal acts, such as harassment or exclusion. Such acts can later lead to incidents of violence. Said Mock, "It is important to show our children that there are non-violent, legal ways to battle the hate in their midst."



Robert Lunney, Consultant, Police & Public Safety, spoke about the phenomenon of racial profiling. According to Lunney, racial profiling, or "Racially Biased Policing", occurs when "law enforcement inappropriately considers race or ethnicity in deciding with whom and how to intervene in an enforcement capacity". He explained that a diverse work force, proper leadership, management, government, education and training are all important tools to ending this problem.

D. Comm. William (Bill) Currie of the OPP is chair of the Policing with Aboriginal Peoples Committee. In his discussion, "Aboriginal Missing Persons—Are We Doing Enough?", Currie said a police department must have a policy in place that serves the people, and that police professionals need to communicate well externally as well as internally, so families of victims know they have the support they need from their police department. Currie believes each service should have their own missing persons bureau, that statistics should be collected and shared, that more training and awareness were needed, and that Canada needed a functional, national database of missing persons.

Trevor Wilson, president of TWI Inc., spoke about "Recruiting to Reflect Changing Cultures." As many Canadian police officers will be retiring over the next few years, this is an opportunity to review current hiring practices and ensure that the police force reflects Canada's ever-changing, diverse culture. Wilson's message emphasized the importance of treating people equally while still recognizing their difference. He explained that current hiring practices focused on knowledge and skills (education and previous experience), but ignored the importance of 'soft skills', or talent. Focusing on talent, and not the skin the talents in, was how police chiefs could ensure their recruitment process was a fair one.

While the conference's focus was on issues of race and policing in Canada, there were other seminars of interest for delegates. Vince Westwick, General Council with the Ottawa Police Service and Co-chair of the Law Amendments Committee, spoke about his committee's new website, providing the latest information on current legal issues facing policing in Canada. Comm. G. Zaccardelli of the RCMP spoke about "Integrated Policing—Progress and Challenges." Working for the past three years on leading the RCMP to organizational and operational excellence, Zaccardelli updated delegates on his progress thus far. Other essential seminars included: "Policing Issues in an Aging Community", with speaker Judy Cutler; "Euthanasia: An On-Going Debate", with

speakers Dr. Nuala Kenny and Joel Pink, QC; "A National Organized Crime Threat Assessment Strategy," moderated by Chief Julian Fantino of the Toronto Police Service; "Global Themes in Criminal Justice," moderated by Norm Taylor; "An Integrated and Effective Approach to combat Marihuana Grow Operations," presented by Marc Pinault, Staff Sgt. of the Ottawa Police Service; and an update regarding "Canada's National Strategy on Internet Based Sexual Exploitation of Children," presented by D/Commissioner Garry Loeppky, RCMP.

## CLOSING CEREMONIES

There were several events for delegates to enjoy during their stay in Halifax, including meetings at the Casino Nova Scotia Hotel and lunch at the fabulous Five Fishermen Restaurant in downtown

Halifax. But the crowning event by far was the Gala Awards Night at the World Trade and Convention Centre, sponsored by the RCMP, the Department of Justice and the Canadian Bankers Association. Along with an evening of delicious food, wine, music and dancing, many outstanding members of Canada's police force were recognized for their achievements during the past year. Minister of Justice Martin Cauchon was on hand to award the National Youth Justice Policing Award to Constable Rick Cole of the Edmonton Police Service. Constable Cole developed a youth program that encourages children involved in issues such as bullying, assault, theft, and mischief to improve their behaviour. This award also recognized the following officers:

***“Along with an evening of delicious food, wine, music and dancing, many outstanding members of Canada’s police force were recognized for their achievements during the past year. Minister of Justice Martin Cauchon was on hand to award the National Youth Justice Policing Award to Constable Rick Cole of the Edmonton Police Service.”***

### *Certificates of Distinction:*

- *Corporal Greg Fleet, Regina Police Service*
- *Constable Terry Simm, Sarnia Police Service*
- *Constable Ken Andersen, Winnipeg Police Service*

### *Honourable Mentions:*

- *Constable Richard McDonald, Halifax Regional Police*
- *Supt. Dan Okuloski, Halton Regional Police Service*
- *Staff Sgt. Jake Bouwman, RCMP, Chilliwack Detachment*
- *Constables Grant Hamilton and Tom Woods, Victoria Police Department*



Stuart Sturm, FBI Legal Attache to the US Embassy, addresses delegates.



Platinum sponsor representatives from Canadian Bankers Association, Department of National Defence, Sears Canada Inc., Microsoft Canada, and the R.C.M.P. recognized at the VIP reception.



Edgar MacLeod, Julian Fartino and friends reminiscence at Pier 21.



Bonnie Schwab, Bank of Canada announces new Bank of Canada Award for Counterfeiting.



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CACP HALIFAX 2003 ACCP

### CACP ANNUAL CONFERENCE HALIFAX, NOVA SCOTIA – AUGUST 24-27, 2003

Members and guests at the business, professional development, and social activities at the annual conference in Halifax.



Larry Gravill casts his ballot at the Association elections.



Companions enroute to a full day of events.



A fiddler entertains at the Chiefs Appreciation night.



Jamie Graham invites delegates to the 2004 conference in Vancouver.

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CACP HALIFAX 2003 ACCP



Honor guard at the Opening Ceremonies.



Outgoing president, Gwain Borillace addresses delegates at the Opening Ceremonies.



A delegate and family enjoy the tour of Pier 21.



The Order of Merit of the Police Forces  
L'Ordre du mérite des corps policiers

The Order of Merit of the Police Forces medals, representing the three levels of service, reflect long term outstanding service with varying degrees of responsibility.