

National Forum on Women in Policing

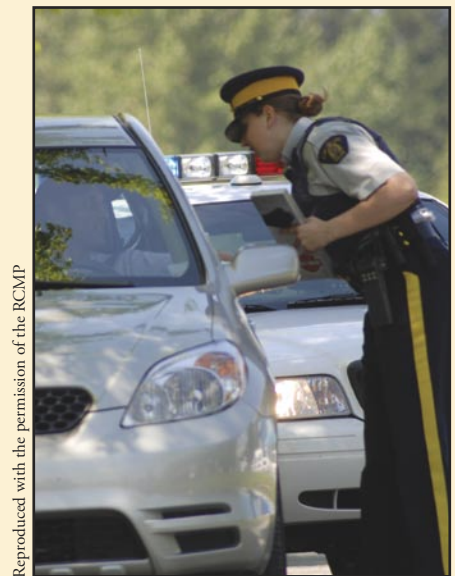
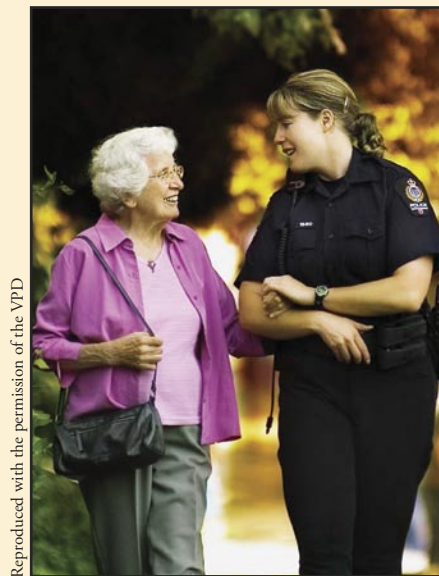
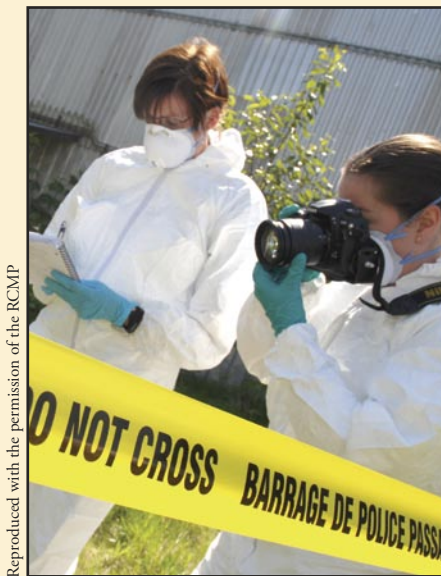
Addressing Key Obstacles Through Proven Models

October 16th & 17th, 2008 • Fairmont Château Laurier, Ottawa, ON

Co-Chaired by

Superintendent Shirley Cuillierrier
*National Aboriginal
Policing Services Branch, RCMP
Ottawa, ON*

Deputy Chief Susan O'Sullivan
*Operations Support
Ottawa Police Service
Ottawa, ON*



RETURN POSTAGE GUARANTEED
PORT DE RETOUR GARANTI

THE FACULTY



Sergeant Debbie Bodkin, Waterloo Regional Police, Waterloo, ON. Sgt Bodkin has been with the Waterloo Regional Police for 21 years. In 2000, her police service gave her the opportunity to go to Kosovo working as a Scenes of Crime Officer with NATO and the International Criminal Tribunal for Yugoslavia. In 2004, she traveled to Chad for the U.S. State Department interviewing victims fleeing from Darfur, Sudan. Later that same year the United Nations hired her as an investigator for the Commission of Inquiry for Darfur interviewing surviving victims living in Darfur. In 2006, Sgt Bodkin received two awards for her career achievements and overseas missions: Law Enforcement Professional of the Year from the Ontario Women in Law Enforcement and Officer of the Year from the International Association of Women Police.



Deputy Chief Inspector Gwen Boniface, OOnt., Garda Síochána Inspectorate, Ireland, and Retired Commissioner, Ontario Provincial Police. D/Chief Insp Boniface was appointed to her current position in July 2006. Previously she was Police Commissioner of the Ontario Provincial Police (OPP) where she gained wide experience in operational, policy and management positions leading the OPP through significant restructuring and change management. She also served as Regional Commander in Western Ontario where she managed the integration of four police districts into a single regional structure. She was invested into the Order of Ontario for her work with the First Nations communities. D/Chief Insp Boniface served as a Commissioner on the Law Commission of Canada. She is a graduate of York University, a law graduate of Osgoode Hall and holds an honours diploma in Law Enforcement. She was called to the Ontario Bar in 1990.



Deputy Director General Steven Chabot, O.O.M. Sûreté du Québec, Montréal, QC, President, Canadian Association of Chiefs of Police. D/Dir Gen Chabot began his career in policing in 1977. As a police officer he worked as a patrolman, investigator, first-level manager in the realm of patrols and investigations, and then as a senior manager in the same fields. His career is characterized by: Working extensively in positions devoted essentially to the achievement of the Sûreté du Québec's mission, e.g. patrols and investigations; and working extensively in strategic positions focusing on administrative, operational and policy issues. In July 2003, he was promoted to his current rank of Deputy Director General, Criminal Investigations where he: Co-manages the Sûreté du Québec and advises the Québec government on questions pertaining to public security in Québec; manages the criminal investigations sector in accordance with the government's mandates, priorities and objectives and the organization's strategic policy directions; and assumes in the organization the necessary functional authority with respect to criminal investigations. D/Dir Gen Chabot holds a Master's degree in public administration and a degree in human resources management.



Constable Keri Hatfield, Kingston RCMP Detachment, Kingston, ON. Cst Hatfield was sworn into the RCMP on March 15, 1993 – the exact same day as her father, Retired Commissioner J. Philip Murray. Following her training, she was posted to Richmond, BC where she did General Duty in the School Liaison and General Investigation Section. In 2001, Cst Hatfield was transferred to Kingston, ON where she worked for one year in the Thousand Island National Park doing mostly marine related enforcement. From here, she spent four years in the Drug Section, leading to her current position in Federal Enforcement. Cst Hatfield has two children, a husband and a dog.

Detective Wendy Leaver, Special Victims Unit, Toronto Police Service, Toronto, ON. Det Leaver has been with the Toronto Police Service for the past 35 years. She is presently in charge of the Special Victims Unit which investigates sexual assaults against sex workers. This unit has been in operation since May 2006. She has lectured nationally and internationally in the area of Sexual Assault Investigation, Victim Issues and Pedophile Investigation. Det Leaver is also a volunteer member of Circles of Support, an organization that assists sex offenders to reintegrate safely back into the community after their term of incarceration.



Chief Superintendent Kate Lines, Commander, Ontario Provincial Police Investigation and Support Bureau, Orillia, ON. C/Supt Lines has been a member of the Ontario Provincial Police for 31 years. She is currently responsible for major criminal investigations, crimes against children and electronic crime, as well as the investigative support areas of behavioural sciences, technical support and forensic identification. She has a staff of over 500 full time and contract uniform and civilian employees. C/Supt Lines was voted Canadian Police Leader of the Year in 2004. She holds a Bachelor of Arts Degree in Sociology in conjunction with the Crime and Deviance Specialist Program from the University of Toronto, General and Advanced Certificates in Police Studies, and a Diploma in Police Management Studies from the University of Western Ontario.



J. Philip Murray, J. Philip Murray Strategic Advisors Inc., Ottawa, ON, and Retired Commissioner, RCMP. Mr. Murray culminated his 38 years in policing with the RCMP with over six years in the top post of Commissioner. He made significant contributions to shaping both the RCMP and law enforcement generally, to meet the many challenges of modern policing in the 21st century. Since retirement he has been Fairness Commissioner in several complex major public sector contracts, Member of the Research Advisory Committee, Ipperwash Commission of Inquiry into Aboriginal relations with the police, Member of the Advisory Panel, Cornwall Commission of Inquiry into Historical Sexual Abuse, Vice-Chair Ottawa Hospital Board of Governors, Member Board of Directors and Governance Committee, Garda World Security Corporation and Vice-Chair Strategy, National Security Group.



Constable Yvonne Niego, Program/Policy Analyst, Community Contract and Aboriginal Policing Services, National Aboriginal Policing Services Branch, RCMP, Ottawa, ON. Cst Niego grew up mostly in the arctic in the remote and isolated community of Baker Lake, NU, when the population was about 700 Inuit. She was recruited from there first as a summer student and matron and soon joined as a regular member of the RCMP in 1991. She has served in her home community several times, as well as Iqaluit and Yellowknife, NWT. During some leave she took to raise her three children, Cst Niego also worked at the territorial and municipal levels of government. For the Nunavut Territory, she worked and set up the first department of Consumer Affairs. For a small municipality, she worked as head of Finance and Human Resources, as well as Recreation. She now has 17 years of policing experience, proudly serving, among others, the same population that she grew out from.



Chief Superintendent Doug Reti, Director General, National Aboriginal Policing Services Branch, RCMP, Ottawa, ON. C/Supt Reti is a member of the Vuntut Gwitchin First Nation from Old Crow, YK. Throughout his 23 year career with the RCMP, C/Supt Reti has served in 11 detachments across five of the 13 Divisions in Canada. His career has centered almost exclusively around Aboriginal policing. Commissioned in 2000, he was posted to Nunavut to run the Inuit Recruiting and Development program. Here, he also served as the District and Criminal Operations Officer. In 2004, he became the Officer-In-Charge of the Wetaskiwin-Hobbema detachment. His solid commitment to enhancing public safety was recognized as a recipient of the Alberta Centennial Award. C/Supt Reti worked with National Aboriginal Policing Services Branch and with National Headquarters Recruiting and Staffing from 1997-2000. A current member of the Canadian Association of Chiefs of Police (CACF), he is committed to advancing the RCMP's Aboriginal priority. In May 2004, he received his 20 year RCMP Long Service Medal. C/Supt Reti is completing his Masters in Leadership and Training through Royal Roads University. He is a married father of three.



Christine E. Silverberg, M.A., APR, LL.B., retired Chief of Police, Calgary Police Service, Partner, Gowling Lafleur Henderson LLP, Calgary, AB. Ms. Silverberg is an accomplished chief executive and respected leader with nearly 30 years of policing experience. Retiring after a five-year term as Chief of the Calgary Police Service, Ms. Silverberg now has a diverse legal practice within Gowling's advocacy and litigation area, predominantly in the areas of employment and labour law, policing law, regulatory defence, and non-profit governance.



Janet E. Soles, Managing Partner, Hamilton Hall Soles/Ray & Berndtson, Calgary, AB. Ms. Soles is a founding partner in the Calgary office of Hamilton Hall Soles/Ray & Berndtson. She brings ten years of regional, national and international executive search and management consulting experience to the firm. Ms. Soles' business practice focuses on executive recruitment. Her clients are from the private and public sectors, with a focus on the energy and communications industries, healthcare and the education sector. She earned her Bachelor of Arts degree and a Certificate in Human Resource Management from the University of Calgary. Her community involvement has included volunteer affiliations with The United Way, Hull Child and Family Services, and Stars Air Ambulance.



Dr. Eli Sopow, Head of Operations Strategy Branch, RCMP, E-Division Headquarters, Vancouver, BC, seconded to Senior Advisor, National RCMP Change Management Team, Ottawa, ON. Dr. Sopow has received 13 awards for excellence in communications and organizational development over his 35 years of experience, including three national RCMP awards and an international award. Prior to joining the RCMP, Dr. Sopow was a vice-president with an international consulting firm and prior to that served as an Associate Deputy Minister with the BC Premier's Office. He holds a Ph.D. in human and organizational systems, Masters Degrees in both leadership and human development, a Certificate in Peer Counselling, and an undergraduate degree in Public Administration. He is an Associate Faculty Member at the Royal Roads School of Leadership and the Royal Roads School of Management. He is also the author of the recent book *Corporate Personality Disorder: Surviving and Saving Sick Organizations*.

Detective Constable Linda Stewart, Vancouver Police Department, Vancouver, BC. Det Cst Stewart is in her 34th year of policing, currently assigned to the Plain Clothes patrol in District 3 which is the South East area of Vancouver. She has been a Negotiator since 1986 and is the Co-ordinator of the VPD Emergency response Team (ERT) Crisis Negotiating Unit since 2000. She is also currently a member of the VPD Critical Incident Stress Management Team (CISM), which is a peer counselling unit. The majority of her deployment has been patrol-based and she has worked Uniform, Youth Crime, Property Crime, Surveillance and Undercover Units. Det Cst Stewart is a past member of the VPD Forensic Interview Team. She is past recipient of the VPD Officer of the Year award (1997) and a Nominee for a Women of Distinction Award. She has attended courses in Ottawa as well as the FBI Academy in Quantico. Det Cst Stewart is married to a Vancouver Police Inspector and has three children – one currently an applicant to the VPD.



Chief Vernon White, Chief of Police, Ottawa Police Service, Ottawa, ON. Chief White was sworn in as Chief of Police of the Ottawa Police Service on May 22, 2007. From 2005 to 2007, he led the Regional Police Service in Durham, a community of approximately 600,000 immediately east of Toronto. Prior to this, he spent over 20 years with the RCMP, leaving with the rank of Assistant Commissioner. He was responsible for Information and Identification in Ottawa headquarters of the RCMP. His extensive experience includes major case management, community policing, proceeds of crime, detachment/unit commander, support services management, commercial crime and program policy. Chief White also has a wealth of demonstrated successes in working with diverse communities, particularly Canada's First Nations and Inuit communities. He holds a Bachelor of Arts Degree in Sociology and Psychology from Acadia University and a Diploma in Business Administration. Chief White holds a Masters Degree from Royal Roads University in British Columbia in Conflict Analysis and Management. He completed his thesis on Restorative Justice.

Co-Chairs



Superintendent Shirley Cuillierrier, National Aboriginal Policing Services Branch, RCMP, and seconded to Director, Emergency Management, Indian and Northern Affairs Canada, Ottawa, ON. Supt Cuillierrier is a First Nations Mohawk from Kanesatake, QC. A member of the RCMP for 27 years, she has spent 14 years working in Atlantic Canada and HQ Ottawa in a variety of operational and administrative police duties. Commissioned in 2004 as the first female First Nations officer in the RCMP, her past positions include Officer in Charge of National Aboriginal Policing Services, Director of National Learning Programs and National Co-ordinator of Aboriginal Protests. Recognition for her achievements include: First Canadian recipient of the “Indian Country Law Enforcement Officer of the Year, 2007” awarded by the International Association of Chiefs of Police, a Commissioner’s Commendation for her work in the Performance Management Unit, a Commanding Officer’s Commendation for outstanding service in Inuit recruiting in Canada and the Queen’s Silver Jubilee Medal.



Deputy Chief Susan O’Sullivan, Deputy Chief of Police – Operations Support, Ottawa, ON. D/Chief O’Sullivan began her career in policing in May 1981. Throughout her career, she has served in Patrol, Criminal Investigative Services and Operations Support with extensive experience in Incident Command and Emergency Preparedness. She is one of the founders of the Ottawa First Responders CBRN (Chemical, Biological, Radiological, Nuclear) Committee and, in 2003, was an advisor to the Auditor General of Canada on National Security in Canada – The 2001 Anti-Terrorism Initiative Audit. D/Chief O’Sullivan is a well-known leader in the police community. In 2006, her Excellency the Governor General of Canada appointed her an Officer of the Order of Merit of the Police Forces. D/Chief O’Sullivan is also the proud parent of two children.

The Role of Women in Canadian Policing is Changing

Women have been in Canadian policing for over thirty years. While there has been significant change and development in the attitudes, duties, public perception, promotion and development of women in policing, there is still much to improve.

In October, an impressive gathering of some of the most notable leaders in Canadian and international policing will come together in Ottawa to focus on best practices for addressing core issues for women in Canadian policing today.

This program will provide insight into the changing role of women in Canadian policing and examine external and internal factors, as well as the current challenges that make up the existing landscape. Also, the conference includes a section on “streams of specialty” which will examine areas in which some women police officers are known to have special competencies.

This course is comprehensive and will examine different areas of police work from international peacekeeping to sex crimes. It will also consider challenges and breakthroughs in a wide range of contexts from remote regions to urban centers. There will be an interactive faculty roundtable on how to retain and develop the talents of women in the policing workforce. This course is designed to ensure there will be something relevant and inspiring for everyone.

Who Should Attend:

- Law enforcement leaders
- Policy makers and government officials responsible for public safety and policing matters
- National, provincial and municipal police officers, both female and male
- Those responsible for recruitment, management and training of police officers

Attend This Conference and You Will:

- Gain an understanding of some of the current issues in recruitment, training, promotion, development and retention
- Hear experienced professionals discuss and examine policies and programs that have successfully overcome former obstacles
- Take away proven and practical methods and models to address current challenges at both the professional and personal levels
- Develop skills and tangible measures to implement today

AGENDA

Day One • October 16th, 2008

9:00 Welcome and Introduction to Day One
Supt Shirley Cuillierier D/Chief Susan O'Sullivan
National Aboriginal Policing *Operations Support*
Service Branch, RCMP *Ottawa Police Service*

POLICING AND DIVERSITY

9:10 Competitive Advantages of a Truly Diverse Police Force: The Crucial Role of Women
J. Philip Murray
Commissioner (Rt'd), RCMP
J. Philip Murray Strategic Advisors Inc.

Introduced by his daughter, Cst Keri Hatfield, Kingston RCMP

- The unique and beneficial policing styles of minority groups: Women, visible minorities, Aboriginals and those with experience in other policing systems
- Building and using the strengths of a police force that reflects the diversity of the population it serves
- Examining the big picture: What are the ultimate objectives with regard to diversity in Canadian law enforcement?
- The unique style of women law enforcement officers: Handling crimes of domestic violence and rape, building relationships and partnerships, peacekeeping
- Where we have been and where we are going with regard to women in policing?

9:50 Questions and Discussion

THE NEW LANDSCAPE FOR WOMEN IN CANADIAN POLICING – EXTERNAL AND INTERNAL FACTORS

10:00 The Other Climate Change: Women and Organizational Climate Change in Policing
Dr. Eli Sopow
E-Division Headquarters, RCMP

- The new policing landscape: Recent statistics and reports indicating shifts in the needs, demands and public expectations of police performance
- Internal factors: Crises in recruitment, the impact of a rapid communications environment
- The role of women as leaders of organizational change

10:40 Questions and Discussion

10:50 Refreshment Adjournment

11:10 Promotion and Development: What Qualities Do You Need to be a Police Chief?
Janet E. Soles
Hamilton Hall Soles/Ray & Berndtson

- What is the criteria in searching out Chief of Police candidates?
- Who is being called for executive roles and why?
- What professional experience stands out and why?

11:50 Questions and Discussion

12:00 Luncheon Adjournment

MALE PERSPECTIVES ON HOW WOMEN POLICE IN CANADA

1:30 The Evolving Role of Female Police Officers in Canada

C/Supt Doug Reti D/Dir Gen
National Aboriginal Policing **Steven Chabot**
Services Branch, RCMP *Sûreté du Québec*

Chief Vernon White
Ottawa Police Service

- The changes over the last three generations
- Changes in assignments
- Challenges – what has changed?
- Strengths: Unique and beneficial styles – evolution of strengths and developments in terms of opportunities

2:45 Questions and Discussion

2:55 Refreshment Adjournment

BEST PRACTICES FOR ADDRESSING CORE ISSUES

3:10 Successful Models for Improving the Status of Women in Policing

C/Supt Kate Lines
Investigation & Support Bureau
Ontario Provincial Police

- A personal perspective on challenges and opportunities
- Policy, practices and programs: Strategies for outreach, recruitment, retention and promotion of women in policing
- Measuring success and lessons learned

3:50 Questions and Discussion

INTERNATIONAL DEVELOPMENTS AND LESSONS

4:00 International Trends and Global Issues for Women in Policing

D/Chief Inspector Gwen Boniface
Commissioner (Rt'd), Ontario Provincial Police
Garda Síochána Inspectorate

- Current trends at the global level
- Examples from abroad – Ireland and beyond
- Lessons learned: Bringing world lessons home to Canada

4:50 Questions and Discussion

5:00 Conference Concludes for Day One

AGENDA

Day Two • October 17th, 2008

9:00 Welcome and Introduction to Day Two
Supt Shirley Cuillierrier D/Chief Susan O'Sullivan
National Aboriginal Policing Operations Support
Service Branch, RCMP Ottawa Police Service

FACULTY ROUNDTABLE

9:10 Looking to the Future:
How to Keep and Develop the
Talents of Women in the
Policing Workforce

STREAMS OF SPECIALTY: THE UNIQUE AND BENEFICIAL STYLE OF WOMEN IN POLICING

9:40 Communication Style and
Relationship Building

Det Cst Linda Stewart
Vancouver Police Department

- External and internal communication – illustrative case studies including responding to crisis, public relations and approaches to management issues
- The role of secondments with other police agencies and the greater benefit to the police force at large

10:15 Questions and Discussion

10:25 Refreshment Adjournment

10:40 Sex Crimes

Det Wendy Leaver
Toronto Police Service

- The experience of starting the Special Victims Unit, Toronto Police Service
- Passion/compassion
- Victim outreach
- Myths
- Changing attitudes
- Successes and lessons learned
- Measuring success

11:15 Questions and Discussion

11:25 Peacekeeping Through Conflict/Crisis

Sgt Debbie Bodkin
Waterloo Regional Police

- Taking your policing expertise outside the comfortable confines of Canada
- A positive, life changing experience both personally and professionally

12:00 Questions and Discussion

12:10 Luncheon Adjournment

A TWO-PART LEGAL UPDATE

1:30 Protection of Human Rights

Christine E. Silverberg
Chief of Police (Rt'd), Calgary Police Service
Gowling Lafleur Henderson LLP

- A look inside: Promoting the full participation of women in police agencies
- A look outside: Promoting and defending human rights in our communities

2:05 Legal Developments in Police Liability

Christine E. Silverberg
Chief of Police (Rt'd), Calgary Police Service
Gowling Lafleur Henderson LLP

- Trends and developments in police liability

2:35 Questions and Discussion

2:45 Refreshment Adjournment

ISSUES AND SUCCESS STORIES IN SPECIFIC CONTEXTS

3:00 Women in Urban Policing:
Major Challenges and Breakthroughs

D/Chief Susan O'Sullivan
Operations Support
Ottawa Police Service

- Core issues facing women policing urban centers
- Success stories from the urban context
- Drawing on the special competencies of women police officers

3:40 Questions and Discussion

3:50 Women Policing Remote Regions:
Major Challenges and Breakthroughs

Cst Yvonne Niego
National Aboriginal Policing
Services Branch, RCMP

- Policing Aboriginal communities
- The major issues and obstacles facing women policing remote communities
- Living and working within distinct communities — engage, relate and incorporate

4:30 Questions and Discussion

4:45 Chairs' Closing Comments

5:00 Conference Concludes

Registration: The registration fee is \$995.00 plus GST (R122967011) of \$49.75 totaling \$1,044.75 covering your attendance at the conference, written materials, a light breakfast, and refreshments during the day.

Payment: You may pay by VISA, MasterCard or cheque. Cheques should be made payable to the Summit Institute. Registration fees must be paid prior to the Forum.

When and Where: Check-in begins at 8:30 a.m. The conference starts at 9:00 a.m. The Fairmont Château Laurier is located at 1 Rideau Street, Ottawa, ON. For hotel room reservations, please contact the hotel directly at 613-241-1414.

Materials: The faculty will prepare papers and other materials explaining many of the points raised during this Forum. Please contact us if you are unable to attend the Forum and wish to purchase a set of materials.

Removal of Your Name: If you do not wish to receive announcements of future forums on this or any other topic, please call 604-742-8194, fax 604-730-5085 or e-mail remove@summitinstitute.org.

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Your Privacy: We will keep all information that you provide to us in strict confidence other than to prepare a delegate list containing your name, title, firm and city for our faculty and the forum delegates. We do not share or otherwise make available our mailing lists to any non-affiliated organization.

Cancellations: Full refunds will be given for cancellations if notice is received in writing at least five full days prior to the day of the forum (October 9th, 2008). Unfortunately, after that time we are unable to refund registration fees, however substitutions will be permitted. We reserve the right to cancel, change or revise the date, faculty, content or venue of this event.

Registration Form

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National Forum on Women in Policing

October 16th & 17th, 2008
Fairmount Château Laurier, Ottawa, ON

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How did you hear about this conference? Brochure E-Mail Colleague The Summit Institute/PBLI Website

Other (Please Specify) _____