

Canadian Association for Civilian Oversight of Law Enforcement

(CACOLE)

Conference 2003

**CIVILIAN OVERSIGHT - BALANCING RISK,
RIGHTS AND RESPONSIBILITIES**

**The Banff Centre, Banff, Alberta, Canada
Sunday, October 5 to Tuesday, October 7th, 2003**



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Dr. Marc Alain

After completing a bachelor's degree in humanities, he opted for graduate studies in criminology. His master's thesis is still considered one of the first academic efforts in criminology devoted to the understanding of police responses and police strategies aimed at the biker gang phenomenon. His doctoral research embraced a larger sociological perspective as he studied the cross-border smuggling of tobacco products into Canada between 1985 and 1994. This work led to the publication of a book and numerous articles in specialised journals.

He earned his Ph.D. in criminology in 1997 from the Université de Montréal. Afterwards, Marc Alain was awarded a post-doctoral fellowship at the Catholic University of Leuven, in Belgium, to study the complex field of trans-national police co-operation in Europe and in North-America. This research led to specialised publications and scientific conferences in Europe, North-America and Australia.

Marc Alain was then offered a tenure-track position at the University of Sherbrooke, where he studied the management and the division of security mandates between public, private and semi-public agencies. He also conducted research on the difficulties encountered by police organisations when they depart from more traditional policing methods in favour of community and problem oriented policing.

After two years at the University of Sherbrooke, he was hired at the École nationale de police du Québec in 2000, with a mandate of creating its first research unit. Marc Alain is now the head of the Centre for Research in Police Activities of the École nationale de police du Québec. His recent work pertains to the sociology of security organisations and policing. More recently, he has been interested in ethical issues in police work as well as police attitudes and culture: the results of this research will constitute the main aspect of his presentation.

Paul Ceysens

Paul graduated from the Faculty of Law, University of Victoria, in 1986 and is a member of the Bars of British Columbia (1987) and Ontario (1990). Paul began private practice on Salt Spring Island in July, 1998. His firm, Ceysens & Bauchman, provides advisory legal services in several jurisdictions across Canada and is restricted to police related legal issues (on behalf of police management, police officers, police associations, municipal police boards, complaint oversight bodies and government), human rights law and employment law.

From 1990 until 1998, Paul was a member of the Legal Branch, Ontario Ministry of the Solicitor General. Much of his practice involved police-related legal issues, including providing advice to the Ontario Provincial Police, the Ministry's Policing Services Division and the Ontario Civilian Commission on Police Services (formerly the Ontario Police Commission). He also practiced in the area of human rights law, representing

the Government of Ontario and its employees in formal complaints under the Human Rights Code, as well as providing legal advice to the Independent Investigations Unit, which investigates complaints under the Ontario Public Service Workplace Discrimination and Harassment Prevention Policy.

In 1997, Paul was awarded the Commissioner's Citation by O.P.P. Commissioner Thomas O'Grady, for legal services provided to the Ontario Provincial Police. Paul's textbook *Legal Aspects of Policing* was published in 1994, and addresses constitutional and legal status of the police, police duties, civil liability, police discipline procedure, discipline offences, the public complaints process and related issues. The text has been cited with approval by various courts and tribunals, including the Supreme Court of Canada in its recent judgment in *Regina Police Association v. Regina Board of Police Commissioners*, [2000] 1 S.C.R. 360.

Paul coauthored the 1997 edition of the *Ontario Police Services Act, Fully Annotated*, the 2000-2001 edition, and the 2002-2003 edition (published in January, 2002). Paul also chairs the editorial board for the *Police Law Reports*, a series of law reports containing decisions of courts and other tribunals on police civil liability, internal discipline, public complaints, human rights and other aspects of the legal regulation of the police. Until recently, Paul was an instructor at Henson College, Dalhousie University, and taught "Legal Issues in Policing," a distance-education course for police officers. He also lectures across Canada concerning the legal regulation of policing, particularly in the areas of the police discipline and complaint process, risk management in the delivery of police services and policing and the law of human rights.

Louise Cobetto



Ms. Louise Cobetto has been the Chairperson of the Military Police Complaints Commission since September 1, 1999. Prior to her appointment, Ms. Cobetto was a member of the "Tribunal administratif du Québec" (1998-1999) and a member of the "Tribunal d'appel en matière de protection du territoire agricole" (1994-1998). From 1990 to 1994, Ms. Cobetto occupied the position of Deputy Commissioner in the Office of the Quebec Police Ethics Commissioner, having previously served as the Secretary of the Quebec Police Commission (1988-1990). She was a Special Advisor and Legal Counsel to the Minister of Electoral Reform for the Province of Quebec. In addition, Ms. Cobetto practised law with Martineau Walker (now Fasken Martineau) in Montreal.

A past member of the "Conférence des juges administratifs du Québec", Ms. Cobetto is a member of the Canadian Bar Association, International Association for Civilian Oversight of Law Enforcement (IACOLE), a member of the Canadian Association for

Civilian Oversight of Law Enforcement (CACOLE) and a member of the Council of Canadian Administrative Tribunals (CCAT).

Ms. Cobetto graduated in 1980 with a degree in law from the University of Montreal, where she received the Deacon Kennedy award for her outstanding academic record. She was admitted to the Quebec Bar in 1981.

Nadine Cooper Mont

Nadine was appointed the Chair of the Nova Scotia Police Commission in December of 2001. She studied at Dalhousie University, earning a Bachelor of Laws Degree, and a Masters Degree in Public Administration.

She has extensive experience in public service, private business, and in the community. In her career with the Province of Nova Scotia, she first served as a Senior Policy Executive with the Department of Consumer Affairs, then as Deputy Solicitor General, and finally as Deputy Minister of Housing and Consumer Affairs. Nadine was instrumental in the restructuring the Nova Scotia Police Commission and the Policing Services of the Department of Justice and implemented 46 of recommendations that arose from the Donald Marshall Inquiry. Nadine is also the owner and president of a successful business in Dartmouth, Nova Scotia.

Robert B. Dunster

Robert (Bob) Dunster was born in Regina, Saskatchewan and received his education in Saskatchewan and Manitoba graduating from the University of Manitoba with a B.A. in Economics. He also attended the University of Alberta in the Masters of Business Administration Program.

Having spent ten years in the private sector, Bob joined the Alberta Government in 1975 with Alberta Treasury initially as a management consultant, then moving to the financial control area specializing in administrative policy. After five years with Treasury, Bob accepted a position with the Alberta Attorney Generals Department as Executive Director, Court Services. In this position he was responsible for the administration of the three levels of court, with a staff of 1000 situated in 100 court facilities across the Province.

In 1989 Bob joined the Alberta Solicitor Generals Department as Assistant Deputy Minister, Motor Vehicles Division. In this position he was responsible for provincial motor vehicle registration, driver licensing and traffic safety programs. He was a member of the Canadian Council of Motor Transport Administrators and participated in national policy setting and program development in the early 90's.

In 1993 Mr. Dunster joined Alberta Justice Department as the Assistant Deputy

Minister, Public Security Division. In this position Mr. Dunster is responsible for law enforcement, security services, crime prevention programs and administration of the R.C.M.P. provincial-policing contract which includes traffic enforcement on provincial roadways. He is also responsible for the delivery of Victims Programs to individual victims and groups serving victims. As of March 19, 2001, the Division was made part of the Solicitor General's Department re-established after the provincial election.

Mr. Dunster is married with two children. In his spare time he enjoys the restoration of classic cars from the 1960's.

David Finlay

David Finlay graduated in law from the University of Alberta and was admitted to the Alberta bar in 1975. He practices law with the Alberta firm of Parlee McLaws in Edmonton and Calgary. David's primary areas of practice are: development, financing and acquisition of commercial real estate; corporate law; and health law.

David was a member of the Edmonton Police Commission for five years and is currently in private practice. He is a past chair of the Support Network, an Edmonton charitable organization that operates a 24 hour distress line and suicide prevention programs. He has also been involved in other community endeavors and is a director of two charitable foundations. David is married and has four adult children.

Peter Fisher

Director General, Aboriginal Policing Directorate, Department of the Solicitor General Canada

Mr. Fisher has occupied the position of Director General, Aboriginal Policing Directorate, Department of the Solicitor General, Canada, since December 1998. His government career spans 34 years and 6 departments. He has worked in federal corrections as an institutional counsellor, as a parole supervisor, and as a regional manager in the Prairie Region; at Indian Affairs he served as a land claims negotiator in both B. C. and the Yukon; in Environment Canada he was responsible for managing corporate policy issues; in Energy, Mines and Resources, he served as Director General, Corporate Policy Branch; and from 1995-98 he was the Director General of the Policy, Planning, Information and Services Branch in the new Earth Sciences Sector (ESS), Natural Resources Canada.

Since joining the Aboriginal Policing Directorate, in addition to overall management of the federal First Nations Policing Program (FNPP), Mr. Fisher has led a number of initiatives in support of First Nations policing, relating to the application of standards, and to the assessment of effectiveness and community satisfaction. He is currently working with several First Nations Police Commissions in developing the agenda for the Seventh Annual Police Governing Authority (PGA) Workshop to be held in early 2003.

Grant Smyth Garneau

Bishops University- B.A. 1961, M.A 1972
University of New Brunswick- L.L.B. 1973

1973-75 Crown Prosecutor- N.B
1975-80 Faculty of Law- U.N.B
1980-86 Chief Coroner/Chief Sheriff- N.B.
1986 -88 Solicitor Dept. Justice- N.B.
1988-98 A/D/M- Solicitor General- N.B.

1998-Present

Vice Chairman- N.B Police Commission
Legal Counsel- Office of Chief Firearms Officer N.B.
Small Claims Court Adjudicator- N.B.,
Member of Child Death Review Committee- N.B.

Mr, Garneau is recently retired from working as a lawyer in the justice system in New Brunswick and is presently the Vice Chairman of the New Brunswick Police Commission.

Elton R. Gritzfeld, QC

A lifetime resident of the Province of Saskatchewan, Mr. Gritzfeld received his primary education in a rural school and he is a graduate of Luther College, Regina. He graduated from the University of Saskatchewan with a B.A. in 1951 and an LL.B. in 1953 and was called to the Bar of Saskatchewan in 1954. Elton has continuously practised in Regina since that time. A respected member of the Law Society of Saskatchewan and the Canadian Bar Association, he was awarded the Queen's Counsel designation in 1968.

During a long and distinguished career, Mr. Gritzfeld served as a Bencher of the Law Society of Saskatchewan from 1979 - 1985 and as President of the Society in 1983. He is a Fellow of the American College of Trial Lawyers and practised extensively in the areas of real estate, estate law, civil and criminal litigation. He is Counsel at Gerrand Rath Johnson, Barristers & Solicitors, Regina, Saskatchewan, a Member of the Saskatchewan Review Board and has been Saskatchewan Police Complaints Investigator, from 1992 to the present.

Shirley Heafey



Shirley Heafey was born in Maniwaki, Quebec in 1945. The eldest of seven children, she was raised in a fluently bilingual environment in Maniwaki and, then, during her teen years, Ottawa. After completing high school at Notre Dame Convent in Ottawa, she earned a BA at St. Patrick's College (University of Ottawa) in French and English literature. From 1972-1984, Ms. Heafey devoted her attention to raising her two daughters, Sarah and Jessica. During this 12-year sabbatical, she was involved in community activities, served as a court interpreter, a fitness instructor and manager of a successful used-car dealership.

In 1984, Ms. Heafey re-entered the full-time workforce at the Department of Foreign Affairs, producing an Overnight Digest of foreign activities for the Minister. She was later appointed Director of Appeal/Complaints at the newly-formed Security Intelligence Review Committee (SIRC), a civilian agency that oversees the activities of the Canadian Security Intelligence Service. Ms. Heafey was primarily responsible for conducting investigations on matters of national security.

In 1988, at the age of 43, Ms. Heafey enrolled in the University of Ottawa Law School and graduated with a law degree in 1991. While attending law school she provided *ad hoc* services to SIRC as an investigator and analyst. Upon her call to the Bar in 1993, Ms. Heafey established her own successful law firm where she restricted her practice to matters involving administrative law, employment law and human rights.

From 1993 to 1997, Ms. Heafey:

- Was appointed a member of the Evaluation Committee responsible for awarding funds pursuant to the Action 21 Program at Environment Canada.
- Was appointed as Chair of the City of Gloucester Task Force reporting on, "Remuneration of Elected Representatives."
- Was appointed a member of the Commission for Public Complaints Against the RCMP where, among other things, she presided over quasi-judicial hearings inquiring into public complaints about police conduct.
- Served as an *ad hoc* Assistant City Solicitor (Ottawa) conducting litigation and defending challenges to municipal laws based on the *Canadian Charter of Rights and Freedoms*.

In October 1997, Ms. Heafey was appointed Chair of the Commission for Public Complaints Against the RCMP. In addition to presiding over sweeping changes in the structure and operation of the Commission, she has instituted the largest and most far-reaching public interest hearing and public interest investigation in the Commission's history. As Chair, she has travelled extensively across Canada to

promote understanding, and to enhance public awareness, of the Commission's important role.

Martin Ignasiak

Martin has appeared on behalf of clients before the Provincial Court of Alberta, Court of Queen's Bench of Alberta, and the Alberta Court of Appeal. He has also appeared before the Alberta Energy and Utilities Board, Environmental Appeal Board, the Nunavut Water Board and other administrative boards.

PREFERRED AREAS OF PRACTICE

- Martin has extensive experience in obtaining environmental regulatory approvals and permits related to oil sands projects, electrical generation projects and other projects.
- Martin acts as defence counsel on behalf of clients charged with regulatory offences, primarily environmental offences and Occupation Health and Safety Act offences.
- Martin also practices in the areas of expropriation, municipal planning and general litigation.

BACKGROUND

- Year of call to the Bar: 1999
- University of Alberta, LL.B., 1998
- Visiting student at McGill University's Faculty of Law in 1998
- University of Alberta, B.Comm., 1995

OTHER PROFESSIONAL AND COMMUNITY ACTIVITIES

- Chair of the Edmonton Police Commission
- Vice-President and former Director of the Polish Heritage Society of Edmonton
- Member of the Canadian and Edmonton Bar Associations
- Martin is also active politically at the municipal, provincial and federal levels.
- Martin has given presentations at several seminars and conferences on the subjects of environmental law, defence strategies in regulatory prosecutions, best practices to avoid prosecution, crisis management and aboriginal law.

Dale Kinnear

Dale joined the Ontario Provincial Police in 1975 and holds the position of constable. Since the early eighties he has been actively involved in police labour relations with the Ontario Provincial Police Association. He has represented the OPPA at the local, provincial and national level. In 1996 he was hired as the Director of Labour Services for the Canadian Police Association, on secondment from the Ontario Provincial Police.

As Director of Labour Services, Mr. Kinnear is responsible for information sharing on collective bargaining and all other aspects of police labour relations between police association jurisdictions in Canada and with the international police association community.

He has represented the CPA nationally and internationally on all manner of police labour relations and operational policing issues. He has served as; Chairperson for the Canadian General Standards Board process that developed a National Standard for police body armour; Co-chaired the Human Resources Development Canada sponsored public policing Sector Study: *Strategic Human Resources Analysis of Public Policing in Canada (2002)*; was a member of the steering committee for the Order of Merit of the Police Forces, a meritorious service Order for police officers, established in Canada's national honours and recognition program.

Mr. Kinnear has represented police association members on issues dealing with police standards and regulation, regulation of the private security industry, occupational health and safety, police accountability, police governance, police pensions and numerous consultations on federal and provincial legislation. He is also very active in fundraising for the National Police and Peace Officer Memorial Service.

With the August 2003 merger of the Canadian Police Association and the National Association of Professional Police into the Canadian Professional Police Association, Mr. Kinnear is proud to represent 54,000 front line police personnel in Canada.

Pat Knoll, QC

Pat Knoll Q.C., is a professor of Law at the University of Calgary and was a Crown Prosecutor with the Alberta Attorney General from 1977 to 1986. He was a member of the Calgary Police Commission before being appointed as Chair of the Alberta Law Enforcement Review Board in 1991- serving in that role to 2001. Professor Knoll has presented widely in Canada, the United States, and Australia on the subject of police internal investigation and has authored numerous papers and articles on the subject of effective Internal Affairs departments.

Clare Lewis, QC

Clare Lewis is the fifth Ombudsman of Ontario and was appointed in January, 2000. The Ombudsman is an Officer of the Ontario Legislature and is independent of both the political process and the public service. The Ombudsman investigates and resolves complaints about administrative actions of the provincial government, its agencies, boards, commissions and tribunals and when appropriate, recommends corrective action.

Mr. Lewis has an extensive legal background having practiced as defense counsel, prosecutor and judge. He received his law degree from the University of Toronto and was called to the Bar of Ontario in 1965. He obtained a Masters of Law degree from Osgoode Hall in 1986.

In 1978 he was appointed Queen's Counsel and from 1979 to 1985 served as a judge of the Provincial Court (Criminal Division). In 1985 he left the bench to assume the position of Public Complaints Commissioner, responsible for the resolution of public complaints against members of the Toronto Police Force.

In 1990 he was appointed Police Complaints Commissioner for Ontario, with jurisdiction over 115 police forces in the province. In 1994, Mr. Lewis became Chair of the Gaming Control Commission and in 1995, concurrently, Chair of the Liquor Licence Board of Ontario. Both organizations merged in 1998 to become the Alcohol and Gaming Commission of Ontario of which he served as Chair until his appointment as Ombudsman.

Mr. Lewis has held a number of positions with professional organizations including President of the Provincial Judges' Association—Ontario (Criminal Division); President of the International Association for Civilian Oversight of Law Enforcement; and member of the Board of Governors of the Canadian Centre for Police-Race Relations. He is a former member of the Agency Sector Advisory Council. He has co-chaired the Education Committee of the Society of Ontario Adjudicators and Regulators (SOAR).

In October 2002, Mr. Lewis was elected as President of the International Ombudsman Institute (IOI), having served the Institute as a member of the Board of Directors and as its Secretary since 2001.

Mr. Lewis is the recipient of several awards including the 1991 Canadian Bar Association – Ontario Award for Distinguished Service in making exceptional contributions to the development of law in Ontario for his work as Police Complaints Commissioner and as Chair of the 1988 Task Force on Race Relations and Policing. In November 2000, he was awarded the SOAR Medal for his contribution to the administrative justice system in Ontario.

Will Long Time Squirrel

Will Long Time Squirrel, the youngest member of the current council, was elected to the Blood Tribe Chief and Council on November 27, 2000 - less than a year after completing his B.A. in Political Science at the University of Lethbridge in Lethbridge, Alberta.

In his elected position, Will is currently appointed to serve on the Tribal Government and External Affairs Committee, the Blood Tribe Police Commission, the Kainai Community Corrections Board of Directors, the Recreation Committee and the Red Crow Community College Board of Governors.

Prior to entry into public political life, Will was the Assistant Coordinator of the University of Lethbridge Faculty of Management's Business Enterprises and Self-Governing Systems of Indian, Inuit and Metis Peoples (B.E.S.S.) Program. While working at the university, he focused on student recruitment, alumni and community outreach, and organized the first international indigenous case-writing competition. He worked extensively on the organization of the Indigenous Futures 2000 International Case Writing Competition, which encouraged scholars around the world to submit indigenous case studies. As well, Will Long Time Squirrel was an active member of the student community volunteering in a variety of university activities and he was a member of CKUL Board of Directors.

Other external boards that Mr. Long Time Squirrel sits on include the Alberta Association of Police Governance and the University of Lethbridge Faculty of Management Advisory Board. His dedication to the youth of the community prompted him to create a society that will, in the near future, become a charitable foundation to ensure the youth have sufficient resources.

Malvina G. Monteiro, President of Nacole

Malvina Monteiro is 13-year veteran in the field of Civilian Oversight of Law Enforcement.

Ms. Monteiro is a co-founder of the National Association for Civilian Oversight of Law Enforcement and Past Secretary of the International Association for Civilian Oversight of Law Enforcement (IACOLE). She served for 13 years as the Executive Director of Cambridge Police Review and Advisory Board and currently the President of the National Association for Civilian Oversight of Law Enforcement (NACOLE). She also has been the principal coordinator for over five NACOLE national conferences and one IACOLE international conference. Additionally, she was involved as a principal coordinator of the Cambridge, MA diversity education effort for 10 years, having organized nearly 30 workshops and round table discussions. She led the movement toward settling required citywide workplace diversity training for all employees.

Ms. Monteiro received a Masters of Arts in Law and Diplomacy from Fletcher School of Law & Diplomacy, Tufts University Medford, MA; Bachelor of Science in Administration

of Criminal Justice from Roger Williams University, Bristol, RI; and a Certificate in Human Resources Development from the Commonwealth of Massachusetts, State Agency, Human Resources Development, Boston, MA. She was the guest lecturer at Suffolk University's Master's Program in Criminal justice-"Excessive Force" for the Ethics for Criminal Justice Professionals, 1999-2000.

Paul Monty

1969	Bachelor of Laws degree, University of Montreal
1970	Admitted to Quebec Bar
1970-1973	Practised criminal law for Montreal Legal Aid
1973-1976	Assistant Director, Criminal Affairs Branch, Montreal Community Legal Centre
1976-1979	In charge of legal service at Consumer Protection Bureau
1978-1979	Secretary, Consumer Protection Council
1979-1981	Lecturer at faculty of law, Laval University
1979-1987	Assistant Chief Crown Prosecutor, Criminal Affairs Branch, Quebec department of Justice
1987-1988	Acting Chief Crown Prosecutor, Criminal Affairs Branch
1988-1992	Chair, committee to implement Quebec's Code of Penal Procedure
1989-1991	Vice-chair, committee to implement Quebec municipal court reform
1991-1999	Director, Criminal Affairs, and Chief Crown Prosecutor
1993-1999	Member of the Co-ordinating Committee of Senior Officials on the administration of criminal justice in Canada
1994-1995	Chairperson, Criminal Section, uniform Law Conference of Canada
1994-1996	Member of the Board of Directors, Centre Louis-Hébert
1997-1998	Vice President, Uniform law Conference of Canada
Since 1997	Member of the international association of prosecutors
1998-1999	President, Uniform Law Conference of Canada
2001-2002	Vice-president Canadian Association for Civilian Oversight of Law Enforcement (CACOLE)
Since 1999	Police Ethics Commissioner
Since 2000	Member of the Board of Directors, Institut de réadaptation physique de Québec.
Since 2002	President Canadian Association for Civilian Oversight of Law Enforcement (CACOLE)

Andrew Morley, Head, Home Office Police Professional Standards Team

Andrew Morley is currently Head of the Police Professional Standards Team in the UK Home Office. He is responsible for advising Ministers on policies in relation to the complaints and discipline system and police corruption. Currently his main area of activity is contributing to the successful implementation of a new police complaints system and the establishment of the Independent Police Complaints Commission (IPCC) from 1 April 2004.

Andrew is a career civil servant with 12 years experience in the Home Office. Previous postings have included Youth Justice, Mental Health, Immigration and the Home Secretary's Private Office. He has had a long-standing interest in civilian oversight and previously chaired a panel of lay visitors in a London borough. Lay visitors are members of the local community who visit police stations unannounced to check on the welfare of people in police custody.

Andrew is 33 and lives in London with his wife and 2 children.

Don Morrison

Don Morrison served as Police Complaint Commissioner for the Province of British Columbia from April 1998 to June 2002. Prior to his appointment, he was a Crown Counsel from 1984 to 1998. The Major Crime Prosecution Unit was developed in 1992 to handle complex and high profile cases and Don was part of the initial team for Vancouver Island. He has also worked as Acting Director, Indian/Inuit Professional Health Career Program for the Department of Health & Welfare and Policy Advisor for the Department of Indian Affairs & Northern Development.

He earned a Bachelor of Arts and a Master of Social Work from the University of British Columbia and a Master of Science degree from Pepperdine University. He completed his LLB in 1982 at the University of British Columbia.

Don has made numerous presentations including: "The Challenges of Disclosure of Police Records after Scaduto" at The Canadian Association of Police Boards' Annual Conference Fredericton, N.B.(August); "The impact of Torts and Human Rights Litigation on Police" at The CACOLE Annual Conference Winnipeg, Man.(September); "The Transition of Police to the Professional Model and the Role of Civilian Oversight", the key-note address at The 9th Annual Conference on Law Enforcement and Ethics Dallas, U.S.A.(October); and "Models of Civilian Oversight in Canada of Police" at an F.B.I. course on "Integrity Assurance and Corruption Investigation" at the International Law Enforcement Academy, Bangkok (January 2001) Police from China, Hong Kong, The Philippines, Viet Nam Cambodia, Laos, Thailand, Malaysia, and Indonesia attended.

E. Garry Mumford

Garry is the Director of the Nova Scotia Police Commission. Prior to his position of Director he was the Investigator for the Commission. Mr. Mumford has a long and distinguished career in policing. In 1968 he joined the Royal Canadian Mounted Police and was posted in various locations within the Maritimes. He has worked in numerous positions as an RCMP officer including general investigations, drug section, CPIC and, at his retirement, he was in charge of the Division's Criminal Intelligence Unit as well as the Halifax Metro Joint Task Force on Juvenile Prostitution. Mr. Mumford has been

a member of the Board of Directors of CACOLE since June, 2001 and currently holds the position of Treasurer.

Sylvie Murphy

1984 – to date Ville de Laval; Service de protection des citoyens de Laval.

April 2002 to date Ethical section, Detective lieutenant

Section manager; discipline, ethics, security investigations, administrative inquiries, link with the Ministère de la sécurité publique, link with the Québec Police Ethics Commissioner, criminal allegation. Award for continuous exemplary service (20/30 years).

September 2001 to April 2002	- <i>Acting lieutenant</i>	Ethical section
1999 to 2001	- <i>Detective sergeant</i>	Ethical section
January 1994 to March 1999	- <i>Detective sergeant</i>	General Investigation Division
November 1992 to January 1994	- <i>Sergeant</i>	Station 2
September 1992 to November 1992	- <i>Liaison officer</i>	Gendarmerie
July 1990 to February 1991		Records management
April 1990 to July 1990	- <i>Acting Sergeant</i>	Gendarmerie
June 1984 to April 1990	- <i>Patrol Officer</i>	Gendarmerie

Education

Université du Québec à Trois-Rivières - *Police Management Certificate (in progress)*
Ongoing assessment of performance in police environment (Fall 2002), Development of management abilities (Spring 2002), Management (Fall 2001), Ethics (Summer 1999); Université de Montréal (April 1991) - *Industrial Relations Certificate*; Collège Ahuntsic (October 1983) - *Collegial Diploma in Police Science*; École Nationale de police (National Police Academy) – *Leader, Economic crime (1-2-3), Crime Investigation Techniques*

Sue Quinn

NACOLE Past President Sue Quinn spend twenty years working in the justice system in San Diego as a Probation Office and Corrections Training Manager prior to entering the field of civilian oversight. She served as San Diego County's first Special Investigator when the county began its civilian oversight unit in 1992; from 1995 to 1997 she served as the Acting Executive Director of the office.

When she began her civilian oversight career, Ms. Quinn found few resources to assist

the developing field. A member of NACOLE since 1996, she joined the Board in 1997, and since then has worked to build NACOLE into an association that provides networking, technical assistance, training and information to civilian oversight professionals, and to jurisdictions hoping to establish oversight.

Inspector Rob Rothwell

Inspector Rothwell has been with the Vancouver Police Department for twenty four years. His varied assignments have included school liaison, Intelligence and drug work. Rob has managed patrol functions and internal investigations. At the present time, he is office in charge of the Criminal Intelligence Section, with a focus on organized crime.

Dirk Ryneveld, QC

Dirk Ryneveld was born in Holland. He was raised and educated in Kimberley, attended Simon Fraser University in Burnaby, and obtained his law degree in 1971 at the University of Saskatchewan in Saskatoon. He articulated and practised law in Cranbrook until his appointment as the first Deputy Regional Crown Counsel for the East Kootenays in April 1974.

In July 1985 Mr. Ryneveld became the Deputy Regional Crown Counsel for Victoria, where he was responsible for both administering the office and handling a personal caseload of trials. During this period he became the Director of Major Crime Prosecutions for Vancouver Island. He acted as counsel on a regular basis at the BC Court of Appeal and occasionally at the Supreme Court of Canada. He was appointed as Queen's Counsel in 1990. In March of 1999 Dirk took a leave of absence from Crown Counsel to become Senior Prosecuting Trial Attorney with the International Criminal Tribunal for the Former Yugoslavia. In that capacity Mr. Ryneveld has been the lead counsel in a number of significant cases.

As police complaint commissioner, Ryneveld oversees the handling of complaints against B.C.'s municipal police and designated policing agencies. Ryneveld was chosen by an all-party parliamentary committee. His appointment as police complaint commissioner was approved by a unanimous vote of the legislature.

Mr. Ryneveld and his wife Fiona have two adult children.

Michel Sarrazin, Directeur, Service de police de la Ville de Montréal

Michel Sarrazin joined the ranks of the Montreal Police Service on June 1, 1970, performing a number of functions before assuming the directorship on September 18, 1998.

After devoting a large part of his career to police operations, he gained administrative and supervisory experience as Commander of districts 52 and 33, two of the most challenging sectors in terms of the complexity of social issues and police responses. Promoted to Assistant Director in 1996, Mr. Sarrazin became deputy to the Director of

the Uniform Branch and head of the Neighbourhood Policing Support and Update Team. Among other duties, he took command of Operation «Support to the Eastern Townships» during the ice storm of January 1998. Named Deputy Director in 1998, he was responsible for general and specialized investigation activities from March to September of that year, as well as management of human, physical and budget resources.

A graduate of the Federal Bureau of Investigation's National Executive Institute, Mr. Sarrazin has sought practical experience in change management, spending six months at the National Bank, developing skills he was later able to use at the City of Montreal Police Service during the organizational re-engineering process based on the Neighbourhood Policing model he had championed.

Beyond his official duties, Mr. Sarrazin's social and professional commitments to a variety of community organizations signal his dedication to the search for sustainable solutions to social issues and human suffering. The improved police practices inherent in Neighbourhood Policing – a strong commitment as Mr. Sarrazin began his first term as SPVM director – reflect these concerns. With the goal of encouraging police officers to embrace change and become better equipped to deal with it, Michel Sarrazin met with all members of City of Montreal Police Service civilian and police staff, placing the emphasis on training and professional development. In parallel to his career as a police officer, he devoted several years to training future police officers, teaching police sciences at the Ahuntsic CEGEP and directing educational services at the Institut de police du Québec, where he later was Deputy Director.

A champion of the Police Service's distinguished image and its reputation for competence and efficiency, Mr. Sarrazin has spoken regularly before organizations to which he belongs, including the International Association of Chiefs of Police, the Major Cities Chiefs, the Association des directeurs de police du Québec and the Canadian Association of Chiefs of Police. He has also spoken at numerous international events, both in Canada and abroad.

Mr. Sarrazin is a strong proponent of putting citizens first – by offering quality services, prevention, and continuous improvement of community relations – and a strong believer in the search for excellence and community outreach. Translating these values into concrete actions daily through the consolidation and optimization of Neighbourhood Policing is his key contribution as Director of the City of Montreal Police Service. The value of this contribution was recognized by Her Excellency the Right Honourable Adrienne Clarkson, Governor General of Canada, who invested Mr. Sarrazin as a Commander of the Order of Merit of Police Forces for «his public involvement [which] significantly enhanced the image of the Police Service and, thereby, of the police community as a whole.»

Inspector Gordon B. Schumacher, LL.B

Gord is a Lawyer, University Professor and Inspector with the Winnipeg Police Service where he has been employed for the past 24 years.

He began his undergraduate studies at the University of Manitoba and later attended Queen's University where he completed his Bachelor of Laws degree. After being called to the Bar in Manitoba, Gord became the Legal Advisor for the Winnipeg Police Service until 2000. He is currently the Division Commander in charge of Organizational Development and Support.

Gord has published many papers and articles in Canada, United States and Australia, which include such topics as: Specified Public Interest Immunity, Dead Time Sentencing, Organized Crime, Police Leadership and others. He is also the co-editor of a collection of essays entitled "*National Economic Security: a new era*". He is the Chair of the Strategic Issues Committee of the Manitoba Association of Chief's of Police and a member of the Canadian Association of Chief's of Police Law Amendments Committee where he is very active in representing Canadian police interests to all levels of government.

Taking up the rest of Gord's calendar is Manitoba Special Olympics, where he is Co-Chair of the Law Enforcement Torch Run for Manitoba.

Christine Silverberg, M.A., APR, Chief of Police (ret'd)

Christine Silverberg has been in the public service for 31 years, holding progressively more responsible positions in both policing and government sectors, in both Eastern and Western Canada, retiring in the fall of 2000, after a five year tenure as Chief of the Calgary Police Service. Mrs. Silverberg now consults with senior executives and governance authorities, shaping strategies to manage the important issues facing contemporary policing agencies, governments, and private sector clients. Currently in her graduating year at the Faculty of Law, University of Calgary, Ms. Silverberg will be articling at Gowling, Lafleur Henderson LLP (Gowlings) next spring.

Ms. Silverberg is a graduate of both Ontario and Canadian Police Colleges, holds an M.A. (Criminology) from the University of Toronto, Professional Accreditation in Public Relations (APR) from York University, and is a graduate and member of the FBI's National Executive Institute. Ms. Silverberg is currently a member of the Ontario, Canadian, and International Association of Chiefs of Police, and the Washington-based Police Executive Research Forum.

Ms. Silverberg has received numerous awards for her community work and professional endeavours and is widely respected for her work in diverse communities. Through the practice of policing over the last thirty years, Ms. Silverberg has developed

expertise in the areas of organizational culture and dynamics and organizational development. She has an ability to assess an organization's operating context, analyze the impact of the changing environment, align the organization with these changing demands, and ensure that the systems within the organization are integrated to respond. Importantly, she has been able to translate thinking into practice, and has repeatedly demonstrated strong skills in negotiation and diplomacy, and an ability to achieve consensus where positions have been polarized. Ms. Silverberg's broad base of experience and expertise include such areas as change leadership; human resources development and management; strategic communications; and government and public relations.

John A. Sutherland

has been Interim Director of the Ontario Special Investigations Unit Since April, 2003. Mr. Sutherland was called to the bar of Ontario in 1979. For most of his career, he has been employed as an Assistant Crown Attorney, prosecuting criminal cases in all levels of trial court. He has also been an appellate counsel in the Crown Law Office of the Ontario Ministry of the Attorney General, and for six years he was in private practice as a criminal defence counsel.

Julio A. Thompson

Professional Experience

Police Assessment Resource Center (PARC) (June 2002 to present)

Consultant, police oversight and best practices. Emphasis on early warning systems, police tactics, officer-involved shootings, use of force, and Internal Affairs investigations. Draw upon over ten years of police oversight experience, including review of more than 1,000 officer-involved shootings and serious force incidents. Provide police-related risk management and best practices advice to various police monitors and municipalities. Conduct best practices-related research in numerous jurisdictions.

Deputy Special Counsel to Los Angeles County Board of Supervisors (1993-present)

Served on Kolts Commission's investigation of alleged excessive force and lax discipline by Los Angeles Sheriff's Department (LASD), 1991-92. Conducted with Special Counsel Merrick Bobb semi-annual audits of LASD's implementation of the Kolts Commission's reforms and risk management systems.

Overland & Borenstein (February 2002 to present; part-time since June 2002)

Of Counsel, Litigation, Employment/Labor, Risk Management. Practice includes a broad range of complex commercial litigation with a focus on labor and employment law. Serve as lead defense counsel in actions involving claims for wrongful termination, discrimination, and discharge in violation of public policy.

Shapiro, Borenstein & Dupont, LLP (December 2000 – February 2002) - Partner, Litigation, Employment/Labor, Risk Management
Tuttle & Taylor, Los Angeles, California (1990-2000)
Partner, Litigation, Employment/Labor, Risk Management.
Law Clerk to Judge Cynthia H. Hall, U.S. Court of Appeals for the Ninth Circuit (1989-90)

Education

University of Michigan, Ann Arbor, Michigan
J.D., Law School, 1989 (Cum Laude)
Associate Editor, Michigan Law Review, 1987-88; Executive Note Editor, Michigan Law Review, 1988-89
Wayne State University, Detroit, Michigan
B.A., Economics, 1986 (Summa Cum Laude)

Professional Activities

Member, Employment Law Section, California State Bar; Member, Employment Law Section and Access to Justice Committee, Los Angeles County Bar Association; Member, Constitutional Rights Foundation.

Publications

Modern Tools For Litigators, ABA Pretrial Practice (Summer 2001); *Smart Surfing: A Litigator's Guide To Internet Research*, ABA Pretrial Practice (Summer 2000); *Employee Contracts and Waivers*, The Employment Severance Answer Book (1998-2001); *A Board Does Not A Bench Make: Denying Quasi-Judicial Immunity To Parole Board Members In Section 1983 Damages Actions*, 87 Mich. L. Rev. 241 (1988).

Representative Matters - Police And Jail System Oversight, United States Department of Justice

Special Counsel to Department regarding its (1) 1999-2000 civil rights investigation of Metropolitan Police Department (Washington, D.C.) and (2) continued oversight of department pursuant to consent decree. Engaged to provide expertise in analyzing variety of police practices, including: officer-involved shootings (including officer deployment and tactics, use of non-lethal weapons and terminal ballistics), Internal Affairs investigations, use of force, early warning systems, officer discipline, citizen complaint intake, discrimination, community sensitivity, sexual harassment, and risk management. Engagement ongoing.

County of Los Angeles

Deputy Special Counsel to Los Angeles County Board of Supervisors since 1991 regarding implementation of reforms designed to reduce alleged excessive force and sexual harassment by members of the Los Angeles County Sheriff's Department (LASD). Engagement ongoing. Trained numerous county investigators (including LASD's Internal Affairs Bureau) in advanced sexual harassment investigation techniques. Conducted numerous audits and studies of Los Angeles County Jail

System relating to use of force, complaint investigation, and handling mentally ill inmates. Engagement ongoing.

City of Portland, Oregon

Engaged in fall of 2002, as part of team assembled by the Police Assessment Resource Center (PARC), to conduct study of Portland Police Bureau's officer-involved shootings and in-custody deaths between 1997 and mid-2000. Assistant project manager responsible for case review and best practices research. Engagement ongoing.

City of Detroit

Engaged in 1997 along with Merrick Bobb to conduct in-depth, independent analysis of alleged patterns of police excessive force and lax discipline in wake of Malice Green murder trial. Provided expertise in analysis of officer-involved shootings, Internal Affairs investigations, and early warning systems. Recently, the Department of Justice and the City of Detroit have been discussing the implementation of numerous reforms, some of which had been recommended by Merrick Bobb and me in 1997.

Patricia Tolppanen – B.P.A., LL.B., CMC

Patricia has been employed with the Calgary Police Commission as the Citizen Complaints Monitor since August 2001. She is also a conflict management consultant and a facilitator of interest-based conflict management training.

Scot Wortley, PH.D, Associate Professor, Centre of Criminology, University of Toronto

From 1993 to 1995, Professor Wortley worked as a researcher for the *Commission on Systemic Racism in the Ontario Criminal Justice System*. In this capacity he conducted several studies which examined the treatment of racial minorities by the police and the criminal courts and explored how both criminal justice interactions and outcomes have influenced public perceptions of social justice. After completing his Ph.D in Sociology at the University of Toronto in 1996, Professor Wortley accepted a tenure-stream position at the Centre of Criminology. He was granted tenure in July, 2001. In 1999, Professor Wortley was appointed the Justice Domain Leader for CERIS B the Centre for Research on Immigration and Settlement. He presently teaches graduate and undergraduate courses on criminological theory, policing and penology.

His current research projects include: 1) a large study -- sponsored by the Attorney General -- of remand, conviction and sentencing outcomes in Toronto-area criminal courts; 2) a study of racial differences in police stop and search practices; 3) a study that examines the depiction of racial minorities in the Toronto-area print media; 4) a SSHRCC sponsored study that examines the relationship between leisure activities, criminal victimization and offending among Ontario high school students and street youth; 5) a SSHRCC/NCOVR sponsored study -- now in the field -- that will investigate

the complex relationship between race, victimization experiences, perceptions of social injustice and deviant behaviour in both Toronto and Chicago; 6) a study, sponsored by the Department of Justice, that is evaluating the effectiveness of Toronto's "John School" program; and 7) a study of how Canada's criminal deportation practices have impacted crime and criminal justice in Jamaica.

Professor Wortley has recently published in various academic journals including the *American Journal of Sociology*, *Law and Society Review*, the *Canadian Journal of Criminology*, *the Journal of Youth and Adolescence*, *the British Journal of Criminology*, *Criminal Justice*, *Sociological Perspectives* and the *Journal of Studies on Alcohol*. He is also editing a book on Crime and Criminal Justice in the Caribbean with researchers from the University of the West Indies.

George V. Wright was appointed Commissioner of the Manitoba Law Enforcement Review Agency (LERA) in March 1998. Prior to his appointment, he was senior investigator with the Manitoba Department of Justice Law Enforcement Services Branch where he was responsible for LERA investigations and management of the special constable program. He consulted with and provided advice on policing issues to municipal, community, and First Nation councils. Previously, he was Registrar of Private Investigators and Security Guards.

Mr. Wright has a long and distinguished career in policing. In 1965 he joined the Royal Canadian Mounted Police and was posted throughout Manitoba. His duties as an RCMP officer included detachment, general investigations, highway patrol, detachment commander, administration, subdivision supervisor, and at his retirement, D Division Traffic Supervisor (Manitoba). Mr. Wright attained the rank of Staff Sergeant and retired from the RCMP in 1995 after completing thirty years of service. He is the recipient of the RCMP Long Service Medal with silver clasp.

In July 1981 Sandy Bay First Nation presented Mr. Wright with a star blanket, a gift that indicates that the giver of the blanket holds the recipient in high esteem for generosity and or accomplishments.

Mr. Wright is on the Board of Directors for the Canadian Association for Civilian Oversight of Law Enforcement. He has attended national and international conferences on civilian oversight of law enforcement.