



2010 CAPB CONFERENCE  
SAINT JOHN, NB  
AUGUST 18 - 21, 2010  
NAVIGATING THE FUTURE

CANADIAN ASSOCIATION OF POLICE BOARDS  
21<sup>ST</sup> ANNUAL CONFERENCE  
NAVIGATING THE WAY TO AN AFFORDABLE,  
EFFECTIVE FUTURE OF PUBLIC POLICING

## PRELIMINARY CONFERENCE PROGRAM

PRESENTING SPONSORS:

SAINT JOHN BOARD OF POLICE COMMISSIONERS  
CITY OF SAINT JOHN  
SAINT JOHN POLICE SERVICE



CANADIAN ASSOCIATION OF POLICE BOARDS  
157 GILMOUR STREET, OTTAWA, ONTARIO K2P 0N8  
PHONE: 613.235.CAPB (2272) FAX: 613.235.2275  
EMAIL: [JLANZON@CAPB.CA](mailto:JLANZON@CAPB.CA) [WWW.CAPB.CA](http://WWW.CAPB.CA)

DEDICATED TO EXCELLENCE IN POLICE GOVERNANCE



## SHARING KNOWLEDGE, EXPERIENCE & VISION

### 2010 CONFERENCE OVERVIEW

The 2010 Conference includes...

- more than 15 conference sessions
- breakfasts, lunches and refreshment breaks
- golf tournament on Wednesday
- pre-conference workshops on Wednesday
- BBQ at the Lily Lake Pavilion
- Cops for Cancer Concert on Wednesday evening
- Cocktail reception, entertainment on Thursday at the Imperial Theatre
- Maritime Kitchen Party & Lobster Boil at HMCS Brunswick on Saturday

### FRIDAY FREE TIME - YOU SPOKE. WE LISTENED!

You asked for some time to explore your host city and surroundings. Due to popular demand, we've revised our program and on Friday, August 20 You have the afternoon and evening free to discover the spirit of Saint John. Whether its uptown arts, the unspoiled natural beauty of the Bay of Fundy or exploring the steep, history-lined streets bustling with Maritime charm, delegates can take in the sights, sounds and experiences of Saint John. We will offer suggestions on local top attractions and do not miss experiences.

### WHO SHOULD ATTEND?

Members of municipal police boards, police board staff, police leadership, provincial and federal staff responsible for policing policy and civilian oversight of police services. Industries and associations who are interested in learning more about police employers and how they make policy and budgetary decisions.

### HOTEL ACCOMMODATION

#### HILTON SAINT JOHN

1 Market Square, Saint John, NB E2L 4Z6

Tel: 1-506-693-8484, Fax: 1-506-657-6610

We have a block of rooms booked at the Hilton Harbour front Hotel. The group rate is \$137 for double/queen; \$147 for king harbour view and \$172 for a junior suite. **TO RESERVE YOUR ROOM CALL #1-800-561-8282**

#### GROUP CODE POLA10.

#### DELTA SAINT JOHN

39 King Street, Saint John, NB E2L 4W3

Tel: 1-800-335-8233

We have a block of rooms booked at the Delta Saint John. The group rate is \$129

**TO RESERVE YOUR ROOM CALL #1-800-335-8233**

### GOLF – WEDNESDAY, AUGUST 18, 2010

Rockwood Park Golf Course 11:00 am tee off

Join us for an afternoon for fun and a bit of competition on the greens.



### SAINT JOHN 2010

2010 speakers are innovators, influencers, change agents, thought leaders and icons who will inform and inspire. From Wednesday to Saturday, you will be engaged and immersed in sophisticated, real-world training with countless opportunities for discussion groups, sharing experiences and debating issues. We promise you will not be forced to sit and listen to someone speak at you for 3 days.

Boards from coast to coast grapple with the same challenges. What happens in Toronto may one day impact the people of Port Moody. By sharing, knowledge, experience and vision, we prepare our police services to navigate a better future.

**OPTIONAL PRE-CONFERENCE WORKSHOPS LED BY ANDREW GRAHAM**

*(ADDITIONAL FEE OF \$85 PER WORKSHOP)* SAINT JOHN TRADE & CONVENTION CENTRE-

0900HRS – 1200 HRS

**INTRODUCTORY SESSION (FOR NEW BOARD MEMBERS) – MONTAGUE 1 & 2**

This session is designed to walk relatively new Board members through the world of police board governance. Centering on the set of high performance Board governance practices developed by CAPB, this workshop will also be a big-picture review and a chance to compare local practice with other Boards. Participants will gain a stronger grounding in and understanding of the role of police governance; an appreciation of the role of Board members; understanding of the legal and political dynamic of governance; and a checklist of key areas of responsibility, tools and qualities that make an effective Board and Board member. This would not replace local training.

1300HRS – 1600 HRS

**MASTERS SESSION (FOR BOARD VETERANS) - MONTAGUE 1 & 2**

This high quality educational, dynamic workshop is tailored for more experienced Board members. Too much training in governance is focused on orientation at the cost of the need for ongoing updates and learning. This session meets a very pressing need for long-serving Board members to get updates on developments and to explore issues that they identify as areas of concern to them. Case studies will be explored and solutions developed.

1030HRS – 1700HRS

**CAPB GOLF TOURNAMENT**

**ROCKWOOD PARK GOLF CLUB (DETAILS TO FOLLOW)**

Rockwood Park Golf Club is one of the most challenging public courses in the region. The 18-hole course offers all the amenities of a world-class club, plus the only aquatic driving range of its kind in Atlantic Canada.

1300HRS – 1700HRS

**ROCKWOOD PARK FOR NON-GOLFERS**

We invite CAPB delegates who are not golfing to spend the afternoon in Rockwood Park. Whether you come to Rockwood Park to relax or to participate in some of the many activities, this is your park to enjoy. Rockwood Park is situated in the heart of Saint John. It is one of Canada's largest municipal parks with 26 km (16 mi.) of trails in an 890-ha (2,200-acre) park of natural beauty. It is the ultimate location for exciting year-round activities and outdoor adventures that are never out of season! There are over 10 freshwater lakes within Rockwood Park. Lily Lake and Fisher Lake have beautiful sandy beaches for swimming. Both have lifeguard supervision making them a great spot for families. There's also a children's play park, hiking and jogging trails, wagon and horseback rides, canoeing, kayaking, paddle boats, rock climbing and orienteering programs, geo-caching, horticultural gardens and an interpretation centre. Visit the Cherry Brook Zoo and Vanished Kingdom Park, home to over 35 species of exotic animals. Rockwood Park has been a part of the city of Saint John for over a hundred years. It goes all the way back to the mid-1800s, when it was designed by architect Downing Vaux, a member of the architectural team responsible for New York City's Central Park.

1700HRS – 2000HRS

2030HRS – 2230HRS

2130HRS – 2300HRS

**BBQ DINNER & FUNDRAISING RAFFLE – LILY LAKE PAVILION**

**COPS FOR CANCER CONCERT – SAINT JOHN HIGH SCHOOL**

**HOSPITALITY SUITE HILTON SAINT JOHN – KENNEBECASIS ROOM**

0730HRS – 0845HRS

BREAKFAST – SAINT JOHN TRADE &amp; CONVENTION CENTRE-LOYALIST ROOM

0845HRS – 0915HRS

CONFERENCE OPENING CEREMONIES SAINT JOHN TRADE &amp; CONVENTION CENTRE-- MARCO POLO

0915HRS – 1030 HRS

OPENING PLENARY: LINDA DUXBURY, STANDING STILL IS NOT AN OPTION - MARCO POLO

*Why Organizations Need To Focus on Workplace Health and Well-being*

Linda Duxbury explores key aspects of workplace health and well-being, identifying the effects that overwork and stress have on workplace morale, productivity and efficiency, why this matters to police services, and what can be done to improve our approach to and management of this widespread problem. She looks in detail at the current situation, showing how employers are not walking the talk when it comes to recognizing and supporting work-life balance, and that people are feeling less, not more balance in their lives -- despite a decade or more of talk on this issue. She goes on to explore the impact this has on an organization's ability to meet its goals and serve its stakeholders. Finally, she keys in on solutions -- what has been tried, what should be tried, and what is most likely to make a difference in the lives of working people. A dynamic, thoughtful and entertaining presenter, Duxbury helps managers and executives understand why workplace health and well-being matters, and what they should be doing to help their employees and themselves live more happier, more balanced, and more productive lives.

1030HRS – 1100HRS –

HEALTH BREAK- SAINT JOHN TRADE &amp; CONVENTION CENTRE - GREAT HALL FOYER

1100HRS – 1200HRS

PLENARY 2 PANEL: PROTECTING OUR CHILDREN – MARCO POLO  
*The Role Community, Police and Governments Need To Take In Order to Safeguard Children in Priority Neighbourhoods*

Saint John is seen as a success story in adopting progressive and innovative crime reduction strategies. In particular, there is interest in the interdisciplinary approach to policing that includes poverty reduction and community development. Poverty is a complex problem with many harmful consequences that are hard to escape. Although poverty can be a trap, comprehensive, coordinated strategies that address root causes can transform communities. People who live in poverty are more likely to be concentrated in specific neighbourhoods. Saint John works together through Vibrant Communities Canada to provide leadership and coordination to revitalize these priority neighbourhoods.

1200HRS – 1300 HRS

LUNCH – WITH GUEST SPEAKER (TBC)

SAINT JOHN TRADE &amp; CONVENTION CENTRE-- LOYALIST ROOM

1300HRS – 1415HRS

PLENARY 3, PANEL: REFORMING FIRST NATIONS  
POLICING, WHAT HAS TO CHANGE AND WHY – MARCO POLO

First Nations are the fastest growing population in Canada and police services should be a reflection of their community. However, this is not always the practice. Panelists will look at how current governmental structures are functioning and what is needed to have an independent and accountable police service. First Nations communities want to provide public safety and protection, to hire quality police leaders and staff and have a properly trained police governance authority for providing civilian oversight. What measures are needed to ensure this happens?

1415HRS – 1430HRS

**STRETCH BREAK - GREAT HALL FOYER**

1430HRS – 1515HRS

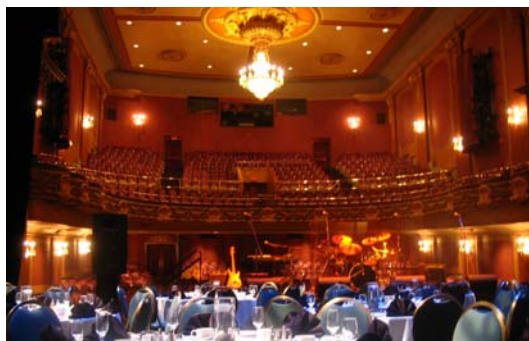
**PLENARY 4: MODERATED GROUP DISCUSSION: THE STATUS QUO IS NO LONGER VIABLE, IS THERE A FUTURE FOR SUSTAINABLE, PUBLIC POLICING? – MARCO POLO**

A disconnect is taking place at the political/governance level as funding sources do not align with policing responsibilities and legislated requirements. This is further exacerbated by funding restraints at the provincial and federal level as in the past this has led to downsizing of municipal governments. Police budgets increase at a high rate, yet the funding source remains the same. How close are we to the breaking point? The objective of this session is to explore the reality of the problem and attempt to reach a consensus on the next steps to be taken.

1515HRS – 1645HRS

**PLENARY 5: HARASSMENT AND DISCRIMINATION IN POLICE AGENCIES *DR./SERGEANT AMY RAMSAY, OPP*- MARCO POLO**

Dr. Amy Ramsay has her finger on the pulse of policing and will speak to an alarming developing, trend in policing - harassment. If police agencies don't start dealing effectively with issues related to harassment and discrimination, then they may be paying out millions in damages. Dr. Amy Ramsay is not afraid to tackle the tough issues facing policing today. With over 20 years of policing experience - with both municipal and provincial police agencies - she has a vast, inside knowledge of the problems that continue to present problems for women and minorities in the police field.



**SPECIAL EVENING AT THE IMPERIAL THEATRE  
1900HRS TO 2130HRS**

**GUEST SPEAKERS: PHIL FONTAINE / HON. GRAYDON NICHOLAS, LIEUTENANT GOVERNOR OF NEW BRUNSWICK AND OTHER SPECIAL ENTERTAINMENT COCKTAIL RECEPTION**

**CAPB HOSPITALITY SUITE – HILTON SAINT JOHN- KENNEBECASIS ROOM  
2130HRS – 2300HRS**

**FRIDAY, AUGUST 20 , 2010- CAPB 21<sup>ST</sup> ANNUAL CONFERENCE - DAY 2**

0730HRS – 0900HRS  
0900 HRS – 1030HRS

**BREAKFAST SAINT JOHN TRADE & CONVENTION CENTRE-- LOYALIST ROOM  
ANNUAL GENERAL MEETING- MARCO POLO**

The Annual General Meeting is a critical component of the Conference that all delegates should attend. This is your opportunity to influence the agenda for the coming year in terms of the issues the Board of Directors will be pursuing with government officials. Tasks to be addressed include consideration of revisions to by-laws, resolutions, the election of the Board of Directors and Executive for the 2010/2011 term, and receipt of the 2009 Financial Statement and Auditor's Report.

1030HRS – 1045HRS  
1045HRS - 1145HRS

**COFFEE BREAK - GREAT HALL FOYER**

**PLENARY 6 : NATIONAL PAROLE BOARD & CORRECTIONAL SERVICES CANADA - MARCO POLO**

0700HRS – 0830HRS

2011 KICK OFF BREAKFAST HOSTED BY REGINA BOARD OF POLICE COMMISSIONERS & THE CITY OF REGINA  
SAINT JOHN TRADE & CONVENTION CENTRE- LOYALIST ROOM



0830HRS – 1000 HRS  
1030 HRS – 1200 HRS

**CONCURRENT WORKSHOPS**

SAINT JOHN TRADE & CONVENTION CENTRE- BREAKOUT ROOMS

These workshops are designed to maximize the opportunity for delegates to interact and to learn through open discussion. Each workshop will begin with a presentation by an expert in the topic, followed by open discussion or an applicable hands-on exercise.

0830 HRS – 1000 HRS

*WORKSHOP 1: RISK MANAGEMENT – SPENCER 3  
(DETAILS TO FOLLOW)*

*WORKSHOP 2: OCCUPATIONAL HEALTH & SAFETY  
(DETAILS TO FOLLOW) – MONTAGU 1*

*WORKSHOP 3: CAPITALIZING PROJECTS – MONTAGU 2  
(DETAILS TO FOLLOW)*

*WORKSHOP 4: INTELLIGENCE LED POLICING – MONTAGU 3*  
Intelligence-Led Policing focuses on crime reduction, directing attention and resources towards resolving patterns of repeat and concentrated incidents. Intelligence-Led Policing is data and evidence driven, with an action and results orientation. It is a targeted approach to crime control where intelligence serves as the guide to operations and not the other way around. It is an emphasis on understanding crime problems in our community, and bringing needed resources in the necessary fashion to solving the problem. It is law enforcement whenever necessary, but not necessarily law enforcement.

1000HRS – 1030HRS

NETWORKING/STRETCH BREAK - GREAT HALL FOYER

1030HRS – 1200HRS

**REPEAT OF CONCURRENT WORKSHOPS**

SAINT JOHN TRADE & CONVENTION CENTRE - BREAKOUT ROOMS

*WORKSHOP 1: RISK MANAGEMENT – SPENCER 3*

*WORKSHOP 2: OCCUPATIONAL HEALTH & SAFETY– MONTAGU 1*

*WORKSHOP 3: CAPITALIZING PROJECTS– MONTAGU 2*

*WORKSHOP 4: INTELLIGENCE LED POLICING– MONTAGU 3*

1200HRS – 1300 HRS

LUNCH WITH INVITED GUEST SPEAKER (TBC)  
SAINT JOHN TRADE & CONVENTION CENTRE- LOYALIST ROOM

1300HRS – 1400HRS

**PLENARY 7: NEGLIGENT INVESTIGATION & THE COST OF LIABILITY FOR POLICE SERVICES**

SAINT JOHN TRADE & CONVENTION CENTRE-- MARCO POLO  
*PROFESSOR PAT KNOLL, UNIVERSITY OF CALGARY, JENNIFER FREUND, CALGARY POLICE COMMISSION*

In a 2007 case the Supreme Court ruled that police are not immune from liability and "owe a duty of care to suspects," noting "their conduct during an investigation should be measured against the standard of how a reasonable officer in like circumstances would have acted." This opened the door to civil litigation against police services. According to Professor Knoll: "Police oversight agencies in Canada would do well to be attentive to current developments in the law respecting civil causes of action for negligent police investigation and malicious prosecution arising from police laid charges.....It would seem predictable that costly lawsuits will become more prevalent against police Services that fail to be diligent respecting sound investigative and Charter of Rights obligations. Oversight agencies should accordingly be watchful for incidents and practices that indicate a failure on the part of a police Service to remedy training, supervision, or complaints investigations, that are lax, superficial, or entirely ill-informed respecting the law as it currently stands and continues to coalesce in this developing area."

1400HRS – 1415HRS

**STRETCH BREAK – GREAT HALL FOYER**

1415HRS – 1600HRS

**PLENARY 8: CAPB SETTING THE COURSE FOR THE FUTURE WORKING SESSION TO REVIEW STRATEGIC DIRECTIONS FOR CAPB, INCLUDING RENEWAL OF STRATEGIC PLAN, UPDATING OF CAPB GOVERNANCE, OBJECTIVES & REVIEW OF BY-LAWS.**

SAINT JOHN TRADE & CONVENTION CENTRE - MARCO POLO

1600HRS – 1615HRS

**CLOSING REMARKS BY CAPB PRESIDENT**

1800HRS – 2130HRS

**MARITIME KITCHEN PARTY & LOBSTER BOIL**

*HMCS BRUNSWICKER*

**REGISTRATION DESK: SAINT JOHN TRADE & CONVENTION CENTRE,  
WELCOME CENTRE & TCC BOARD ROOM**

**HOURS OF SERVICE**

TUESDAY, AUGUST 17	1300HRS – 2100HRS
WEDNESDAY, AUGUST 18	0800HRS – 2100HRS
THURSDAY, AUGUST 19	0700HRS – 1600HRS
FRIDAY, AUGUST 20	0700HRS – 1300HRS
SATURDAY, AUGUST 21	0700HRS – 1600HRS





**2010 CAPB CONFERENCE**  
SAINT JOHN, NB  
AUGUST 18 - 21, 2010  
NAVIGATING THE FUTURE

## SHARING KNOWLEDGE, EXPERIENCE & VISION

### LINDA DUXBURY

Dr. Linda Duxbury is one of Canada's leading workplace health researchers. She has written hundreds of papers, journals, and books, and is the co-author of a series of influential Health Canada reports about work-life balance in Canada.



The workplace of today is not the same as the workplace of even one generation before—let alone three. Despite this, members of all four generations are being asked to understand each other's positions at least sufficiently enough to work together productively and harmoniously. Enter Linda Duxbury. Duxbury's presentations describe why certain demographic groups behave the way they do. She discusses everyone from those born during WWII; to those who grew up during the freedom of the '60s; to those who grew up in the shadow of recession, downsizing and the threat of terrorism. Duxbury explains the impact these facts have on the work ethic of different demo groups and what this means for companies trying to find ways to retain people from each demographic group. Her presentations—informed by the coming workforce shortage—illustrate how talent has become a source of real power for workers.

Duxbury is a Professor at the Carleton University School of Business and the Director of Research at the Centre for Research and Education on Women and Work. In the last decade, a major focus of her research has been on work/family balance in both public and private sectors, small business, and technology companies. In the course of this research, over 100,000 Canadians were surveyed or interviewed, making it one of the largest research studies of its kind. She has influenced government policy-making and significantly advanced the practices and attitudes toward work-life balance.

Her governmental report, *Voices of Canadians: Seeking Work-Life Balance*, is a compilation of comments by Canadian workers regarding how they feel about the stresses they face in their daily lives as they seek to balance work and family. As the comments have been left largely in people's own words, they provide a window on how people experience and react to stress and the ways they find to deal with it.

Dr. Duxbury is currently working with the Ottawa Police Service to examine the heavy workloads borne by officers, in particular in critical investigative units, the stress they encounter and make recommendations aimed at improving situations for these overworked officers.

### PHIL FONTAINE

Bold, tenacious, solution-oriented and forward-looking, Phil Fontaine is an articulate advocate for the future of Canada and for our indigenous peoples. As the former three-term National Chief of the Assembly of First Nations, he is a shining example of how strong leadership can work.



Known for his calm and confident demeanor, he has a proven track record of opening the lines of communication and bringing people together in a common cause for a better future and to resolve issues of the past. Fontaine's proven ability to inform, inspire, demonstrate leadership, and build consensus makes him a highly sought-after expert.

Fontaine, the youngest son in an Ojibway family of 12 children, has been instrumental in facilitating change and advancement for First Nations people from the time he was first elected to public office as chief, when he was only 28 years old. Today, First Nations people are now the fastest growing demographic segment in Canada.

An advocate for human rights, and a survivor of residential school abuse, Fontaine's crowning achievement to date is the residential schools settlement. At \$5.6 billion in individual compensation, Fontaine negotiated the largest settlement in Canadian history - for the largest human rights violation in Canadian history - arising out of the 150-year Indian residential school tragedy.

Phil Fontaine is a charismatic speaker who has dedicated most of his life to the advancement of First Nations people. Respected at home and abroad, Fontaine attended President Obama's inauguration, met with Pope Benedict XVI to gain an apology for his people, and raised the Corporate Challenge to Canadian organizations.





CONCURRENT WORKSHOPS

Saturday, August 21, 2010  
0830hrs – 1000hrs | 1030hrs – 1200hrs

Please indicate one workshop in each session you would like to participate in:

Session 1

0830hrs to 1000hrs

- Risk Management for Police Services
- Occupational Health & Safety
- Capitalizing Projects
- Intelligence Led Policing

Session 2

1030hrs to 1200hrs

- Risk Management for Police Services
- Occupational Health & Safety
- Capitalizing Projects
- Intelligence Led Policing

COMPANIONS PROGRAM

**Wednesday, August 18, 2010:** Afternoon at Rockwood Park (optional), BBQ at Lily Lake

**Thursday, August 19, 2010:** Day Trip to Historic St. Andrews By-The-Sea, Whale Watching and Evening at Imperial Theatre

**Friday, August 20, 2010:** Free Day and Evening to Explore Saint John

**Saturday, August 21, 2010:** Saint John Historic City Tour Including Reversing Falls, Carleton Martello Tower, Fort Howe, New Brunswick Museum, Uptown Saint John And The Saint John City Market. Maritime Kitchen Party & Lobster Boil

PAYMENT INFORMATION

(refer to first page for fee schedule)

Conference Delegate

\$ \_\_\_\_\_

*(includes BBQ, Imperial Theatre Evening, Maritime Kitchen Party & Lobster Boil, three breakfasts, two lunches, coffee breaks, hospitality suite and all conference materials)*

Companion Program

\$ \_\_\_\_\_

Pre-conference workshop

\$ \_\_\_\_\_

Daily rate

\$ \_\_\_\_\_

Additional tickets can be purchased for:

**BBQ @ LILY LAKE** (\$40) x no of tickets \_\_\_\_\_ \$ \_\_\_\_\_

**IMPERIAL THEATRE** (\$75) x no of tickets \_\_\_\_\_ \$ \_\_\_\_\_

**MARITIME KITCHEN PARTY**

**& LOBSTER BOIL** (\$75) x no of tickets \_\_\_\_\_ \$ \_\_\_\_\_

I prefer (choose one) Lobster  Beef  Vegetarian

**COPS FOR CANCER CONCERT** (\$20)

x no of tickets \_\_\_\_\_ \$ \_\_\_\_\_

**PACKAGE (BBQ, IMPERIAL THEATRE, MARITIME KITCHEN PARTY & COPS FOR CANCER CONCERT)** \$185 x no of packages \_\_\_\_\_ \$ \_\_\_\_\_

I prefer (choose one) Lobster  Beef  Vegetarian

**TOTAL AMOUNT ENCLOSED:** \$ \_\_\_\_\_

**PLEASE RETURN THE FORM WITH YOUR CHEQUE MADE PAYABLE TO CAPB:  
Canadian Association of Police Boards, 157 Gilmour Street, Suite 302, Ottawa, ON K2P 0N8**

*Full payment must be received by July 15, 2010.*



**CALL 613-235-2272 TO PAY BY CREDIT CARD**