



The CAPE Journal

2025 CAPE Conference – in partnership with
Ottawa Police, Canadian Police College & the RCMP, and Collège La Cité:

INNOVATION IN POLICING

June 3rd – June 5th 2025
Ottawa, ON

HOSTED & SPONSORED BY:



AGENDA:

Monday June 2nd 2025:

17:00-18:00 – Early Registration in Foyer of the Courtyard Ottawa Downtown

Tuesday June 3rd 2025:

(Primary Location: Courtyard Ottawa Downtown)

7:30-9:30 – Registration (Foyer outside Oak Room)

8:00-9:00 – Breakfast (Oak/Pine Room)

9:00-9:30 – Visit Exhibitors

9:30-10:00 – Conference Opening (Chief Eric Stubbs – OPS, Senior Deputy Commissioner Bryan Larkin – RCMP, Dave Tutte - HRPS, CAPE President)

10:00-11:00 – KEYNOTE SPEAKER – Deputy Chief Trish Ferguson – Ottawa Police Service

11:00-11:15 – Visit Exhibitors/Break

11:15-12:45 – Panel Discussion – Recruitment Challenges and Innovations (Moderated by Nancy Bélanger – Collège La Cité, featuring panelists: Hillary Kavanagh, Marc Andre Dupuis & Sameer Sharma – Ottawa Police Service; Natalie Savage & Kristine Brousseau – RCMP; Jean-Philippe Perron & David Gobraeil – Ontario Provincial Police)

12:45-13:45 – Lunch

13:45-14:30 – Kenrick Bagnall – Cybercrime Session

14:30-14:35 – Bronze Sponsor Presentation – Jenna Williams – Emond Publishing

14:35-14:45 – Break & Visit Exhibitors

14:45-15:45 – Superintendent Heather Lachine – Ottawa Police Service – Intimate Partner Violence Session

15:45-16:30 – Gord Ryall – Lethbridge Polytechnic – Youth Engagement Programs & Policing

16:30-16:40 – Gold Sponsor Presentation – Peter Lennox – Trent University

16:40-18:30 – Exhibitor Social (The Bistro @ Courtyard Ottawa Downtown)

18:30 – Free Evening

Wednesday June 4th 2025:

(Primary Locations: Canadian Police College & Collège La Cité) **Please dress according to the weather and wear comfortable footwear. Groups will walk from and to a few different buildings and visit stables – snacks and lunch provided but please consider packing a reusable water bottle or travel mug as filling stations will be available**

7:30-8:15 – Breakfast (Courtyard Ottawa Downtown)

8:15-8:45 – Busses to Canadian Police College (1 Sandridge Rd, Ottawa, ON K1G 3J2)

9:00-10:00 – Group A (Drugs - Clan Lab), Group B (Polygraph Unit)

10:00-11:00 – Group A (Forensic Identification Unit), Group B (Drugs - Clan Lab)

11:00-12:00 – Group A (Polygraph Unit), Group B (Forensic Identification Unit)

12:00-13:00 – Lunch (Canadian Police College Cafeteria)

13:00-14:00 – Visit to the Musical Ride Stables & Facilities (Canadian Police College)

14:00-14:15 – Break

14:15-14:30 – Busses to Collège La Cité (801 Aviation Pkwy, Ottawa, ON K1K 4W8)

14:30-15:45 – Tours of Collège La Cité

15:45-16:00 – Busses back to Hotel

16:00 – Free evening

ON-SITE INSTRUCTIONS WHILE AT CANADIAN POLICE COLLEGE:

- Sign in at main desk upon arrival, where a visitor sticker will be provided to you. You will need to be escorted at all times.
- All electronics will be allowed on site if you are working for the Canadian Government. If not, lock boxes are available at the main desk.
- Parking will be provided in the student parking lot the day of the event if needed.

Thursday June 5th 2025:

(Primary Location: Courtyard Ottawa Downtown)

7:45-8:30 – Breakfast (Oak/Pine Room)

8:30-8:45 – Platinum Sponsor Presentation – David Volpato – AXON

8:45-9:30 – Sergeant Ryan Berry – RCMP – Adapting to Borderless World

9:30-10:30 – Dr. Craig Bennell – Carleton University – Re-imagining Police Training

10:30-10:45 – Break

10:45-11:45 – Chief Rich Johnston – Barrie Police Service – Evidence-Based Policing Session

11:45-13:00 – Lunch

13:00-14:00 – Damien Bloor – RCMP – Artificial Intelligence Session

14:00-15:00 – Dr. Nigel Hearn – RCMP – RCMP Trace Evidence Services

15:00-15:15 – Break

15:15-16:15 – Dr. Kirk Luther (Carleton University) & A/Sergeant Daniel Gervais (Ottawa Police Service)

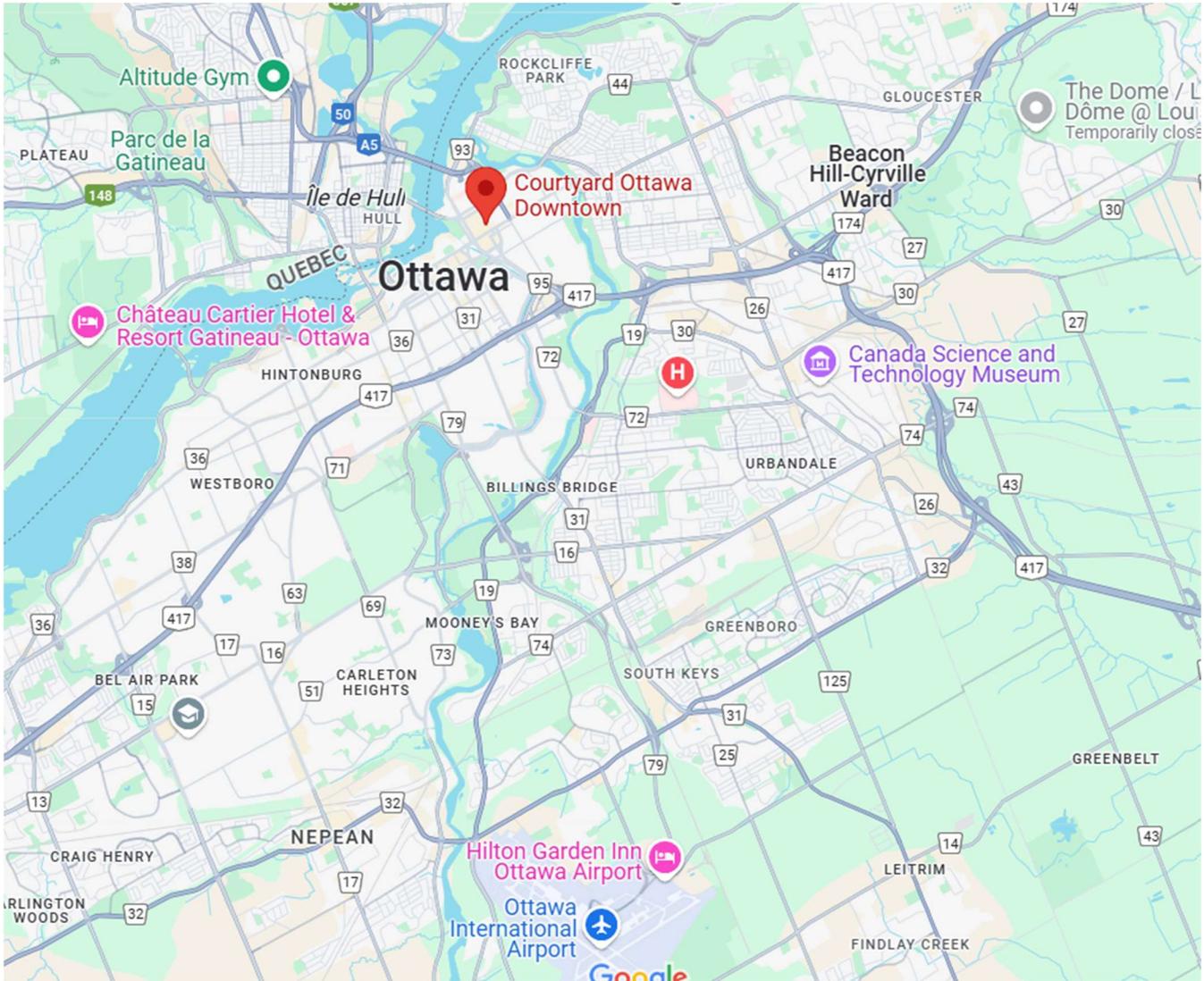
- Collective Impact: Shared Benefits in Police and Academic Partnerships

16:15-16:30 – Conclusions

16:30 – Free evening – SAFE TRAVELS HOME!

Getting around during CAPE 2025 in Ottawa

Accommodations and home base for most of the sessions will be **Courtyard Ottawa Downtown** (350 Dalhousie Street Ottawa, Ontario, Canada, K1N 7E9). For Wednesday June 5th we will provide transportation to **Canadian Police College** and **Collège La Cité** – leaving from the hotel. For those that wish to take their own vehicles or travel by cab (Blueline Taxi: (613) 238-1111) or Uber you may do so.



Flash Your Badge Program:

Delegates will be able to participate in the **Flash Your Badge** program, courtesy of Ottawa Tourism.

Simply flash your **CAPE delegate badge** and receive discounts at participating locations.

For more information please either scan the below QR codes or you can click on this link:

<https://ottawatourism.ca/sites/default/files/media/documents/FYB-EN.pdf>

Flash Your Badge – English QR Code Info



Flash Your Badge – French QR Code Info



PRESIDENT'S WELCOME



On behalf of the CAPE Planning Committee, the CAPE Executive and Board, I want to welcome you to Ottawa for our 2025 Conference.

The CAPE Conference is a rare opportunity for our members to collaborate and share knowledge with a diverse selection of peers and professionals in police training and education. This conference allows for an exchange of best teaching and training practices with partners across Canada. Across the country from academic institutions to police services, we continue to grow our community and share a passion for being the best we can for the communities we serve.

This year many of our members and their institutions have struggled with budget cuts and the in-person numbers are lower – so we thank you for continuing to show your support to CAPE and your commitment to gather here and have these important discussions with us.

The 2025 conference is stacked with incredible presenters. We will also provide our delegates a first-hand view, through tours and discussion at Canadian Police College and Collège La Cité, to experience how some of our partners educate and train their learners.

Thank you to the representatives at Ottawa Police, Canadian Police College, the RCMP, and Collège La Cité, and to our executive planning team, who have all been working tirelessly to ensure that you come away from this conference with information you can use or implement when you get back home to enhance or support your partners in education and training.

Thank you to our speakers and panelists – for committing your time and knowledge to this conference and for sharing your research, ideas and best practices with us.

Thank you as well to the many sponsors that have helped to make this event possible: AXON, Trent University, Emond Publishing, TNT Justice Consultants, Georgian College, CPKN and Bow Valley College. Please make sure you engage with representatives from these sponsors during the meeting and learn about the products and services they have to offer.

I wish to acknowledge that we are gathering this year on the traditional unceded, and unsundered territory of the Anishinàbe Algonquin People. The peoples of the Anishinabe Algonquin Nation have lived on this territory for millennia. Their culture and presence have nurtured and continue to nurture

this land. We take this time to express our gratitude and respect to them and to the land for all that it has provided and will continue to provide. As an organization we wish to acknowledge the harms done to Indigenous Peoples and are committed to learning from the past. We pledge to promote healing and resilience as we move forward in partnership with the Algonquin Nations, First Nations, Métis, and Inuit peoples in a spirit of reconciliation. While we recognize that territorial acknowledgements are only one step in cultivating greater respect for and inclusion of Indigenous Peoples, we commit to accompanying these words with actions. We are dedicated to building a future and community that is better for all. We pledge to continue exploring and making meaningful contributions to the Truth and Reconciliation Commission of Canada's Calls to Action.

As CAPE continues to grow and evolve we want to ensure we are meeting the needs of our members. Please feel free to send us your suggestions and ideas to capeupdates@gmail.com and stay tuned for a survey after this conference where you can share your feedback and experiences.

Enjoy the conference!

Dave Tutte

Dave Tutte
CAPE President
Halton Regional Police Service

KEYNOTE SPEAKER



DEPUTY CHIEF TRISH FERGUSON has been a proud member of the Ottawa Police for 30 years. Drawn to policing at a young age, it was a career that aligned with the values she was raised with and allowed her to commit to a life of service. The privilege of working in this community with the courageous women and men of the Ottawa Police Service has been a humbling and inspirational experience.

With several years of working on patrol, recruiting, school resource and community policing, Trish got to see the power of relationship building and how effective it is to work with external partners to making the community safer. While working in General Investigations, Elder Abuse and Sexual Assault and Child Abuse investigations, Trish witnessed the courage and strength of survivors and the commitment of the people called to support them through their journey. This work

led to committee and advocacy work for victims and survivors as well as OPS members post Critical Incidents as the Coordinator for the CISM team for 15 years. In 2017, Trish co-founded the Women's Employee Resource Group and has driven a number of initiatives to improve culture and conditions for all OPS members.

In 2018 Trish was promoted to Inspector and worked on the Frontline as a Duty Inspector. She led the OPS' response to the Pandemic and was later promoted to the rank of as the Superintendent of Frontline. Trish was the Acting Deputy Chief of the Community Policing Command in 2021-2022 during the Freedom Convoy and served as the Major Event Commander- later testifying at the Public Order Emergency Commission and making appearance at several Senate Committees.

She is a committee member of CACP Counter Terrorism National Security Committee as well as a member of the National Working Group Committee on Mass Casualty/Victimization Committee and serves as the Chair of the Ontario Association of Chief's of Police Victims' Assistance Committee since With her appointment to Deputy Chief in June 2023, Trish currently oversees the Investigations, Information and Serious & Organized Crime Directorate and has since 2022.

SPEAKERS



Chief Eric Stubbs – Ottawa Police Service

CHIEF ERIC STUBBS joined the Ottawa Police Service (OPS) in November 2022.

He began his policing career in 1993 with the Royal Canadian Mounted Police (RCMP) and worked in six different communities in British Columbia, including serving as Chief of Police on the Haida Gwaii, Terrace, and Prince George.

In 2014 Chief Stubbs moved to RCMP headquarters in Ottawa to serve as the Director General of National Criminal Operations. In 2017, he returned to B.C. to oversee Core Criminal Operations, where he was responsible for leadership and operations of 125 frontline policing detachments and a number of specialized branches throughout the province.

In his role as Chief of Police in Ottawa, he wants to ensure the team at the Ottawa Police Service is supported and healthy so they can continue to address all the policing issues in the City. Earning the trust of all the diverse communities within the National Capital Region is a priority for the Chief, and he realizes that collaboration with these groups and all stakeholders is essential in keeping the Capital of Canada a safe community.



Senior Deputy Commissioner Bryan Larkin – RCMP

BRYAN LARKIN was appointed Senior Deputy Commissioner in November 2024; a role that aims to provide additional support to the Commissioner as the most senior member of the Deputy Commissioner ranks and performs a unique leadership role in support of his overall management of the Force.

Senior Deputy Commissioner Bryan Larkin replaces the Commissioner when absent, and acts as his second in command. He assists the Commissioner in driving forward the breadth and depth of priorities and operational issues of the RCMP, in close collaboration with the rest of the Senior Executive Team.

Previously, Bryan led one of the three RCMP operational business lines as Deputy Commissioner, Specialized Policing Services (SPS) starting in July, 2022. Bryan's extensive police leadership experience includes serving as Chief of the Waterloo Region Police Service (WRPS), Chief of the Guelph Police Service, Director at the International Association of Chiefs of Police and, most recently, as President of the Canadian Association of Chiefs of Police.

Bryan began his policing career in 1991 as a member of the WRPS, working as a front-line Constable. Over the course of his career, he held a number of progressively responsible positions and he is a strong believer of community volunteerism and is proud to support many causes including the United Way and Special Olympics Canada.

In 2013, Bryan was recognized for his longstanding commitment to community volunteerism and for his leadership within the Ontario Association of Chiefs of Police and awarded the Queen's Diamond Jubilee Medal. In September 2016, Bryan was invested as a Member of the Order of Merit of the Police Forces by his Excellency the Right Honourable David Johnston and, in July 2020, was advanced to Officer within the Order.

Senior Deputy Commissioner Larkin believes that excellence in policing is all about community, building trust with those we serve and building communities through partnership and cooperation with Canadian and international law enforcement agencies.



Nancy Bélanger – Collège La Cité

NANCY BELANGER has been a professor in the Police Foundations program at Collège La Cité since 1996, teaching the following courses: Ethics in Policing, Career Preparation, and Criminology-Victimology. She has been the Program Coordinator for 25 years now. She is a criminologist with a bachelor's and master's degree in criminology from the University of Ottawa.

Her experience with various government agencies, such as the Royal Canadian Mounted Police, the Solicitor General of Canada, and the Canadian Police College, makes her a highly sought-after professor. She is also an associate member of Francopol, an international French-speaking police training network created in 2008. Finally, she sits on Francopol's Technical Committee on Police Conduct.



Marc-Andre Dupuis – Ottawa Police Service

MARC-ANDRE DUPUIS has immersed himself in emergency services, first as a Police Communicator and later in various leadership positions within the Communications Centre at the Ottawa Police Service for the past 18 years. As an Operations Support Coordinator and Acting Operations Manager, he's honed his skills in high-pressure environments, overseeing training, policy development, performance improvement, and quality assurance initiatives. His experience managing

communications during major incidents and ensuring the safety of officers and the public has provided him with a solid foundation in operational decision-making and emergency situations. He also routinely collaborates with diverse stakeholders to connect individuals and foster meaningful community relationships.

Marc-Andre holds a Bachelor of Arts degree from the University of Ottawa in Communication and Psychology, and has been instructing future emergency communications professionals in the 'Communications 911' program at Collège La Cité since 2016 as a contract professor. This role has sharpened his ability to articulate complex information clearly and engage individuals in high-stakes environments. He is also a certified Registered Trainer for Living Works' Applied Suicide Intervention

Skills Training (ASIST), successfully leading numerous workshops, empowering individuals and organizations with the skills to intervene effectively and compassionately with those at risk of suicide. His ability to connect with diverse groups and foster collaborative efforts has allowed him to develop strong relationships with law enforcement agencies and public safety organizations.



Hillary Kavanagh – Ottawa Police Service

HILLARY KAVANAGH, CHRP, currently serves as the Manager of HR Operations at the Ottawa Police Service. Hillary holds a Bachelor of Arts degree from Queen’s University in Political Studies and French Studies. In addition, she has earned Certificates in Labour Relations, Human Resource Management, and Leadership and Inclusion.

Having dedicated 11 years to the Ottawa Police Service, Hillary has gained extensive experience across various areas of Human Resources, including recruiting, talent management, sworn staffing, and promotions. Throughout her tenure, she has been an integral part of teams working on the implementation of Ontario Human Rights Tribunal settlements, job evaluation processes, and technology implementation projects. Hillary's true passion lies in the recruitment of civilian positions at all levels within the organization. She is committed to finding innovative ways to attract and retain top talent, ensuring the Ottawa Police Service continues to thrive with a skilled and dedicated workforce.



Staff Sergeant Sameer Sharma – Ottawa Police Service

SAMEER SHARMA has been with the Ottawa Police Service for 20 years. He currently serves as a Staff Sergeant in the Recruiting Section. Born and raised in Burlington, Ontario to parents who immigrated from India to the UK before settling in Canada.

His policing career began in frontline operations and evolved to include investigative roles as a detective, specializing in property crimes and major frauds.

A significant highlight includes a three-year secondment to the RCMP’s Financial Crime and Serious Organized Crime Unit. I also served in the Professional Standards Section, contributing to the integrity and accountability of the service. Sameer holds a Bachelor of Commerce degree with a specialization in accounting.



Corporal Natalie Savage - RCMP

NATALIE SAVAGE has been a member of the RCMP for 21 years. She has worked in Surrey BC in General Duty & Child Sex Assault Unit. She then moved to Ottawa and worked Personnel Security Unit, VIP Protective Detail & Pro-Active Recruiting.

Natalie teaches Fitness & Defense Tactics at Algonquin College in the Police Foundations Program.



Constable David Gobraeil – Ontario Provincial Police

DAVID GOBRAEIL began his policing career in James Bay Moosonee before transferring to Ottawa, where he has held several roles including Regional Inclusion Council Member, Auxiliary Unit Liaison, Community Engagement Officer, and Technical Collision Investigator. In April 2025, David joined the Recruitment Outreach Team. Prior to joining the OPP, David worked as an engineer and hold a Master’s degree in Engineering as well as a Master’s in International Business Management. David comes from an Egyptian-French background.



Staff Sergeant JP Perron – Ontario Provincial Police

JP PERRON began his career with the Ontario Provincial Police in 2001 in Hearst (North-East Region). After transferring to Russell County in 2006, he went on to work in various roles and areas, including CDAT, DEU and OCEB. He was promoted to Platoon Sergeant at Ottawa Detachment in 2018 and later went on to serve as a Detective Sergeant in CSCU and with the Provincial Joint Forces Guns and Gangs Enforcement Team. JP is the recipient of Police Exemplary Service Medal (20) and has received two Commissioner Challenge Coins (Service & Interaction) due to his commitment to mental health and service to his peers. In addition to having a College Diploma in Police Foundation, he also completed a College

Diploma in Architectural Technology. He is a second-degree Black Belt in traditional Jiu-Jitsu. Born and raised in Qc, he is fully bilingual.



Kenrick Bagnall –

KENRICK BAGNALL is a former Detective Constable with the Toronto Police Service (TPS) with almost 18 years of service. Kenrick started his policing career as Class Valedictorian and Ontario Police College Student Speaker. After completing his training program, Kenrick went on to become a Scenes of Crime Officer, a divisional fraud investigator and in 2015 Kenrick transferred to TPS Intelligence Services Division to join their Cybercrime Unit (C3). During almost 9 years at C3 Kenrick was a senior investigator, case manager and OIC (Officer in Charge) for

many high profile and complex cybercrime cases. Kenrick also participated on many interagency cybercrime projects with Europol, Interpol, FBI, The United States Secret Service, Homeland Security Investigations, and many other domestic and international agencies, participating in projects in the USA, the Netherlands, and Qatar.

Prior to police work, Kenrick has a background in Electronics Engineering Technology and spent two decades working in the Information Technology industry, primarily in financial services. During this time Kenrick held various technical and leadership roles including Systems Analyst, Senior Network Analyst, IT Manager and Senior Vice President of Information Technology.

Kenrick has been published in Canadian Security Magazine, RiskBOSS Magazine, and has been a two-time contributor to Cybersecurity in Canada: A Guide to Best Practices, Planning and Management, First and Second editions. Since 2015, Kenrick has participated in over 150 cybersecurity industry conferences as a keynote speaker, panelist, or panel moderator.

Kenrick has instructed and lectured on cybersecurity, cybercrime investigations, cyber incident response and open-source investigations at George Brown College, Centennial College, The University of Toronto and the Toronto Police College. More recently Kenrick has provided advisory and consulting services to tech startups, universities, regional municipalities, volunteered at not-for-profits, been retained as an expert witness on cyber breach civil cases, and is a contract civilian member of the Royal Canadian Mounted Police (RCMP) instructing the Federal Cyber Crime Investigators Course at the Canadian Police College in Ottawa, Canada.

In addition, Kenrick is the Founder of KONCYBER and President, CISO and Co-Founder of two startups; RB-Cyber Assurance Inc. and The CyberKIDS Project Inc. Kenrick's background in Information Technology combined with his Law Enforcement experience has uniquely positioned him as an investigator, instructor, consultant/advisor, entrepreneur, and presenter on technology, information security and cyber investigations.



Superintendent Heather Lachine – Ottawa Police Service

HEATHER LACHINE has been a police officer for 30 years. She started her career with the Ontario Provincial Police (OPP) in 1994 and amalgamated with the Ottawa Police Service (OPS) in July 1999. Throughout her career Superintendent Lachine has had the opportunity to serve on Patrol, Community Service, Neighbourhood Resource Team, Human Resources (recruiting) and the Intimate Partner Violence Unit. As a Sergeant, Heather had the opportunity to work in the Professional Standards Unit and in the Youth Section. As a Staff Sergeant she worked Patrol and then lead the Professional Development Centre (PDC). While there, Heather completed the

Critical Incident Command Course, which is an intensive course and is required to be an Inspector on the Frontline.

Heather was promoted to Inspector in February 2018 and worked both the Frontline (Patrol) and the Professional Development Centre. In 2020 Heather was transferred to Specialized Investigations. Heather was given the Violence Against Women portfolio to lead and this has only amplified her passion to improve service for victims and stop violence against all women. In 2023 she was promoted to Superintendent and is currently leading the Criminal Investigations Directorate and continues to lead the Violence Against Women portfolio.

In Heather's role she leads the Victim Support Unit and is also on the Canadian Association of Chief's of Police Victim of Crime Committee. Heather assisted in the development of the Canadian Trauma Informed Framework, that was adopted by Canadian Chief's and is now focusing efforts on creating more consistency around the Family Liaison Program in Canadian Police Services.

Heather believes strongly in mentorship and sharing her experiences and knowledge to help others be the best they can be. In 2016, in partnership with Deputy Chief Ferguson, Heather developed the Women's Internal Network and Support, which is now a formalized Employee Resource Group. Heather is now an executive sponsor of the group.

Heather leads a very active lifestyle, which has helped her maintain balance throughout my career, and she consistently promotes both physical and mental wellness to maintain resiliency. Heather has been married for 24 years to a serving member of the Canadian Military and has two Children, Rachel (21 yrs) and William (20 yrs).



Gord Ryall – Lethbridge Polytechnic

GORD RYALL M.Sc. (Criminal Justice) is a faculty member at Lethbridge Polytechnic in the Centre for Justice and Human Services, within the School of Justice Studies. With 10 years of experience in teaching and curriculum development, Gord’s research is focused on Youth Engagement Programs hosted by police agencies. He has contributed to various research projects, including those based on the Scholarship of Teaching and Learning (SoTL). He is pursuing a PhD in Criminal Justice – Leadership at Nova Southeastern University in Fort Lauderdale, Florida, USA. Prior to his academic career, Gord had a 30-year career with the British Columbia and Alberta Sheriff’s Department, gaining experience in patrols, recruiting, training, and teaching at the Sheriff Academy.



Sergeant Ryan Berry – RCMP

RYAN BERRY has been a regular member of the RCMP since 2008 and is currently posted to the Federal Policing Financial Crime as the National Cryptocurrency Coordinator. Ryan has spent the past 12 years working in Federal Policing, both in Nova Scotia and Ontario, investigating Proceeds of Crime, Money Laundering, Cybercrime, Financial Crime and related substantive offenses. Ryan developed a specialty in Cryptocurrency elements of criminal investigations and for the past 7 years has worked in this field providing, support, training, and guidance to domestic and international law enforcement agencies.

Ryan will be presenting on: *Adapting to Borderless World* - Technology has enable illicit actors to leverage new means and methods of targeting victims and realizing the proceeds of crime. Fraud, Money Laundering and other financial elements of criminal activity are particularly enabled by FinTech developments and cryptocurrencies. Cryptocurrency can also be leveraged by investigators to identify suspects, investigate the flow of funds, and advance cases at an unprecedented pace.



Dr. Craig Bennell – Carleton University

CRAIG BENNELL is currently a Professor in the Department of Psychology at Carleton University where he is also the Director of the Police Research Laboratory. Craig is a current member of the Use of Force Committee and the Research Advisory Committee for the Canadian Association of Chiefs of Police. He also sits on the Advisory Board for the Canadian Police College and co-chairs the Program Advisory Committee for the Policing and Public Safety Institute at Algonquin College. In collaboration with Canadian police services, Craig conducts applied police research on a variety of topics and helps to develop evidence-informed training programs.

Dr. Bennell will be presenting on: *Re-Imagining Police Training: An Ecological Dynamics Framework*. Dr. Bennell will offer a critique of traditional “block and silo, step-by-step” police training and argue that such training does not adequately prepare officers for the demanding situations they are often exposed to. As an alternative, he will discuss an approach to training that is based on an understanding of ecological dynamics. Already well-established in the field of sport, and quickly gaining popularity among police trainers, this approach to training relies on non-linear training methodologies that are focused on developing highly adaptable officers who can successfully solve the messy, complicated, unpredictable performance problems they encounter on the street. Focusing on use of force training as an example, Dr. Bennell will explore key concepts underlying this approach to training, including constraints-based training. Dr. Bennell will also review the evidence showing that these non-linear, dynamic methodologies produce greater levels of training transfer than traditional training.



Chief Rich Johnston – Barrie Police Service

RICH JOHNSTON has dedicated 27 years to policing, covering a broad spectrum of roles within the Barrie Police Service, from Operations to Executive Services. His academic journey is marked by significant achievements, including a Bachelor of Arts Honours in Philosophy from Queen’s University, a Master of Arts in Leadership Studies from the University of Guelph, and a Master of Studies in Applied Criminology and Police Management from Cambridge University in the United Kingdom. Chief Johnston is committed to Evidence-Based Policing, evident in his tenure as Director of Research for the Canadian Society of Evidence Based Policing and his recognition as a National Institute of Justice

L.E.A.D.S Scholar (Law Enforcement Advancing Data and Science)

In 2022, Chief Johnston's contributions were acknowledged with induction into the George Mason University Evidence Based Policing Hall of Fame. Additionally, he was honored with the Ontario Association of Chiefs of Police Excellence in Leadership award, further solidifying his reputation as a distinguished leader in the field.



Damien Bloor – RCMP

DAMIEN BLOOR is an RCMP civilian member of 19 years and computer forensics instructor with hands-on experience in law enforcement and digital investigations. He spent 10 years as a computer technologist with the RCMP's National Child Exploitation Coordination Centre, and for the past nine years has been teaching advanced topics in computer forensics, including P2P investigations, Dark Web, cryptocurrency, and social media analysis at the Canadian Police College. In recent years, Damien has focused on exploring and testing how AI and large language models (LLMs) can support computer forensic analysts,

particularly when conventional tools fall short. Known for making complex technical concepts accessible, Damien is currently developing a course to teach forensic analysts how to leverage AI to write tools for data extraction when standard forensic suites can't get the job done. He's also a lifelong tech geek, hobby mechanic, and AI enthusiast.



Dr. Nigel Hearn – RCMP

NIGEL HEARNS is the Program Technical Leader of Trace Evidence Services at the RCMP National Forensic Laboratory Services. He is a senior forensic chemist with over 15 years experience specialized in the forensic examination of explosives and gunshot residue (GSR). He has authored forensic reports in over 500 different criminal investigations and has testified at court over 50 times in nine different Canadian provinces and territories accepted as a forensic expert in criminal

trials. Dr. Hearn has co-authored over 20 publications in peer-reviewed scientific journals, is a member of the Board of Governors of the Canadian Society of Forensic Science, an affiliate member of the NIST OSAC ILEGSR technical working group for organic gunshot residue, and an affiliate of the ENFSI Expert Working Group on Explosives (FINEX).

Dr. Hearn will be presenting on: *RCMP Trace Evidence Services: Forensic Examination and Chemical Profiling of 3D Printed Firearms (3DPFs)*. In partnership with the Québec provincial forensic laboratory (Laboratoire de sciences judiciaires et de médecine légale, LSJML), Trace Evidence Services (TES) of the RCMP National Forensic Laboratory Services (NFLS) has recently stood-up a new forensic examination service for 3D printed firearms (3DPFs). Using chemical and physical examination techniques, the source of a 3D printed firearm can be profiled and forensically linked back to the raw materials used to fabricate the 3DPF. Details of the method, current R&D, and case work success stories will be discussed.

Dr. Kirk Luther – Carleton University



KIRK LUTHER Kirk is an Assistant Professor in the Department of Psychology at Carleton University, where he leads the PRISM (Psychological Research in Investigative Science and Methodology) lab. His research focuses on improving investigative practices through psychological science, with work spanning police interviewing, eyewitness evidence, and cold case investigations. Kirk regularly collaborates with justice sector partners and is committed to translating research into practical tools and training for investigators.

A/Sergeant Daniel Gervais – Ottawa Police Service



DANIEL GERVAIS is a member of the Ottawa Police Service with over 15 years of experience in law enforcement. He began his career with the RCMP in a remote fly-in community in Manitoba before joining the Ottawa Police Service in 2012. His policing experience includes frontline patrol, partner assault investigations, and work in the Sexual Assault and Child Abuse Section. Currently assigned to the Polygraph Unit, Daniel conducts examinations, supports major investigations through advanced interviewing, and delivers training in investigative interviewing. He holds a diploma in Police Foundations, a Bachelor of Arts, and is currently pursuing graduate studies.

Dr. Luther and A/Sergeant Gervais will present on *Collective Impact: Shared Benefits in Police and Academic Partnerships*. They will we dive into the practical applications of academic knowledge in police education, and conversely, the valuable real-world insights that policing provides to academic research. They will discuss how collaborative initiatives in education, research, and training, foster mutual learning, drive innovation, and produce tangible, positive outcomes for both policing and academic institutions.

SPONSORS



PLATINUM SPONSOR: AXON

David Volpato is an executive at Axon Public Safety Canada, where he leads initiatives in TASER technologies and immersive Virtual Reality training solutions for law enforcement and public safety professionals. With a strong commitment to innovation and officer readiness, David plays a key role in delivering cutting-edge tools that enhance safety, accountability, and performance in the field.

At the forefront of integrating advanced VR simulations into real-world policing scenarios, David has helped agencies across Canada modernize their training practices while ensuring effective use-of-force education. His work bridges the gap between technology and frontline reality, providing officers with scalable, adaptive training environments and non-lethal defense options that save lives and build trust within communities. With years of experience in public safety and a passion for empowering those who serve, David continues to drive transformation in how police departments prepare for today's challenges.

Bruce Chapman is a Strategic Advisor with Axon Public Safety Canada, bringing over 40 years of distinguished service in law enforcement. He spent most of his career with Peel Regional Police and later served six years as the Provincial President of the Police Association of Ontario. In this role, he was a strong advocate for the interests of more than 28,000 members—both sworn officers and civilian personnel—across the province. Bruce's leadership and deep understanding of frontline policing continue to shape public safety and policy across Canada.



GOLD SPONSOR: Trent University

Peter Lennox is on the instructional team for the Microcredential Certificate in Senior Police Leadership at Trent University Durham GTA. He helped to create the program and currently instructs on three of its courses. Pete is also a partner and senior consultant at Consilium Public Sector Services, which serves police agencies and governments, primarily at the municipal and provincial levels. Pete's primary consulting interests include community safety and well-being, training, and leadership, but he has also been involved in several strategic planning processes and organizational reviews.

Pete served as a police officer in Toronto for more than 35 years, retiring in 2018 as the superintendent commanding the Toronto Police College.

Outside of his work, Pete volunteers in a rural Ontario community, primarily as vice-chair of its public library board. He holds a degree in English and history from the University of Toronto, and a certificate in adult education from St. Francis Xavier University.



BRONZE SPONSOR: Emond Publishing

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Jenna Williams is a Senior Account Representative at Emond Publishing. Hired right out of a Centennial College internship in 2009, she started her career conducting market research to enhance text proposals and unearthing new areas to publish in. She soon discovered her passion was talking to educators about books, the tools used in their classrooms, student engagement and more. She moved into sales in 2010 and continues to be committed to getting the right resource into the right hands.

Nina Kowalski is an account representative for Emond Publishing, overseeing schools across the GTA and Eastern Ontario as well as the province of British Columbia. She completed her master's in English Literature at the University of Toronto. She's been in her role at Emond for three years, and enjoys reading, writing, and travelling to talk with others on the importance of books.