

C.A.P.E.
Canadian Association
of Police Educators



A.C.I.F.P.
Association canadienne des
intervenants en formation policiere

The CAPE Conference

Keeping you informed about Police Education & Training in Canada

2019 CAPE CONFERENCE

Theme:

“Connecting research, technology and police training”

HOTEL PUR
Quebec City, Quebec
June 4-6, 2019

PLAN NOW TO ATTEND

Keynote Speakers:

Dr. Querine Hanlon

Mr. Dale Sheehan, M.O.M.

Strategic Capacity Group

AN INVITATION FROM THE ORGANIZING COMMITTEE

On behalf of all of the CAPE Executive we would like to invite you and your colleagues to attend the 2019 CAPE Conference. We are excited to announce that the conference agenda is in the final stages and official registration will open in the next couple weeks. We have a number of outstanding speakers committed to Quebec City. We are thrilled to announce that Dr. Querine Hanlon and Dale Sheehan, M.O.M. will be kicking off the conference as our opening keynote speakers. Dr. Hanlon is the President of the Strategic Capacity Group and has an extensive CV including work with US Military, National Defense University and US Department of State. Some of you will recall Dale Sheehan as a past CAPE President and INTERPOL's first Director of Police Training and Development.

We're also excited by the outstanding researchers/presenters that are included in the brochure, some of which include Dr. Judith Andersen, Dr. Peter Collins, Dr. Craig Bennell, Human Factors and Cognition Scientist J.F. Gagnon among many others. We also have a number of other police professionals from Canada, the US and Denmark lined up to share their research and best practices with you. We know the exciting line-up of speakers will make this the conference to attend in 2019. Here are some additional details:

- Theme is **CONNECTING RESEARCH, TECHNOLOGY AND POLICE TRAINING**
- Through the outstanding leadership of the Director of Conferences, Steve McCartney, and ENPQ's Marc Desaulniers, the conference agenda meets the demands of our theme. Part of the 'connecting theme' will have delegates shuttled to the state of the art facility, Ecole nationale de police du Quebec in Nicolet. A tour of the facility and presentations will continue at ENPQ before returning to Hotel PUR.
- Registration will be \$600. This will include: breakfasts, lunches, snacks at breaks, COACH bus to ENPQ and return, and banquet dinner on Wednesday evening back at Hotel PUR.
- All individual reservations for Hotel PUR can be made through the hotel's reservations department at 1-(800) 267-2002. To receive the group discount and to ensure that all reservations are properly coded to your group room block, it is imperative that attendees provide the name of the **Canadian Association of Police Educators** when making your reservation. **Reservations must be received by May 15th, 2019.** After this date any unused rooms will be released back to general hotel inventory.
- Air Canada has provided a discount of 10% to our members for flights to the conference, please use Promotional Code **996F9HJ1**
- [Registration will be available through our website](#) (This registration is courtesy our partners at CPKN).

We look forward to another outstanding conference and diverse perspectives in 'la belle province', Quebec.

Melanie Marchand

Director of Communications
Canadian Association of Police Educators



Steve McCartney

Director of Conferences
Canadian Association of Police Educators



Marc Desaulniers

Conference Host Director
École nationale de police du Québec



AN INVITATION FROM THE PRESIDENT

As President of the Canadian Association of Police Educators, I am extremely excited to have our 2019 conference hosted by the École de nationale du Quebec (ENPQ) and the Service de police de la Ville de Quebec (SPVQ), in Quebec City from June 4- June 6th, 2019. The theme of this year's conference is ***"Connecting research, technology and police training."*** Our Director of Conferences, Steve McCartney of the Justice Institute of British Columbia, Director Marc Desaulniers of the ENPQ and Director of Communications Melanie Marchand of Georgian College have put together an outstanding agenda. It is an exciting opportunity for CAPE to work with experts from across the country and beyond to improve how police training is designed and delivered. CAPE, CANSEBP and CPKN share a partnership and commitment to promote evidence based approaches to educating and training police officers across the country.

We are excited to host a number of outstanding speakers to ensure police educators and public safety practitioners leave with tangible recommendations that will improve how police training is delivered across the country. The opportunity to collaborate and share best practices will ensure that police agencies are provided with additional tools to improve how their training is designed and delivered. One of the exciting departures from previous conferences is our commitment this year to directly connect delegates with research on practical police training. On day two of the conference, delegates will be shuttled to École nationale de police du Québec in Nicolet to tour the state of the art facility and to see firsthand how the curriculum is designed and implemented while continuing to hear from other great speakers.

We are looking forward to this exciting opportunity to connect you with researchers, technology experts and other police educators to improve public safety.

Sincerely,



Dr. Peter Shipley, M.O.M.
President
Canadian Association of Police Educators



CAPE EXECUTIVE

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Canadian Association of Police Educators Conference. June 3-6, 2019 (Feb 13 th , 2019) "CONNECTING RESEARCH, TECHNOLOGY AND POLICE TRAINING"						
	Monday June 3	Tuesday June 4	Wednesday June 5	Thursday June 6	Friday June 7	
07:00 - 08:00	TRAVEL TO Quebec City	Registration, Con't	Travel to ENPQ on Bus @ 0730		TRAVEL HOME	
08:00		08:00-08:30 – Conference Opening CAPE President Dr. Peter Shipley Director Marc Desaulniers Program Director Steve McCartney	TRAVEL TO ENPQ			
08:30 - 10:00		Opening Keynote Academies of Excellence: Building Sustainable Human and Institutional Capacity. Dr. Querine Hanlon Dale Sheehan, M.O.M.	ENPQ Training Curriculum Presentation ENPQ Director Curriculum & Knowledge Development Marc Desaulniers	Can actuarial risk assessment and structured professional judgement tools be adapted for policing? Dr. Peter Collins, OPP Psychiatrist Upfront and Digital: Training and educating for digital literacy Dr. Oliver Stoetzer, Mr James Robertson		
10:00		Health Break	Health Break	Health Break		
10:30 - 12:00		Selection is Key! How Selection practices can inform police training Angela Ripley, PhD (ABD) University of Calgary Post Police Training Research Dr. Annie Gendron, École nationale de police du Québec	ENPQ Police Training Facility Tour	Police Training Panel-Current Practices JIBC- Steve McCartney RCMP Michel Legault Ecole Nationale- Marc Desaulniers Denmark National – Jens Reusch OPP Academy- Dr. Peter Shipley Carlton University- Dr. Craig Bennell		
12:00		Lunch	Lunch	Lunch		
13:00 - 14:30		Police officer stress: How to use research to inform training and policy Dr. Greg Anderson, JIBC Police stress and work-family conflict: Initiatives & functionality Captain (Dr.) Jennifer Griffith, Delaware State Police Academy	ENPQ Technology and Stress JF Gagnon (Thales Canada) Virtual and Augmented Training Simon Paré, Public Safety Canada Resources/Data for Police Educators Panel Krystine Richards CPKN Lorna Ferguson CANSEBP Lindsay Sutherland-EMOND Teena Stoddart VIOLENCE LINK	CAPE CAPE Business Meeting Executive Meeting		
14:30		Health Break		Health Break		
15:00 - 16:30		17:00 – 19:00 Registration Meet and Greet	Using Technology to Advance Evidence Base Research Outcomes Among Police Dr. Judith Andersen, University of Toronto Leveraging Body Worn Camera & Virtual Reality Technology as a Teaching Tool Mr. Vishal Dhir, AXON Enterprises	TRAVEL BACK TO HOTEL PUR		
16:30 - 19:00				BANQUET @1900 hours Keynote Mr. Sandy Sweet, President, CPKN		

Featured Speakers

OPENING KEYNOTES

Dr. Querine Hanlon & Mr. Dale Sheehan, M.O.M.



Dr. Querine Hanlon is the founding President of Strategic Capacity Group (SCG). Dr. Hanlon is an expert on security sector reform (SSR) and has published and worked extensively on Arab Spring transitions in North Africa. She has developed key projects for the U.S. Institute of Peace (USIP), where she served as the Special Advisor for Security Sector Initiatives before creating SCG. As a professor and dean at National Defense University, Dr. Hanlon led the redesign and accreditation of strategic level education programs for the U.S. military as it grappled with the institutional requirements and needs of the post-9/11 security environment.

Dr. Hanlon has served on security sector assessment trips to Tunisia, Algeria and Morocco for the U.S. government and has advised the U.S. Departments of State and Defense, the German Foreign Federal Office, and the Organization for Security and Co-operation in Europe how to design security assistance programming to deliver strategic and sustainable results. Dr. Hanlon has published extensively on SSR and Arab Spring transitions. Recent publications include *Prioritizing Security Sector Reform: A New U.S. Approach*, with Richard Shultz of the Fletcher School (USIP Press 2016), *Toward Regional Cooperation: The Internal Security Dimension* (Middle East Institute, July 2016), and *Guidelines for Sustainable Capacity Building* (USIP Press, 2019 forthcoming). Dr. Hanlon holds a M.A.L.D. and a Ph.D. from the Fletcher School.



Dale L. Sheehan M.O.M., is the Special Advisor for International Cooperation at Strategic Capacity Group (SCG), where he leads SCG's efforts to promote capacity building through international partnerships and provides expert guidance to SCG's Academies of Excellence program.

Prior to SCG, Mr. Sheehan worked in law enforcement for over 35 years, including as Assistant Commissioner, Director General of Learning and Development, and an Adjudicator and Mediator for the Royal Canadian Mounted Police. During that time, Mr. Sheehan published and co-edited *Police Organization and Training, Innovations in Research and Practice*, and spearheaded an effort with international partners in thirteen countries to broaden the appeal of public service through policing. He also served as INTERPOL's first Director of Police Training and Development and as

Director of INTERPOL in France and Singapore. Throughout his career, Mr. Sheehan has observed and participated in law enforcement capacity building and training initiatives in over 120 countries.

Mr. Sheehan holds a BA in Sociology/Criminology/Law from Carleton University and graduated from Carleton University's Sprott School of Business Executive Strategic Human Resources Leadership Program. Mr. Sheehan is the recipient of numerous awards, including the St Johns Ambulance Medal, the Canadian Peacekeeping Medal, United Nations Protection Force Medal, Canada 125 Medal, Saskatchewan Centenary Medal, Queen Elizabeth II Golden Jubilee Medal, Queen Elizabeth II Diamond Jubilee Medal, the Royal Canadian Mounted Police Long Service Medal, and the Member of the Order of Merit. He sits on several Canadian and international boards of directors, including Past President, Canadian Association of Police Educators, INTERPOL Group of Experts Police Training, Canadian Police Knowledge Network, and the RCMP Quarterly Editorial Board.

Conference Speakers



Angela Ripley (B.Ed, M.Ed; M.Ed, Ph.D. Candidate, Walden University) has been a consultant in education and curriculum for the past 20 years and has worked with law enforcement for the past eight years. She was a curriculum designer for the Calgary Police Service prior to becoming the manager of the Learning Development Unit for the Calgary Police Service. Angela continues to consult in learning and development, primarily in law enforcement.

Angela worked as the instructional designer with CPKN for the 'street checks' program in Ontario which was rolled out to 22,000 police officers. Angela has conducted evaluations of programs and is currently involved in a program evaluation of the CPKN's Canadian Bill of Rights eLearning course. Angela attended the recent Competency Based Workshop in Toronto and authored the findings of the two-day workshop. Angela is currently on a research project team to evaluate the JIBC police training program, as well as to analyze the 'street check' use of the Vancouver Police Department. Angela has also served on various committees and task forces including being chosen to represent Canada as a Canadian education expert and delegate to the International Committee of the Red Cross (ICRC) International Humanitarian Law (IHL) course in Warsaw, Poland. Angela was contracted by the Canadian Red Cross (CRC) to present, lead, and conduct workshops and master trainer sessions in Canada (Alberta, Nova Scotia, Prince Edward Island, Quebec) as well as internationally (Trinidad and Tobago) in the Exploring Humanitarian Law Program of the ICRC.

Angela has completed three Masters of Education programs and is currently a PhD candidate in the field of organizational psychology, with a focus on police psychology. Her research is examining how personality can be used to predict police performance to improve selection practices and performance in law enforcement. Angela stays current by serving as a sessional instructor at the University of Calgary, teaching organizational psychology in the continuing education program as well being a faculty member as the Competency Based Education and Assessment Consultant at Bow Valley College in Calgary, Alberta.

Annie Gendron Ph. D., holds a doctorate in psychology from the Université du Québec à Trois-Rivières. After starting her career as a clinician with an adult clientele dealing with mental health disorders, she went on to do research in the field of addiction as the coordinator of the Canada Research Chair in Drug Use Patterns and Related Problems. Since 2012, she has been a researcher at the Research and Strategic Development Centre of the École nationale de police du Québec. She is also an associate professor in the department of psychoeducation at the Université du Québec à Trois-Rivières and a regular researcher at the International Centre for Comparative Criminology – Interuniversity Centre.



Dr. Gendron research interests focus on issues related to the selection of police candidates, police training and police intervention in Quebec. Her research includes, among other things, the development of physical abilities tests based on a Bona Fide Occupational Requirements approach, police practices related to the use of force including the use of less-lethal weapons, suicide-by-cop situations, and the use of a body-worn camera in policing. She is also interested in the evaluation of the effectiveness of the post-

training support modalities experimented with investigators conducting interviews with sexually and physically abused children. Her work is disseminated to different audiences through scientific and professional publications and communications, and through the media.



Dr. Greg Anderson is the Dean, Office of the Applied Research & Graduate Studies, at the Justice Institute of British Columbia (JIBC), and the Associate Director, Police Services for the Canadian Institute for Public Safety Research and Treatment. He provides oversight as Investigator and/or Administrative Lead with the application and management of individual and collaborative applied research projects totaling over \$38 million in the last seven years. His research interests lie in occupational fitness and wellness, and occupational physiology of physically demanding occupations. He has developed and assessed an online learning tool for first responders to improve their personal resilience prior to deployment, and has recent publications in occupational and organizational stress. He is well published in both pure science and practitioner journals, and has been an invited speaker at regional, national and international venues where he translates “the science” for practitioners, providing them with a better understanding of the fundamental theory behind popular practice.

Captain Jennifer D. Griffin, Ph.D., is the Director of Training for the Delaware State Police (DSP), and the Council on Police Training (C.O.P.T.) Administrator for the State of Delaware. She has 19 years of law enforcement experience as she started with DSP in July of 1999 with the 70th DSP class. She has held positions and ranks as a Patrol Trooper at Troop 6, School Resources Officer, Planning and Research Unit member and Grant Manager, Patrol Sergeant, Traffic and Criminal Lieutenant at Troop 1, Internal Affairs Investigator and Director, Patrol Commander of Troop 1, and now the Director of Training. She has a Bachelor’s of Arts Degree in Sociology from Millersville University, a Master’s of Science, and a Graduate Certification in Administration of Justice with specializations in Leadership and Management and a Human Resource Management from Wilmington University. Captain Griffin has a Doctorate Degree from the University of Delaware Sociology program with expertise in gender and deviance. Her dissertation was titled “Are we protecting those who protect others- Stress and Law Enforcement in the 21st Century.” She is also a graduate of the United States Secret Service Dignitary Protection Seminar, the I.A.C.P. Leadership in Police Organizations (L.P.O.) Program, and a FBI National Academy graduate of Session 268, where she was elected the Section 4 Representative.



Captain Griffin is also a certified instructor in the State of Delaware, an instructor at the Delaware State Police training academy, as well as an Adjunct Instructor at the University of Delaware, Newark Delaware. At the University of Delaware, she currently teaches 4 different classes a year. She is also an Assistant Coach and Physical and Mental Training (P.M.T.) Coach for the University of Delaware Women’s Field Hockey Team. The Field Hockey P.M.T. sessions are part physical fitness, and part character development to include resiliency and grit training. Her research interests are police, criminal justice ethics, stress, work-family conflict, resiliency and gender.

In 2013, she presented at the International Association of Chiefs of Police (I.A.C.P.) conference in Philadelphia-*“Are We Protecting Those Who Protect Us? Law Enforcement in the 21st Century,”* and in October 2017, she presented at the I.A.C.P. conference in Philadelphia, *“Do Work-Family Conflict and Resiliency Mediate Police Stress and Burnout?: A Study of State Police.”* She is also the co-author of a peer-reviewed article in the American Journal of Criminal Justice titled *“Do Work-family Conflict and Resiliency Mediate Stress and Burnout Among Police Officers.”* In 2018, Dr. Griffin traveled to China and Taiwan to teach at Peking University, People’s Public Security University of China, and East China (University of Political Science and Law) and Taiwan (National Chung Cheng University) with three presentations: "Do Work-Family Conflict and Resiliency mediate police Stress and Burnout: A Study of State Police Officers," "Delaware State Police Law Enforcement stress and work-family conflict Academy training, and new initiatives to increase health, wellness, and long term functionality," and "Drugs in Delaware- From Diversion to Public Health Crisis." She also presented at the 2018 S.P.P.A.D.S. Conference in New Mexico on "Delaware State Police Law Enforcement stress and work-family conflict training, and new initiatives to increase functionality."

Professor Judith Andersen is a health psychologist who specializes in the psychophysiology of stress and stress related mental and physical health issues and improving occupational performance. Prof. Andersen has more than a decade of experience working with populations exposed to severe and chronic stress, including combat soldiers and police. Currently, Professor Andersen is the director of the Health Adaptation Research on Trauma (HART) Lab at the University of Toronto. Prof. Andersen’s on-going research projects include measuring mental and physical health changes associated with resilience training among police and Special Forces teams in Canada, the U.S. and Europe. Further, she is working to customize evidence-based resilience programs for different sectors of first responders exposed to trauma. Prof. Andersen’s recent intervention among police demonstrates empirical evidence that reducing lethal force errors is possible through the modulation of police physiology.



Vishal Dhir is the Managing Director of Canada and Latin America for Axon. He’s responsible for leading efforts in Canada and Latin America as Axon establishes their technology platform within Law Enforcement Agencies and Public Safety. He has spent over 10 years helping community focused organizations like Municipal Government, Non-Profits and now Law Enforcement agencies implement cloud-based solutions to help streamline their processes and operate more efficiently.

He has been a speaker at numerous conferences including the Canadian Association of Chiefs of Police (CACP) Annual Conference, CACP Leadership Conference, International Association of Women of Police Conference (IAWP), Canadian Police Association (CPA) and International Association of Chiefs of Police (IACP) Technology Conference as well as many webinars on topics related to the benefits of Cloud Technology and Software as a Service for Public Safety.

Director Marc Desaulniers

holds a Master's Degree in Management and joined École nationale de police du Québec (ENPQ) in 2001. Since 2015, he is the Director of the Curriculum and Knowledge Development. His directorate includes the Centre de savoirs et de l'expertise (Knowledge and Expertise Centre), whose primary responsibility is to update knowledge and ensure consistency of the teachings. It is also comprised of the Centre de l'expertise pédagogique et du développement de programmes (Pedagogical Expertise and Curriculum Development Centre), which is made up of a team of curriculum advisors and techno-pedagogical advisors who ensure the development of the courses and programs. Are also part of this Directorate, the ENPQ actors department, the Édition officielle (responsible for updating and disseminating the training documentation), and the Centre de recherché et de développement stratégique (Research and Strategic Development Centre) whose research projects pursue the



following objectives: improving police training, consolidating and contributing to the emergence of best police practices as well as supporting the ENPQ strategic development. Mr. Desaulniers chairs the Training Sub-Committee on the Legalization of Cannabis, which reports to the ministère de la Sécurité publique du Québec. He is also a member of the Commission de la formation et de la recherché, the Canadian Police Knowledge Network (CPKN) National Advisory Committee and the Canadian Association of Chiefs of Police (CACP) Research Advisory Committee.



Dr. Jean-François Gagnon

is a Human Factors and Cognition Scientist with 10 years of experience. His work mostly concerns psychophysiological modeling of critical cognitive states and human decision making. He has completed his doctoral studies in Cognitive Psychology at Université Laval in Québec. Having received a scholarship from the Fonds Québécois de la Recherche sur la Nature et les Technologies (FQRNT), he has completed his studies in the field of applied cognition, more specifically, the modeling of human cognition in complex dynamic systems. In addition to the work related to his PhD thesis, he was involved in several human factors projects as a research assistant in the Cognition – Distribution, Organization, & Technologies (Co-DOT) laboratory, as a consultant and as an intern at the Institut Supérieur d'Aéronautique et de l'Espace in Toulouse, France. He also gained extensive expertise in

statistics as an advisor for the Research support service of Université Laval. Since February 2015, he is employed as a human factors and cognition scientist at Thales Canada.

Simon Pare

is a learning professional and executive with 20 years of experience in the federal public safety sector. He completed his graduate studies in the field of education at Université du Québec à Trois-Rivières. He sits on various boards and committees including the Canadian Police Knowledge Network and the Government of Canada's Heads of Learning Forum. He is also the founder and leader of the International Security Simulation Technologies Group. He has presented at over 50 national and international conferences and has received several awards from the Government of Canada, CACP and IACP.



Krystine Richards has been an advocate for technology-enhanced learning within Canada's police community since 2010. At that time, she joined CPKN to collaborate with like-minded individuals from the policing sector to ensure that the Canadian Police Knowledge Network could best support police and public safety through the distribution of highly effective and efficient training. As Director of Outreach & External Relations, she has cultivated an extensive network of stakeholders that has advanced CPKN from a pioneering concept to a core element of Canadian police training.

With a focus on building productive relationships, Krystine has played a leading role in mobilizing the police community in its transition to online learning models and creating a national knowledge-sharing network of police services and training organizations. CPKN is now the focal point for

collaboration on common training standards, competency management, and advocacy for continued enhanced professionalism in policing. Krystine often addresses both national and international audiences about the challenges of introducing 'disruptive innovations' into organizational culture and the evolution of learning technologies in the policing environment. Krystine holds a Bachelor of Science and an executive MBA from the University of Prince Edward Island.

Lorna Ferguson is a M.A. candidate in Sociology at the University of Western Ontario, Canada. Her current research interests focus on evidence-based policing, the opioid crisis, anti-drug messaging, and nudge theory. She is also a Research Associate for the Canadian Society of Evidence-Based Policing, where she has worked on a number of research projects ranging from youth homelessness to police practices. Further, Lorna is the Chair of the Community Engagement Team for the Canadian Society of Evidence-Based Policing, where she develops strategic plans for educationally-oriented engagement activities, such as webinars, podcasts, informal games and contests, and much more. Lastly, Lorna intends on pursuing a Ph.D. in Sociology, with the goal of obtaining a career in academia.



Lindsay Sutherland graduated with her BA (Hons) in English Language & Literature degree from the University of Western Ontario and has worked in educational publishing since 2003. Currently, she is a Publisher with Emond Publishing, overseeing the creation of many of the titles and products prepared for police training and police foundations programs in Canada.

Emond Publishing is regarded as one of Canada's finest educational publishers and prides itself on its quality, Canadian-made resources that are well researched and written by leading experts in the field. Emond is focused on creating materials that will be useful 'back-pack to squad car' and one of Lindsay's objectives is to ensure that the educational resources being utilized in college and university programs align with the training and education goals of police services. Similarly, through the creation of books like: [Mental Health](#)

[Awareness: Self-Care for First Responders](#), [Interviewing & Investigation](#) and [Transforming Community Policing: Mobilization, Engagement & Collaboration](#) Lindsay strives to create resources that allow policing professionals to achieve their personal and career goals and is always looking to expand the offerings and topics that Emond brings to the field of policing.

Sergeant Teena Stoddart started her career as a constable with the Ontario Provincial Police in 1991, transferring to the Ottawa Police Service in 1998 as part of the amalgamation. She has been a Sergeant since 2001. Her career includes: 17 years in frontline policing; Human Resources; Major Case Management; Collaborative Policing; Planning, Performance and Analytics; and a Secondment to the Ontario Behavioural Science Unit as a Viclas Analyst.



As part of her training with the Ontario Behavioural Science Section, Teena received training from RCMP and various Conferences facilitated by the FBI. Teena is presently with the Quality Assurance EMVC Unit. She is a member of the Canadian Violence Link Coalition, and has volunteered with Humane Canada since 2009. As a Sergeant, she was seconded to United Way as a loaned representative for the 2008 campaign, where she managed and trained 33 workplace campaigns. Teena has presented as a Viclas Analyst across the Province of Ontario, on the Major Case Management and General Investigative Training courses and on Collaborative Policing at the 2017 Canadian Violence Link Conference and the 2018 OSPCA Conference. In November 2018, Teena facilitated and presented at the first ever Violence Link training for police officers.

On February 7th, 2019, Teena presented at the November Parliamentary Reception, hosted by Humane Canada, to discuss the Violence Link. She has also met with various Federal Politicians on the Violence Link. Recently Teena testified at the House of Commons Justice Committee on the Bill C84 which deals with changes to the Bestiality and dog fighting legislation. Sergeant Teena Stoddart is presently the only Canadian police subject matter expert on the Violence Link. Her goal is to ensure every police officer receives training on the violence link so we can increase community safety for all living beings.



Sandy Sweet (President, CPKN) has been an advocate for technology-enhanced learning within Canada's police community since 2004. At that time, he collaborated with like-minded individuals from the policing sector to create the Canadian Police Knowledge Network. As President of CPKN, he has cultivated an extensive network of stakeholders that has advanced CPKN from a pioneering concept to a core element of Canadian police training.

With a focus on building productive relationships, Sandy has played a leading role in mobilizing the police community in its transition to online learning models and creating a national knowledge-sharing network of police services and training organizations. CPKN is now the focal point for collaboration on common training standards, competency management, and advocacy for continued enhanced professionalism in policing.

Sandy addresses audiences across Canada and internationally about the challenges of introducing 'disruptive innovations' into organizational culture and the evolution of learning technologies in the policing environment.

A native of Nova Scotia, Sandy holds a Bachelor of Business Administration from St. Francis Xavier University and a Masters of Business Administration from Dalhousie University.



Dr. Peter Collins has been the forensic psychiatrist with the Criminal Behaviour Analysis Unit of the Ontario Provincial Police, since 1995. From 1990 to 1995 he was a member of the first profiling unit of the Royal Canadian Mounted Police (Violent Crime Analysis Section) and was involved in the development of the Violent Crime Linkage Analysis System (ViCLAS). Since 1992 he has been a member of the crisis/hostage negotiation team of the Toronto Police Service Emergency Task Force. In addition, Peter consults to the Behavioral Analysis Unit of the U.S. Marshal's Service, the Profiling Unit of the Florida Department of Law Enforcement, and the Behavioural Sciences Section of the Calgary Police Service.

Peter obtained his Masters in Applied Criminology from the University of Ottawa, his Medical Degree from McMaster University and completed his postgraduate medical training in psychiatry and forensic psychiatry at the University of Toronto. His clinical appointment is with the Complex Illness and Recovery Program at the Centre for Addiction and Mental Health and he is an Associate Professor, in the Division of Forensic Psychiatry, at the University of Toronto. Peter is also a co-investigator with the Health Adaptation Research on Trauma (HART) Lab and an advisor to the International Performance Resilience and Efficiency Program for police tactical teams at the University of Toronto (Mississauga). He is a consulting editor with the Journal of Threat Assessment and Management, published by the American Psychological Association, and a monthly columnist with Blue Line Magazine.

Dr. Collins retired from the Canadian Armed Forces (Reserves), at the rank of Lieutenant-Commander, and served on 2 deployments in Southern Afghanistan. In October 2012 he was awarded the Queen's Diamond Jubilee Medal in recognition of his contribution to the Canadian Forces. He has also been awarded the Canadian Forces Decoration (CD). In 1997 Peter was elected a member of the International Criminal Investigative Analysis Fellowship. In 2017 he received a lifetime achievement award from the Canadian Critical Incident Association. Peter is an authority on violent crime and has worked with, and instructed, numerous criminal justice agencies in North America, and internationally, including the FBI, the U.S. Department of Homeland Security, Interpol, and Europol.

Dr. Oliver Stoetzer (PhD., ASIS, CSFS, IACA, IPSA) is an Assistant Professor at Wilfrid Laurier University in the Master of Public Safety and Bachelor of Arts Policing degrees and was previously a Professor at Fanshawe College in the School of Public Safety. Dr. Stoetzer is also a member of ASIS, an associate member in the Canadian Society of Forensic Science (CSFS), a member of the International Association of Crime Analysts (IACA), and a member of the International Public Safety Association (IPSA). Dr. Stoetzer has been lecturing, researching, and teaching about issues in public safety and security for almost 30 years and has research interests in biometrics, technology in policing, smart technologies in cities and campuses, and information security.





Mr. James Robertson (MA(c), ASIS) has been the Security Systems Specialist at Fanshawe College in London, Ontario for nearly a decade. Prior to his current role, he was a sworn Special Constable. James is also a part-time instructor at several Canadian colleges and universities, teaching subjects that involve the convergence of information security, policing, public safety, and training. He holds multiple physical security and IT certifications and is currently a Master's thesis student researching the digital literacies required of front-line police officers in Canada. James's blend of law enforcement experience, ICT skills, teaching, and academic research place him at the forefront of the most current digital technologies affecting public safety.

Program Director Steve McCartney, MSc, retired from the Vancouver Police Department (VPD) after 28 years of service. While with the V.P.D. he served in a variety of capacities including patrol, Detective Constable with Strike Force, Sexual Offence Squad, the Provincial Unsolved Homicide Unit and VPD Homicide Unit. After leaving the V.P.D., he was seconded to the British Columbia Police Academy at the Justice Institute of British Columbia (JIBC) as an instructor in Investigation and Patrol. Upon retiring from the V.P.D. he became the Program Chair of Law Enforcement Studies at the JIBC. He currently serves as the Program Director of the JIBC Police Academy. In 2015 he published *Ethics in Law Enforcement*, an open text book used at the JIBC, Simon Fraser University and other colleges in Canada and the United States. Steve is also a sessional instructor at the JIBC, where he currently teaches Applied Ethics in Law Enforcement and Law Enforcement Communication Skills.



Superintendent Michel Legault is the Officer In Charge of Training & Development and the Pacific Region Training Centre in British Columbia. For the last 31 years, Michel has served in various communities in BC as well as in Ottawa, Ontario. He primarily worked in such capacities as Front Line Policing, Major Crimes, Crime Prevention, Training and Human Resources.

For the last twenty-six years, Michel has been involved in learning & development, performance improvement initiative, change management and organizational behavior as a supervisor, manager, executive and coach. Michel has had the privilege of presenting at several conferences and training workshops, provincially, nationally and internationally. Michel holds a Master's

Degree in Leadership and Training from Royal Roads University and also is a sessional Instructor for the Justice Institute of British Columbia and Camosun College.

Michel is also on the Board of Directors for the Canadian Police Knowledge Network as well as Canadian Association of Police Educators. He also sits on various committees for the BC Association of Chiefs of Police and the Canadian Association of Chiefs of Police. Most importantly, Michel is the husband of Leah and father to two wonderful children Tessa and Alexandre.

Deputy Chief Superintendent Jens Reusch has been a police officer since 1989 and is a 30 year police veteran. Jens has been a Police Manager since 2003 and has been working with the Further and Advanced Education since 2013. In 2017, Reusch was appointed as the Head of Institute for Further and Advanced Training for the Danish National Police College.



Dr. Peter Shipley is a 29 year member of the Ontario Provincial Police (OPP) and has served as the Chief Instructor, General Patrol Training Unit at the OPP Academy since 2008. In this role he has overseen the implementation and delivery of frontline General Patrol Training Courses which includes 90 on site and deployed virtual learning courses annually and is currently working on a number of strategic OPP training initiatives.

Dr. Shipley serves as the President of the Canadian Association of Police Educators and recently served as the General Chair of State and Provincial Police Academy Directors section (SPPADS) of the International Association of Chiefs of Police. In 2013, Peter became only the second Canadian in SPPADS history to have been elected to the Chair position.

Dr. Shipley has served on numerous police training and education advisory committees including the Countering Violent Extremism Advisory Group for the IACP/DHS. He has also served as President of the Police Fitness Personnel of Ontario for five years and has instructed as a part-time adjunct Professor at Georgian College in the Bachelor of Human Services-Police Studies and Police Foundation programs. Dr. Shipley has degrees from University of Toronto and Brock University as well as completing the Queens University, School of Business, Operations Leadership certification program. Dr. Shipley received his doctoral degree from the American College of Education in Educational Leadership and his dissertation focused on *“Police Training in Investigative Techniques: An Instrumental Evaluative Case Study of a Blended Learning Course and Its Impact”*. In January of 2019, he was bestowed with the Order of Merit of the Police Forces for his contributions to police training in Canada which was presented by the Governor General of Canada. Peter is married to Kimberly and they have five children together.

Dr. Craig Bennell is the Director of the Police Research Lab at Carleton University. Craig received his B.Sc. in Psychology from the University of Alberta (Canada) and his M.Sc. and Ph.D. in Psychology from the University of Liverpool (UK), where he studied under the supervision of Professor David Canter. Craig is currently a Professor in the Department of Psychology at Carleton University with a cross-appointment to the School of Linguistics and Language Studies. In addition, he is a member of the Forensic Psychology Research Centre. He is a previous President of the Society for Police and Criminal Psychology and a previous Editor of the Journal of Police and Criminal Psychology. He is also a founding member of the Crime Linkage International Network based out of Birmingham, UK, and is a member of the Executive team for the Canadian Society of Evidence-Based Policing and sits on the Research Advisory Committee for the Canadian Association of Chiefs of Police.



At Carleton, together with a great group of graduate and honours students, Craig runs the Police Research Lab which focuses on research related to evidence based policing. The research focuses on three primary issues: (1) police use of force and de-escalation and understanding the factors that impact police performance during their interactions with the public, (2) identifying training practices that can improve police performance in high stress situations and (3) evidence-based policing. The construction of the PRL was made possible through funds from the Canadian Foundation for Innovation, the Ontario Research Fund, and Carleton University. Craig's research has been funded by the Social Sciences and Humanities Research Council of Canada, the Canadian Police Research Centre, Correctional Service Canada, and Carleton University.

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