

STANH PE 2024

Agenda

**From Dial-up to AI: Two Decades of Collaboration,
Innovation, and Evolution in Police Training**

September 24 - 26, 2024 | Charlottetown, Prince Edward Island

Tuesday, September 24 | Opening Night

5 - 7:30 p.m.
*Memorial Hall /
Main Concourse*

Registration Desk

7 - 9:30 p.m.
Memorial Hall

Opening Ceremonies and Welcome Reception

Join us as we kick off the 2024 Stanhope Conference with our official welcome and opening ceremonies at Memorial Hall in the Confederation Centre of the Arts. Paul Pedersen, Board Chair, Canadian Police Knowledge Network (CPKN), and Sandy Sweet, President, CPKN, will help set the stage for the next two days, followed by an interactive icebreaker and overview of the conference.

To cap off the night, join us at the welcome reception in Studio One and Mavor's Lounge where delegates are invited to enjoy drinks and hors d'oeuvres while mingling with colleagues and fellow guests.

Official Welcome and Stanhope 2024 Kick-off

*Julie Pellissier-Lush, Knowledge Keeper, L'nuey
Brad MacConnell, Chief, Charlottetown Police Service*

Stanhope Overview

*Paul Pederson, Board Chair, Canadian Police Knowledge Network
Sandy Sweet, President, Canadian Police Knowledge Network
Sonia Poulin, President Elect, Canadian Police Knowledge Network
Paul Hebert, Board Member and Chair of the National Advisory Committee, Canadian Police Knowledge Network
Krystine Richards, Vice President of Operations, Canadian Police Knowledge Network
Rachel Cutcliffe, Director of Outreach and Communications, Canadian Police Knowledge Network*

9:30 - 11 p.m.
Holman Grand Hotel

Hospitality Suite (optional)



Wednesday, September 25 | Day One

7 a.m.
The Holman
Grand Lobby

5km Guided Run (Optional)

7:30 - 8:20 a.m.
Memorial Hall

Breakfast Buffet and Registration Desk

8:20 - 8:30 a.m.
Memorial Hall

Welcome

8:30 - 9:30 a.m.
Memorial Hall

Looking Back and Thinking Forward: 20 Years of Policing Leading Future Directions

Moderated by Paul Pedersen, Executive Director, Ontario Association of Chiefs of Police, this panel will bring together senior police leaders to discuss the transformative changes in policing over the past 20 years and the challenges and opportunities shaping the future.

The conversation will explore advancements in technology, shifts in public perception, the evolving role of community safety and well-being approaches, the impact of social movements, shifts in training, and the importance of member wellness. Join us for an insightful discussion on the path forward for modern policing.

Session Host: Paul Hebert, Director, Ontario Police College

Moderator: Paul Pederson, Executive Director, Ontario Association of Chiefs of Police

*Panelists: Fady Dagher, Chief, Service de police de la Ville de Montreal
Rob Gilchrist, Assistant Commissioner and Executive Director, Canadian Police College
Del Manak, Chief Constable, Victoria Police Department*

9:30 - 10:50 a.m.
Memorial Hall

AI, Trust, and the Future of Policing

In this panel discussion, practitioners and leaders using AI within their organizations will delve into the multifaceted aspects of integrating AI into law enforcement organizations. Key themes will include educating employees on AI technologies, developing comprehensive policies, addressing fears and misconceptions, and effectively communicating AI initiatives to the public. Attendees will gain valuable insights into the challenges and opportunities of AI implementation, fostering trust and transparency within the community.

Session Host: Sean O'Brien, Sergeant, Toronto Police Service

Moderator: Betty Froese, Manager, Learning and Development, Vancouver Police Department

*Panelists: Laila Martin, Director, National Technology Onboarding Program, Royal Canadian Mounted Police
Colin Stairs, Chief Information Officer, Toronto Police Service
Howard Tran, Superintendent, Vancouver Police Department*



Wednesday, September 25 | Day One

10:50 - 11 a.m. **MORNING BREAK**

11 a.m. - 12:20 p.m. **The Evolution of Police Leadership: Where We Came From, Where We Are, and Where We're Going**

Memorial Hall

Policing has evolved dramatically over the last 20 years and, as a result, so has leadership. In this session we will explore how police leadership has changed, where we are now, and where it is going.

Deputy Chief Roger Wilkie will begin by setting the stage on how leadership has changed in the past 20 years and what this means for CPKN and police training.

We will then hear from retired Chief Superintendent Sue Decock, Staff Sergeant Tanya McLachlan, and Inspector Helen Peters who will talk about their experience as women in leadership and the training they've received.

Chantelle Ivanski, Director of Innovation, CPKN, will then discuss the wide range of leadership courses available and what this means for those looking to develop their leadership skills.

Finally, Inspector Chirag Bhatt and Superintendent Jeff Sandy will discuss the future of leadership and the development of a new Executive Leadership Program being developed with the Ontario Association of Chiefs of Police.

The session will end with a general discussion on the future of leadership and where we go from here.

Session Host and Moderator: Roger Wilkie, Deputy Chief, Halton Regional Police Service

Panelists: Chirag Bhatt, Inspector, York Regional Police

Sue Decock, Retired C/Superintendent, Ontario Provincial Police

Chantelle Ivanski, Director of Innovation, Canadian Police Knowledge Network

Helen Peters, Inspector, Winnipeg Police Service

Tanya McLachlan, Sergeant, Vancouver Police Department

Jeff Sandy, Superintendent, Halton Regional Police Service

12:20 - 12:30 p.m. **Group photo**

12:30 - 1:20 p.m. **Lunch**

1:20 - 2:20 p.m. **Concurrent | Wellness Early Intervention Program: Using Technology to Strengthen our Police Service**

Memorial Hall

Early intervention and wellness programs in policing are designed to proactively address the mental health and well-being of officers and civilian staff, aiming to reduce burnout and improve job satisfaction. Technology plays a crucial role by enabling the early detection of stress and behavioral changes through data analytics. Despite their benefits, these programs face challenges such as privacy concerns, resource constraints, and funding limitations. Successful implementations of wellness early



Wednesday, September 25 | Day One

interventions programs have shown positive outcomes like improved officer well-being and better community relations.

Session Host: Stephanie Johnson, Superintendent, Halifax Regional Police

Presenter: Christine Callaghan, Wellness Analyst, Early Intervention Program, Ottawa Police Service

1:20 - 2:20 p.m.
Studio One

Concurrent | CPKN LMS: Enhancing User Experience

In this presentation, we will explore the recent User Interface and User Experience improvements made to the Learning Management System and Learning Catalogue. These upgrades are designed to modernize the user interface and enhance navigation, providing a more intuitive and efficient experience for both law enforcement and corporate users. By focusing on user-centric design, we aim to streamline the learning process and make accessing educational resources easier and more enjoyable.

Surrey Police Service will provide a hands-on demonstration of policy attestation and tracking.

Session Host: Sean O'Brien, Sergeant, Toronto Police Service

Presenters: Kylea Jackson, Developer, Canadian Police Knowledge Network

Ryan Buhrig, Sergeant, Surrey Police Service

Kelly Wong, Inspector, Surrey Police Service

2:20 - 2:40 p.m.

NETWORKING BREAK (Light Refreshments)

2:40 - 3:30 p.m.
Memorial Hall

Recruitment and Retention in Today's Multi-generational Workforce

This session will cover reinforcing the importance of taking a strategic approach to recruitment and retention in a highly dynamic talent environment where certain skills are in high demand and demographic shifts are quickly creating gaps that challenge organizational sustainability.

We will be exploring the motivational drivers of the different generations and the shifts specific to 'Gen Z'. It will also review strategies to attract and retain incoming generations and discuss strategies to create cohesion and engagement across generations.

Session Host: Sandy Sweet, President, Canadian Police Knowledge Network

Presenter: Andrea Forbes-Hurley, Managing Partner, KBRS

3:30 - 4 p.m.
Memorial Hall

Adjournment

6 - 9 p.m.
Trailside Music Hall

CPKN 20th Anniversary Celebration and Dinner

9 - 11 p.m.
Holman Grand Hotel

Hospitality Suite (optional)



Thursday, September 26 | Day Two

- 7 a.m.**
The Holman
Grand Lobby
- 5km Guided Run (Optional)**
- 7:30 - 8:20 a.m.**
Memorial Hall
- Breakfast Buffet and Registration Opens**
- 8:20 - 8:30 a.m.**
Memorial Hall
- Announcements**
- 8:30 - 9:50 a.m.**
Memorial Hall
- Charting the Course, Data Literacy for Modern Policing**
- In this session, Greg Stanisci, Senior Manager, Business Intelligence Data Analytics, York Regional Police Service and Farley Meredith, Manager, Royal Canadian Mounted Police, will explore the critical role of data literacy in the rapidly changing world of public safety and policing. As technology advances and data becomes increasingly available, the need for a workforce capable of interpreting and leveraging this data effectively has never been more pressing.
- They will provide insights into the importance of data literacy from municipal, provincial, and national perspectives, highlighting the challenges and solutions associated with building a data-literate workforce. Through their discussion, attendees will gain a deeper understanding of how data literacy can enhance decision-making, accountability, and transparency in public sector organizations, ultimately leading to improved public services and increased community trust.
- Session Host: Blair Steer, Inspector, York Regional Police*
- Presenters: Farley Meredith, Manager, Royal Canadian Mounted Police*
Greg Stanisci, Senior Manager, Business Intelligence Data Analytics, York Regional Police
- 9:50 - 10:10 a.m.**
- NETWORKING BREAK**
- 10:10 - 11:30 a.m.**
Memorial Hall
- Modernizing a National Police Competency Framework**
- Join this interactive session to explore the evolution of police competencies, from the 2013 Police Sector Council Competency Framework to the current Competency-Based Management Framework (CBMF). We'll delve into findings from a recent needs analysis survey on the CBMF usage across the country and discuss the future of the framework. Engage in a collaborative discussion on modernizing the CBMF, covering content areas, structure, layout, and user accessibility to ensure it meets the evolving demands of contemporary policing.
- Session Host: Brad McCallum, Chief Superintendent, Ontario Provincial Police*
- Presenters: Dominic Mallett, Innovation Advisor, Canadian Police Knowledge Network*
Angela Ripley, Industrial/Organizational Psychologist, Consultant
- 11:30 - 11:45 a.m.**
Memorial Hall
- Presentation of F. Darren Smith Award**



Thursday, September 26 | Day Two

11:45 a.m. - 12:45 p.m. Lunch

12:45 - 2 p.m.
Memorial Hall

The Edmonton Police Service Critical Incident Reintegration Program - A Healthier Return to Work

The Edmonton Police Service Critical Incident Reintegration Program is a streamlined, member-driven, peer-facilitated program for sworn or civilian members dealing with the stress of a critical incident or returning from a long-term absence.

The Reintegration Program is individualized to meet each member's unique needs and has two variations. The primary goal of the "short-term" program is to assist members in returning to work shortly after a critical incident while diminishing the potential for long-term psychological injury, while preparing them to return to work feeling comfortable and confident.

The primary goal of the "long-term" program is to assist members who have been off work for an extended period of time and is designed to support these members in returning to the normalcy of work by providing supports and training that are outside the scope of what they have received from their health care provider, regardless of the reason for the absence. This session will discuss the structure of the program and lessons learned.

Session Host: Paul Rinkoff, A/Superintendent, Toronto Police Service

Presenter: Tim Moeller, Sergeant, Edmonton Police Service

2:00 - 2:20 p.m.

NETWORKING BREAK (Light Refreshments)

2:20 - 3:40 p.m.
Memorial Hall

The Future of Policing, Professional Development, and the Network

Join us for an engaging and interactive session where we will hear from a member of Victoria Police in Australia talk about her experience, as well as CPKN leadership providing a comprehensive update on the latest developments within CPKN. This presentation will cover key achievements, ongoing projects, and strategic initiatives.

We value your input and will be seeking your feedback and ideas on the direction you would like to see CPKN take in the future. Your participation is crucial in shaping our path forward, ensuring we continue to meet and exceed our collective goals by continuing to drive excellence in policing in Canada.

Don't miss this opportunity to voice your thoughts and contribute to the future success of our organization!

Session Host: Sandy Sweet, President, Canadian Police Knowledge Network

*Presenters: Sharee Bahn, Acting Senior Sergeant, Victoria Police, Australia
Krystine Richards, Vice President of Operations, Canadian Police Knowledge Network
Chantelle Ivanski, Director of Innovation, Canadian Police Knowledge Network*



Thursday, September 26 | Day Two

3:40 - 4 p.m.
Memorial Hall

Closing Remarks

4 - 6:00 p.m.
Holman Grand Hotel

Hospitality Suite (optional)

6:30 - 9:00 p.m.
Lobster on the Wharf

East Coast Lobster Dinner

