

**Canadian Association for Civilian Oversight of Law
Enforcement**

(CACOLE)

Conference 2005

**CURRENT ISSUES IN POLICE
ACCOUNTABILITY**



Moderator & Speaker Biographies

Index of Moderators and Speakers

CACOLE extends deepest appreciation to the Speakers and Moderators who so generously give of their time to participate in the annual national conference. Without them, the informative and lively professional development sessions would not be possible.

Kimberly Armstrong	3
Chief Constable Paul Battershill.....	3
Deputy Chief Michael Berkow.....	4
Mario Bilodeau	4
Frederick Biro.....	5
Clément (Clem) Bolduc	6
William J. Closs	6
Nadine Cooper Mont	7
James Lawrence Cornish, LLB	8
Raymond Cusson	8
Yvan Delorme	9
Patrick Duncan	10
Chief Constable Derek Egan	11
Philip K. Eure	12
Sonya Ferrara	12
Peter Fisher	13
Christine Hall, MD MSc FRCPC.....	13
Nick Hardwick.....	14
Shirley Heafey	15
Lois R. Hoegg, Q.C.....	16
Hilary Homes.....	16
Al Hutchinson - Oversight Commissioner.....	17
Yolande James	18
Chief Edgar MacLeod	19
Joseph Martino, LL.B.	20
Jean McKenna	20
Paul McKenna.....	21
Robert W. Mitchell, Q.C.....	21
Paul Monty	21
Garry Mumford	23
Nuala O'Loan	23
William Phillips	24
Dirk Ryneveld, QC	24
Donna L. Shelley, Q.C	25
Claude Simard.....	26
Leona Tesar.....	26
George V. Wright	27

Kimberly Armstrong

Kimberly Armstrong received her Honours Bachelor of Arts in Political Studies from Queen's University in 1990. She then attended Osgoode Hall Law School and received her Bachelor of Laws in 1993. She completed articles of clerkship with the Alberta Court of Appeal and then finished her law articles with Milner Fenerty (Fraser Milner Casgrain). She continued to work for Milner Fenerty practising in the areas of securities litigation, defamation and insurance litigation until 1997.

In 1997, she joined the Edmonton Police Service as a Legal Advisor. In 2002, she was promoted to the position of Manager in charge of Professional Standards Branch. The Professional Standards Branch is comprised of Internal Affairs Section, Legal Advisors' Section and Freedom of Information and Protection of Privacy Unit.

Kimberly was recently selected as Chair of the newly formed Canadian Association of Chiefs of Police subcommittee on Professional Standards.

Chief Constable Paul Battershill

- Appointed as Victoria Police Chief in 1999 following a 23 year career in the Vancouver Police Department.
- Paul was elected as a police union official in the 1980's at a municipal, provincial and national level.
- Chief Battershill was a member of the Justice Oppal Royal Commission of Inquiry Into Policing in British Columbia in 1993. The Commission's recommendations led to the system of oversight presently in place in British Columbia.
- Paul was a founding director of the E-Comm Corporation in the Lower Mainland in 1997. E-Comm established the first integrated multi-agency public safety service in North America including police, fire and ambulance in wide area radio, information systems, 911 and post disaster facilities.
- Chief Battershill is presently Chair of the Steering Committee implementing the PRIME BC police database in B.C.
- Chief Battershill is Chair of the RCMP National Forensic Laboratory Committee and is a member of the Webster Foundation which recognizes outstanding media achievement in B.C.

Deputy Chief Michael Berkow
Commanding Officer
Professional Standards Bureau



Due to circumstances beyond his control, Deputy Chief Berkow is unable to attend. He extends his apologies for the change in scheduling.

Mario Bilodeau

Education

1966	B. A., Liberal Arts College, Thetford Mines
1969	Licentiate in Laws from the Université Laval
1970	Called to the Bar of the Province of Québec

Field of Activity

Since November 10, 2003	President Comité de déontologie policière 2525 Laurier Blvd Suite A-200 - 2 nd floor Sainte-Foy (Québec) G1V 4Z6
----------------------------	---

January 1995 to November 2003	Assistant Deputy Minister Public Prosecutions Directorate Ministère de la Justice
----------------------------------	---

1970-1994	Practice of criminal, administrative and professional law
-----------	--

Experience

1991-1994	Sûreté du Québec prosecutor in the coroner's inquest on the death of corporal Marcel Lemay
-----------	---

1991-1992	Member of the De Coster Committee in charge of investigating the circumstances surrounding the Polytechnique tragedy in Montreal and making recommendations
-----------	--

1989-1990	Lecturer in Criminal Law, Faculty of Law, Université Laval Member of the Quebec Bar Standing Committee on Criminal Law
1988	Investigation Commissioner on the status of minor hockey in Charlesbourg
1985	Investigation Commissioner under the <i>Loi des commissions d'enquête sur l'administration du C.A. – CLSC J. Octave Roussin</i> in Montreal
1981-1990	Criminal Law professor at the Occupational Training Centre of the Quebec Bar
1981-1984	Prosecutor for the Investigating Commission on the administration of the city of Rimouski Investigator for the Quebec Bar Professional Inspection Committee
1981	Contact person for the courses on oral argument techniques offered by the University of Sherbrooke
1978-1981	Prosecutor with the Keable Commission on policing activities within the Québec territory Representative of the Attorney General of Québec before the McDonald Commission
1978	Member of the Québec Youth Protection Governing Board set up under the Youth Protection Act
1974	Extension course on Criminal Law in Halifax
1973-1977	Director of the legal clinic set up by the Université Laval under the name Bilodeau, Cloutier et associés
1970-1973	Private practice.

Frederick Biro

Frederick Biro joined the Regional Municipality of Peel Police Services Board as Executive Director in January, 1991. He also served concurrently as Executive Director of the Canadian Association of Police Boards from August, 1993, until October, 1996. In that role, he was responsible for the development and publication of an extensive report on the criteria necessary for effective board governance. In 2001/2002, he assumed the role of Acting Executive Director for the Ontario Association of Police Services Board for a six-month period.

Mr. Biro has worked in the private sector as a self-employed consultant and writer. He has extensive government experience, having served as executive assistant to a member of provincial parliament, on the staff of a Cabinet Minister, and as Senior Advisor, Director of Communications, and Press Secretary to a leader of the Ontario Progressive Conservative Party. He is active in his community, including having been a member of the United Way of Peel Board.

In January, 2000, he was appointed to the OMERS Board, one of Canada's largest public sector pension plans, with over \$36 billion in assets. He was elected Chair in January, 2004 and was subsequently re-elected to that position in 2005.

He has been a speaker and presenter at police and non-related police functions, and is a recognized authority on police board governance. He has had articles appear in a number of publications, and is the author of three published novels.

Clément (Clem) Bolduc

Clem Bolduc has held the position of Executive Director at the New Brunswick Police Commission since October 1989. He is responsible for the day to day operation of the Commission and ensures that citizen's complaints are promptly and properly investigated.

Prior to his present duties, Clem organized and carried out law enforcement training for Federal Fisheries officers for the Gulf region.

Mr. Bolduc has a long and distinguished career in policing. In 1957, he joined the Royal Canadian Mounted Police (RCMP) in Montréal, QC. He took his basic training in Regina, SK and was posted in Québec and New Brunswick. His duties as an RCMP officer included general duties on detachment, highway patrol, general investigations; Detachment Commander, responsible for joint operations with RCMP and other police forces; and Section NCO supervising several detachments. Mr. Bolduc retired from the RCMP in 1984 with the rank of Staff Sergeant.

Including his present duties with the New Brunswick Police Commission, he has been involved in policing matters for over 40 years.

William J. Closs

Chief of Police, Kingston Police

Bill Closs has been in policing for 39 years, achieving the rank of Chief Superintendent with the Ontario Provincial Police (OPP) before becoming Kingston's Chief of Police in 1995. He is a graduate of the Ontario Police College, the Canadian Police College, and the Queen's University Executive Program.

After leaving the OPP to become Kingston's 14th Chief of Police in 1995, his leadership and organizational skills were soon called upon as the provincial government's agenda for local restructuring resulted in the merger of Kingston with two bordering townships. Overnight, Kingston became home to the province's 14th largest police service with responsibility for a geographical area that encompassed five major federal penitentiaries. When Chief Closs assumed his role in 1995, there were 101 sworn officers; today there are 179 under his command, for a total complement of 232 sworn and civilian members.

Throughout his career, Chief Closs has devoted much time to employment equity, race relations, and the philosophy of community policing. More recently, in dealing with perceptions of racial profiling in the community, Chief Closs and the Kingston Police introduced a new point of view on victimization, as well as a bias-free policing policy, and then took ground-breaking steps in the collection of data on police stops. He was the first chief of police to receive the Community Award from the Association of Black Law Enforcers for his "bold leadership in ensuring equality."

In March 2004 he accepted a Gold Medal of Excellence on behalf of his officers from the Human Rights and Race Relations Centre in Toronto, and in February 2005 he and his officers were honoured with the receipt of the Outstanding Achievement Award for Public Complaints Administration for the year 2003/2004 (Medium-Size Police Service). One of his strongest beliefs is that police officers who practice the spirit of the law bring integrity to the law.

Nadine Cooper Mont

Chair, Nova Scotia Police Commission

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

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

James Lawrence Cornish, LLB

Until his recent appointment as Interim Director of the Special Investigations Unit (Ontario), James Cornish served as Crown Attorney-Haldimand (Haldimand County) from April 1999, where he was responsible for all matters relating to the prosecution of criminal and quasi-criminal charges in Haldimand. He was also Acting Crown Attorney for Norfolk from January 2002 to May 2004.

Mr. Cornish's professional background includes work as Team Leader: DNA Retroactive Team, Ministry of the Attorney General, membership in the Crown Policy Manual Review Committee, the Kaufman Report Response Team and Assistant Crown Attorney in Milton, Ontario. He has worked on projects as diverse as *the* Federal/Provincial/Territorial Heads of Prosecution Working Group on DNA issues, development of Crown/Police Protocol on investigation, organization and disclosure in respect of major crimes, development of a police protocol for investigation of sexual assaults presently in use by the Halton Regional Police and the Committee which developed the Policing Standard in respect of Criminal Harassment.

James has authored "*Suicide and Attempted Suicide: Legal Issues*" for the Canadian Journal of Psychiatry, March, 1986, co-author, essay on mental health legislation in Ontario and Canada, together with James Brown and Dr. G. T. Swart, *The Law of Criminal Harassment and Stalking*, co-author (together with Dr. Peter Collins and Kelly Murray), a comprehensive text on the law in respect of criminal harassment and related psychiatric issues.

He received his Bachelor of Law degree from the University of Western Ontario in 1982 and is a Barrister at Law and Solicitor of the Supreme Court of Ontario since 1984 and holds memberships in organizations such as the National District Attorneys' Association, the International Homicide Investigators Association, Colonel Henry F. Williams Homicide Investigators.

Raymond Cusson

Born in Montreal, Raymond received his education at the University of Montreal, Carleton University and Dalhousie University, with degrees and certificates in areas of study such as anthropology, adult education, sports administration and negotiation.

He served in the RCMP for 26 years in Ontario, Quebec and Saskatchewan. He worked as a trainer at the RCMP Academy and as Program Manager at the Canadian Police College in Ottawa. After the RCMP, Raymond worked for nine years as Senior Consultant with the Nova Scotia Department of Justice and was responsible for policing contract negotiations involving the First Nations, RCMP and Federal Government.

Raymond's relationship with First Nations began in the early 70s in Cree country in James Bay, Ontario and has continued ever since with several nations in BC

Alberta, Manitoba, Saskatchewan, Ontario, Quebec and Nova Scotia. His roles have included trainer, negotiator or advisor in the areas of policing, governance and contract negotiations. He also worked at the national level with the Assembly of First Nations and is an advisor with the First Nations Chiefs of Police Association.

Over the last few months, Raymond has conducted governance and negotiation workshops for the Federation of Saskatchewan Indian Nations. HE is currently writing a book on Management for First Nations Policing.

Raymond lives in Newfoundland and provides on-site training and consultative services to First Nations in contract negotiations, governance and self-administered policing.

Yvan Delorme

Director, City of Montreal Police Department

Mr. Yvan Delorme has headed the City of Montreal Police Department since April 4, 2005. Prior to his nomination as Director of the Police Department, he fulfilled the duties of Assistant Police Director and Chief of Community Services – Northern Sector. At 42, he is one of the youngest officers to become Director of the Montreal City Police Department, and this after 21 years of service.

Mr. Delorme distinguishes himself by his outstanding career path which has led him to rapidly climb the career ladder and cumulate extensive experience with the MCPD. In less than ten years he progressed from the rank of Detective Sergeant to that of Director. A true dynamo, he also obtained a Master's degree in Public Administration from the École nationale d'administration publique (ENAP) in 2002.

He joined the MCPD in 1983, first as a patrolman and then as a training officer. In 1988 he participated in several major investigations as an undercover agent with the Narcotic and Controlled Drug Division. In 1995, he joined "Carcajou", a mixed regional outlaw bikers squad. As Detective-Sergeant, Mr. Delorme then coordinated large-scale operations and managed the project's human, physical and financial resources.

In 1996, he reorganized the undercover agent unit as part of his Lieutenant-Detective duties with the Narcotic and Controlled Drug Division. He also created the Proceeds of Crime Investigations Unit. Promoted to the rank of Commanding Officer, he implemented the latter in 1997. He also developed a computerized investigation management system and reorganized the Organized Crime Division as part of the review of investigation procedures. He also supervised several major investigations which culminated in numerous arrests and major money and drug seizures.

As Commanding Officer and Inspector of the Operational Management Office, he coached newly promoted commanding officers during routine or large-scale (disappearances, kidnappings, crime scene coverages, etc.) operations. He also coordinated and advised command teams during festivals, the Carifête and various impromptu events. Between 2002 and 2004, he successively acted as Chief Inspector of the Technical Services Division, the Investigations Directorate and the Operations Directorate. He was also involved in setting up the new structure arising from the optimization of community policing. He managed the routine business of the Office of the Assistant Director of Operations, including budgetary activities and the coordination of the five community services.

Both approachable and congenial, Mr. Delorme is first and foremost a unifier, a team player. A proven leader, he builds on the complementarity of everyone's skills to ensure the success of a project. Visionary and creative, he intends to pursue the goal of optimizing community policing so that its development can meet the needs of all citizens, together with the various stakeholders of the City of Montreal.

Mr. Delorme was a member of the *Association des directeurs de police du Québec*, of the *Drug Abuse Committee*, of the Canadian Association of Chiefs of Police and of local, regional or national committees mainly involved in matters of public safety and community actions.

The MCPD has a staff of over 4,200 police officers and nearly 1,000 civilian employees. The staff is composed of 74.3% men and 25.7% women. Nearly 380 police officers are from ethnic communities and some 190 of them belong to a visible minority. According to the 2003 Annual Review, 64% of police officers are less than 40 years old, and slightly more than 43% have less than 10 years' seniority with the MCPD. In 2004, the budget of the police department totalled \$443,368,000.

Patrick Duncan

Patrick Duncan practices law in Halifax, Nova Scotia with the firm of Beveridge, MacPherson & Duncan.

After graduating with his Law Degree from Dalhousie University Law School in 1979, he began his legal career with the Nova Scotia Legal Aid Commission as a criminal defence lawyer.

In 1986, Mr. Duncan moved to the private practice of law and has continued a practice concentrated in defence litigation, primarily in the field of regulated professions.

In 1989, members of the then Halifax Police Department established the Municipal Association of Police Personnel. That Union currently represents the over 400 members of the Halifax Regional Police. Since its creation Mr. Duncan has provided legal representation to MAPP members in relation to all complaints under the Police Act, as well as in cases where members have been charged with criminal or quasi-criminal charges arising from the execution of their duties.

Mr. Duncan has lectured in Advocacy and Evidence to the National Judicial Institute, and at numerous conferences presented by the Canadian Bar Association and the Nova Scotia Barristers Society. He has also been active in lecturing and speaking to members of the law enforcement community.

Mr. Duncan has appeared in all levels of courts, including the Supreme Court of Canada, and before a number of Investigations Committees and Hearing Committees for regulated professions. He has sat as a Board of Inquiry under the Human Rights Act of Nova Scotia. In 2000 he received his Queen's Counsel Designation.

Chief Constable Derek Egan

Saanich Police Department

Chief Constable Derek Egan joined the Saanich Police Department in 1974. He has served in the Patrol Division, Detective Division, Administration Division and Staff Development Research and Planning Section. From 1977 to 1994 he was member, Team Leader and Operations Commander of the Greater Victoria Emergency Response Team. In this role, in addition to training and instructing internationally, he was responsible for planning, training, and operational command of Emergency Response during the XVth Commonwealth Games. He was promoted to Deputy Chief Constable in 1996 and Chief Constable in 1999.

Chief Constable Egan has a strong interest in police education and professionalism. He was a founding member of The Greater Victoria Essential Services Education Coalition, advocating educational excellence in essential service employees, a member of the Police Leadership Forum, and the British Columbia, Canadian, and International Association of Chiefs of Police.

He is a member of the Canadian Police College Advisory Board, and the Canadian Association of Police Chief's National Policies Services Committee, Human Resources Committee, and newly formed Ethics Committee.

He is currently a member and Chair of the British Columbia Chiefs of Police Association Emergency Response Team Committee, and its Ethics Committee. In this capacity he participated in the development of a Province-wide Code of Professional Conduct for all British Columbia Police Officers that was implemented in 2004.

Chief Constable Egan is a graduate of the Senior Police Administration Course and the Executive Development Course at the Canadian Police College in Ottawa; the Canadian Forces Command and Staff College, Kingston; and the United States Marine Corps College in Quantico, Virginia. Chief Constable Egan completed a Master of Arts (Leadership and Training) at Royal Roads University in Victoria in 2000.

He is married to Marcia Anne (nee Johnston) of Victoria, and they have two adult children.

Philip K. Eure



Philip K. Eure is the Executive Director of the Office of Police Complaints. He was appointed to the position in July 2000 by the Police Complaints Board (PCB), formerly known as the Citizen Complaint Review Board.

Mr. Eure joined the agency after working as a Senior Attorney in the Civil Rights Division of the United States Department of Justice, where he litigated cases on behalf of victims of employment discrimination. While at the department, he was detailed in 1997-1998 to Port-au-Prince as an adviser to the Government of Haiti on a project to reform the criminal justice system.

He received his bachelor's degree from Stanford University and his law degree from Harvard Law School.

Sonya Ferrara

Sonya Ferrara began working as a Field Officer with the Office of the Ombudsman's Children's Section in 1999. As a Field Officer, Ms. Ferrara reviews complaints received from youth in custody and care (including youth detained in police holding cells).

Sonya provides youth with a voice, and she monitors and investigates institutional authorities for policy and legislative compliance. She also represents the Children's Section on various committees and national roundtables.

Ms. Ferrara works on research projects, and her work promotes rights education and clarifies complaints procedures. Ms. Ferrara brings a combination of education and practical experience in the field with youth at risk. She has also been a Youth Worker for the Department of Justice, and volunteered as a Probation Officer in both Ontario and Nova Scotia.

A York University graduate, Ms. Ferrara obtained an honours degree in political science and is currently pursuing a Master's degree in Criminology at Halifax's Saint Mary's University, focusing on youth rights and police accountability.

Peter Fisher

Mr. Fisher is currently leading several strategic initiatives for the Aboriginal Policing Directorate, including enhanced governance and accountability, and scenarios for future direction for First Nations policing. He will be retiring from government on April 1, 2006. He had previously occupied the position of Director General, Aboriginal Policing Directorate, Department of the Solicitor General, Canada, from December 1998 to February 2005. His government career spans 37 years and 6 departments. He has worked in federal corrections as an institutional counsellor, a parole supervisor, and a regional manager; at Indian Affairs he served as a land claims negotiator in both B. C. and the Yukon; in Environment Canada he was responsible for managing corporate policy issues; in Energy, Mines and Resources, he served as Director General, Corporate Policy Branch; and from 1995-98 he was Director General of the Policy, Planning, Information and Services Branch in the Earth Sciences Sector, Natural Resources Canada.

Since joining the Aboriginal Policing Directorate, Mr. Fisher has worked closely with the First Nations Police Governing Authorities and the First Nations Chiefs of Police in promoting greater community capacity for the oversight, management and delivery of First Nations police services.

Mr. Fisher is married, with four children and three grandchildren; and he looks forward to being able to spend more time with his family.

Christine Hall, MD MSc FRCPC

Dr. Hall is a staff physician in the Emergency Department of the Calgary Health Region, working in Adult Emergency Medicine. The emergency department is a tertiary care area encompassing three adult and one pediatric emergency departments with over 225,000 adult emergency visits annually. She is also a flight physician with STARS (Shock Trauma Air Rescue Society) and has been for five years.

Christine is currently the Program Director of the Fellow of the Royal College of Physicians Program (FRCP) in Emergency Medicine at the University of Calgary. The FRCP Program is a 5 year emergency medicine specialty program which currently has 12 residents who attend for 5 years each and are emergency medicine specialists, not family practitioners. She is also the Division Chief of Education for the Department of Emergency Medicine, Calgary Health Region and a clinical lecturer at the Faculty of Medicine, University of Calgary.

Dr. Hall has a Master's Degree (thesis based) in Clinical Epidemiology and was formerly the Division Chief of Research at the Centre. She is currently a co-investigator in multiple research projects locally and nationwide and has a particular research interest in clinical medicine and pre-hospital care.

She is a coauthor of the Canadian Police Research Centre's technical report: *Review of Conducted Energy Devices*, August 22, 2005 and also the report commissioned by the Office of the Police Complaints Commissioner, presented in Victoria, BC in June 2005.

Christine is the owner of two previously abandoned dogs, her golf game needs work but she is an accomplished skier and ski instructor.

Nick Hardwick

Nick Hardwick was appointed as the first Chair of the Independent Police Complaints Commission in December 2002.

Nick was Chief Executive of the Refugee Council from June 1995 to January 2003. The Refugee Council is the largest refugee agency in Europe and gives practical help and promotes refugees' rights in Britain and abroad. He was Chair of the European Council on Refugees and Exiles from 1999 to 2003 and is a member of the Holocaust Memorial Day Steering Group. He has also been a member of the Social Security Advisory Committee (1994-99) and the Prince's Trust Ethnic Minorities Advisory Group.

Nick has a BA (Hons) 1979 from Hull University in English Literature and an Honorary Doctorate in Social Sciences from the University of Wolverhampton. After leaving University, Nick worked for the National Association for the Care and Resettlement of Offenders (NACRO) from 1980 to 1986. He held a number of positions in NACRO's Youth Training Section including a period from 1984 to 1986 where he was based in Wolverhampton and responsible for a group of training schemes in the West Midlands. After leaving NACRO in 1986, Nick worked briefly as the Deputy Director of the Society of Voluntary Associates that recruited volunteers to work with the probation service.

From 1986-1995 Nick worked as Chief Executive of Centrepoin, the charity and housing association for young homeless people. During his time at Centrepoin Nick was seconded to the Department of the Environment for 6 months to advise the Housing Minister on the implementation of the government's Rough Sleepers Initiative.

Nick is 46 and lives in London with his wife and son.

Shirley Heafey



Chair, Commission for Public Complaints Against the RCMP

- Appointed Chair October 1997
- Achievements include:
 - a) Significant findings and recommendations on high-speed police chases; cell deaths; treatment of mentally ill persons; crowd control methods; and use of force
 - b) Introduction of Alternate Dispute Resolution methods to effectively deal with complaints
 - c) Successful resolution of francophone community conflict with RCMP in Saint-Simon/Saint-Sauveur
 - d) Continuous improvement of internal processes and operation through introduction of a quality assurance program

Work History

- Appointed member of Commission for Public Complaints Against the RCMP presiding over quasi-judicial hearings inquiring into public complaints about police conduct
- Part-time Assistant City Solicitor (Ottawa) conducting litigation and defending challenges to municipal laws based on the Canadian Charter of Rights and Freedoms
- Appointed Chair of City of Gloucester Task Force reporting on "Remuneration of Elected Representatives"
- Federal appointment as member of the Evaluation Committee for the Action 21 Program at Environment Canada
- Head and Principal Investigator, Appeal/Complaints, Security Intelligence Review Committee (SIRC)-primarily responsible for conducting investigations on matters of national security
- Private law practice specializing in administrative, employment and human rights law
- Department of Foreign Affairs producing Overnight Briefing Digest for the Minister
- Partner in used car dealership
- Assistant, Office of the Minister of Labour Canada
- Assistant, Office of the Solicitor General of Canada

Professional Memberships

- Law Society of Upper Canada
- Canadian Bar Association
- Société autochtone du Québec
- County of Carleton Law Association
- Canadian Association of Civilian Oversight of Law Enforcement
- Canadian Institute of International Affairs
- Canadian Council of Administrative Tribunals
- International Ombudsman Institute
- Canadian Association of Chiefs of Police

Personal

- Born in Maniwaki, Quebec
- Aboriginal status as métis
- Mother of two children
- BA, St. Patrick's College, French and English literature
- LL.B., French Common Law, University of Ottawa
- Certificates in Introductory and Advanced Negotiation and Mediation, Harvard Law School.
- Studied Islamic Law and Administrative Law, Harvard

Lois R. Hoegg, Q.C.

Ms. Hoegg is a partner with Ches Crosbie Barristers in St. John's, Newfoundland & Labrador. She was called to the Newfoundland Bar in 1983 and worked as a Crown Attorney with the Department of Justice, Newfoundland and as the Legal Director of the Law Society of Newfoundland, before joining Ches Crosbie Barristers in 1992.

Ms. Hoegg is a long-standing member of the Canadian Bar Association, having served as President of the Canadian Bar Association, Newfoundland Branch, on the organization's National Executive and as chair of its Ethics & Professional Issues Committee. Ms. Hoegg practices in the areas of personal injury law, professional discipline and selected administrative law. She was appointed adjudicator of the Royal Newfoundland Constabulary Police Complaints Commission in 1994 and its Commissioner in 2003.

Hilary Homes

Hilary's first niche within the human rights movement was in youth participation where she developed Amnesty International Canada's Youth & Student Program in 1987 and later launched the International Youth Coordinating Committee in 1995 (which she chaired until 2000). She now works as a Campaigner on

International Justice, Security and Human Rights and holds geographic portfolios on Africa & Europe.

As part of a two-year stint with Amnesty International's international Standing Committee on Research and Action in 2002-03, Hilary developed policy and directions for the organization's engagement work with law enforcement officials worldwide, and is currently tasked with a related international strategy. Her other overseas work has included training sessions with the emerging AI membership in Eastern Europe and Russia.

She is a former co-chair and current steering committee member of two Canadian coalitions: The Working Group on Children & Armed Conflict (hosted by the Canadian Peacebuilding Coordinating Committee) and the International Civil Liberties Monitoring Group (human rights, security and the impact of anti-terror measures). Over the years she has also worked and volunteered with the Canadian Red Cross, the United Nations Association and War Child Canada. At the community level Hilary is committed to promoting women and sport, and is currently a player/manager with Ottawa's newest women's Rugby football club.

AI Hutchinson - Oversight Commissioner

A graduate of Carleton University, Ottawa and Queen's University, Belfast (MBA), AI served nearly 34 years in the Royal Canadian Mounted Police (RCMP), rising through the ranks to Assistant Commissioner. Following recruit training in Regina Saskatchewan and Alberta, he had postings in the Yukon Territory, the Northwest Territories, Manitoba, Ottawa (HQ), New Brunswick, Toronto and London, Ontario.



Duties and experience included general duty policing, economic crime, drug enforcement, VIP protection, public order, human resources, organizational change management, and progressive management/executive positions. AI's final posting was as Commanding Officer of "O" Division (Ontario), responsible for the RCMP Operations in Canada's largest province.

AI Hutchinson was Chief of Staff for the Office of the Oversight Commissioner from its inception in 2001. He was appointed to the position of Oversight Commissioner subsequent to the retirement of Tom Constantine. As he commenced the new role in January 2004 Al Hutchinson said, "Patten recommended a five-year term for the Oversight Commissioner, and I am honoured to be leading the oversight team into this stage of the work, which will end in May 2005.

A tremendous degree of progress has already been made by policing institutions over the last three and a half years, reflecting the commitment of the Police Service of Northern Ireland and the Policing Board to providing world class policing to all the citizens of Northern Ireland. This is a very short amount of time in the context of change management in any organization, and particularly in policing. I am confident however, that organizations and individuals committed to the full implementation of Patten will continue to make further solid and fundamental steps towards achieving this goal".

Yolande James

Member for Nelligan, Québec Liberal Party

Education

- Bachelor's degree in civil law, Université de Montréal (2000)
- Bachelor's degree in common law, Queen's University (2003)
- Member of the Barreau du Québec (2004)

Professional experience

- Press attaché for the Member for Nelligan (1998-2003)
- Articling student, Ministère de la Santé et des Services sociaux (2003-2004)
- Political aide to the Minister of Health and Social Services (2004)

Community and political activities

- Participant in a study program for students with particular challenges, Montréal West Island (1994-1998)
- Volunteer, Youth group, Saint-Barnabas Church
- Regional coordinator, West Montreal Quebec Liberal Party youth commission
- Member, Organizing committee, Black History Month, Université de Montréal
- Vice-chair, Youth Liberal Association of Nelligan (1998-2003)
- Recipient of the *Senator Frank Carrel* scholarship (2003)
- Member of the board of directors, Office Québec-Amériques pour la jeunesse, since May 2005

Political, parliamentary and ministerial functions

Elected as Member for Nelligan in the by-election held on September 20, 2004

- Member, Committee on Social Affairs since October 19, 2004
- Member, Committee on Labour and the Economy since October 20, 2004
- Temporary Committee Chair since October 21, 2004

- Member, Québec Section, Commonwealth Parliamentary Association (CPA) since December 2004
- Member, Select Committee on Choosing a Site for the New Centre hospitalier de l'Université de Montréal, February 28, 2005 to March 8, 2005
- Parliamentary assistant to the Minister of Immigration and Cultural Communities since March 2, 2005
- Vice-chair, Québec Section, Council of State Governments (CSG) since March 2005
- National Assembly representative on the Council of State Governments (CSG) Health Policy Task Force and Great Lakes Legislative Caucus since April 2005
- Member, Committee on Culture since June 1, 2005

Chief Edgar MacLeod

Cape Breton Regional Police
 Immediate Past President, Canadian Association of Chiefs of Police

Chief Edgar MacLeod born and raised in Glace Bay, Nova Scotia, began his policing career in 1973 following his graduation from the Atlantic Police Academy in Charlottetown PEI.

In twenty nine years of policing he has served on the Shelburne, Charlottetown and Sydney Police Departments. In 1993 he was appointed Chief of Police for the New Waterford Police Department in Nova Scotia. He was appointed the first Chief of Police for the Cape Breton Regional Police Service, the position he currently holds.

Chief MacLeod graduated with a Bachelor of Arts degree from the University College of Cape Breton, earning the Alteen Trophy for scholastic and leadership excellence. He has since completed the Executive Development Course as well as other courses at the Canadian Police College.

Chief MacLeod has a strong community background. He has chaired and served on a wide variety of community agencies including Sydney Minor Baseball, Youth Alternative Measures, Howard House, Nova Scotia Heart Foundation and many others. In 1998 he chaired the Campaign for the United Way of Cape Breton. In October 1999, Chief MacLeod was selected by his peers within the Atlantic Provinces to be the first recipient of the Michael C. MacDonald Memorial Award for demonstrating excellence in matters of family, community and career. He is the Chair of the National Joint Committee of Senior Justice Officials for the Atlantic Region.

On the professional side, Chief MacLeod is a past President of the Nova Scotia Chiefs of Police and has served as Director and Vice President on the Canadian Association of Chiefs of Police (CACP). He has served on several CACP

committees and was Chair of the Crime Prevention Community Policing Committee. He was elected President of CACP in August of 2003.

Chief MacLeod resides in Sydney with his wife Barb. Their son Scott is a police officer with the Halifax Police Service and their daughter Shauna is a university student also in Halifax.

In 2003 Chief MacLeod was appointed an Officer to the Order of Merit of Police Forces at a ceremony in Rideau Hall, Ottawa.

Joseph Martino, LL.B.

Counsel, Special Investigations Unit

Joseph Martino graduated from the University of Toronto Faculty Of Law in 1998 and was called to the bar in Ontario in 1999. Since then he has been legal counsel for the Special Investigations Unit – an agency of the Attorney General in Ontario composed of civilian investigators, which is statutorily charged with investigating incidents of serious injuries and deaths involving the police and with the authority to lay criminal charges against police officers where warranted by the evidence.

As counsel with the Unit, he provides legal, operational, policy and strategic advice in all areas touching the Unit's oversight mandate. He is also active in the Unit's outreach activities and is a regular lecturer on SIU-related oversight issues at a policing course in the Criminology Program at the University of Toronto. He is currently the chair of CACOLE's Research Project Committee, which aims to facilitate and encourage scholarship on matters of oversight and accountability related to law enforcement.

Jean McKenna

Jean McKenna is a partner in Huestis Ritch, Barristers and Solicitors, in Halifax Nova Scotia, and has practiced with the firm since admission to the Nova Scotia Bar in 1984. She practices exclusively in the field of litigation, primarily insurance defence work and municipal law.

Ms. McKenna has a broad background in dealing with policing issues. She served for a number of years as Alternate Chair of the Nova Scotia Police Review Board (the public complaint adjudicative body). She served as Commission Counsel to the Bailey inquiry and the Richard Inquiry, recent policing related matters. She also acts as civil defence counsel on behalf of Halifax Regional Municipality / Halifax Regional Police in policing matters.

Paul McKenna

Paul is a partner in the Winnipeg law firm of Myers Weinberg LLP. He studied law at the University of Moncton and the University of Manitoba, graduated in 1988 and received his Call to the Bar in Manitoba in 1989. He has practiced since then primarily in the areas of Labour and Administrative Law.

Paul has been involved in representing the Winnipeg Police Association and its members since 1989 in numerous areas including grievances, *Fatality Act* inquiries, public inquiries such as the Aboriginal Justice Inquiry, Internal Disciplinary proceedings, Human Rights issues, disability issues and Workers Compensation claims. Paul has been the primary lawyer involved in defending individual Winnipeg Police Officers named in *Law Enforcement Review Act* complaints since 1989.

Robert W. Mitchell, Q.C.

Mr. Mitchell was appointed Saskatchewan Police Complaints Investigator in July, 2004.

His background is as a lawyer, politician and civil servant. He was admitted to the Saskatchewan Bar in 1960, and was appointed a Queen's Counsel in 1989. He left law practice in 1991, being the senior partner in the Saskatoon firm of Mitchell Taylor Romanow Ching. In 1986, Robert was elected as a Member of the Saskatchewan Legislature, and in 1991 was appointed as Minister of Justice in the newly elected Romanow government. He continued to serve as a Cabinet Minister until his retirement from politics in 1999.

His civil service career included three years with Justice Canada, one year with the International Labour Organization, and five years as Saskatchewan Deputy Minister of Labour.

He acted as the Chief Negotiator for the Federation of Saskatchewan Indians on self-government from 1999 until 2003. He is presently a mediator and labour arbitrator in addition to his duties as Police Complaints Investigator.

Paul Monty

1969 Bachelor of Laws degree, University of Montreal

1970 Admitted to Quebec Bar

1970-1973 Practised criminal law for Montreal Legal Aid

1973-1976 Assistant Director, Criminal Affairs Branch, Montreal
Community Legal Centre

- 1976-1979 In charge of legal service at Consumer Protection Bureau
- 1978-1979 Secretary, Consumer Protection Council
- 1979-1981 Lecturer at faculty of law, Laval University
- 1979-1987 Assistant Chief Crown Prosecutor, Criminal Affairs Branch, Quebec department of Justice
- 1987-1988 Acting Chief Crown Prosecutor, Criminal Affairs Branch
- 1988-1992 Chair, committee to implement Quebec's Code of Penal Procedure
- 1989-1991 Vice-chair, committee to implement Quebec municipal court reform
- 1991-1999 Director, Criminal Affairs, and Chief Crown Prosecutor
- 1993-1999 Member of the Co-ordinating Committee of Senior Officials on the administration of criminal justice in Canada
- 1994-1995 Chairperson, Criminal Section, uniform Law Conference of Canada
- 1994-1996 Member of the Board of Directors, Centre Louis-Hébert
- 1997-1998 Vice President, Uniform law Conference of Canada
- Since 1997 Member of the international association of prosecutors
- 1998-1999 President, Uniform Law Conference of Canada
- 2001-2002 Vice-president Canadian Association for Civilian Oversight of Law Enforcement (CACOLE)
- 1999 - 2005 Police Ethics Commissioner
- 2005 Direction générale des poursuites publiques, Sous-ministre associé, Ministère de la Justice (Quebec)
- Since 2000 Member of the Board of Directors, Institut de réadaptation physique de Québec.
- 2002 - 2004 President, Canadian Association for Civilian Oversight of Law Enforcement (CACOLE)

Garry Mumford

Garry Mumford is the Director of the Nova Scotia Police Commission. Prior to his position of Director he was the Investigator for the Commission.

In 1967 he joined the Royal Canadian Mounted Police and was posted in various locations within Newfoundland and Nova Scotia. He worked in numerous positions as an RCMP officer including general investigations, drug section, CPIC and, at his retirement in 1993, he was in charge of the Division's Criminal Intelligence Unit as well as the Halifax Metro Joint Task Force on Juvenile Prostitution.

Mr. Mumford has been a member of the Board of Directors of CACOLE (Canadian Association of Civilian Oversight of Law Enforcement) since June, 2001 and currently is a member of the executive committee. He is a past president and chair of the board of directors of Operation Go Home and is a member of the organizing committee for the Canadian Cancer Society's Relay for Life.

Nuala O'Loan



Mrs O'Loan, the Police Ombudsman for Northern Ireland, is responsible for the investigation of criminal and disciplinary allegations against the police. She is a qualified solicitor and was the Senior Lecturer holding the Jean Monnet Chair in European Law at the University of Ulster. She has had an interest in matters of law, the police and consumer rights for a long time and is author of several publications.

In the past, among other things, she has been:

- Chairman of the Northern Ireland Consumer Committee for Electricity;
- A Member of the Police Authority;
- Vice-Chair of the Police Authority's Community Relation Committee;
- A Member of the Northern Health and Social Services Board;
- Convenor for Complaints for the Northern Health and Social Services Board;
- A Member of the General Consumer Council, and Convenor of the Transport and Energy Group of that Council; and
- A Legal Expert Member of the European Commission's Consumers Consultative Council.

For seven years, Mrs. O'Loan was also a Lay Visitor to police stations. This meant that she could speak to people held in the cells, at any time of the day or night.

In 2003, the Annual Conference of the National Association for Civilian Oversight of Law Enforcement presented Mrs. O'Loan with an award for her outstanding contribution to police accountability.

Mrs. O'Loan is married and has five sons. She is a voluntary marriage counsellor, working particularly to prepare young people from different religions who are getting married.

William Phillips

William Phillips is a Mohawk from the Akwesasne Mohawk Reservation, located in the southern portion of Ontario, which borders the state of New York and the province of Quebec.

Currently, Mr. Phillips is District Chief of TsiSnaihne. He represents the Mohawk Council of Akwesasne and the community on the Canadian portion of the reserve. He serves as Chairperson for the Akwesasne Mohawk Police Commission. Along with his political duties, he has portfolios in Justice and Public Safety while serving his term.

Mr. Phillips served on active duty with the United States Marine Corps, from 1971 to 1974 and received an honourable discharge. He was also a member of the New York State Army National Guard from 1983 to 1989. His police career started as a Malone Village Patrolman in Malone, New York and then as Tribal Police Officer in Akwesasne, New York. HE switched careers to work at a federal correctional institution, the Ray Brook Bureau of Prisons in Ray Brook, New York. He retired in 2003 having served twenty three years.

William is a member of the Police Governance Authority Committee, the National Native American Law Enforcement Association and the Canadian Association for Civilian Oversight of Law Enforcement.

Dirk Ryneveld, QC

Dirk Ryneveld obtained his law degree in 1971 at the University of Saskatchewan in Saskatoon. He articulated and practised law in Cranbrook BC until his appointment as the first Deputy Regional Crown Counsel for the East Kootenays in April 1974. In that capacity Mr. Ryneveld was responsible for setting up and administering the newly created Crown counsel office and overseeing prosecutions within the East Kootenays.

In July 1985 Mr. Ryneveld became the Deputy Regional Crown Counsel for Victoria, where he was responsible for both administering the office and handling a personal caseload of trials. During this period he became the Director of Major Crime Prosecutions for Vancouver Island. In that capacity he regularly interacted

with all municipal police departments and several RCMP detachments on Vancouver Island. Dirk also conducted numerous high-profile cases, including murder, sexual assault, arson, and dangerous-offender proceedings. He acted as counsel on a regular basis at the BC Court of Appeal and occasionally at the Supreme Court of Canada. He was appointed as Queen's Counsel in 1990.

In March of 1999 Dirk took a leave of absence from Crown Counsel to become Senior Prosecuting Trial Attorney with the International Criminal Tribunal for the Former Yugoslavia in the Hague, Netherlands. Mr. Ryneveld has been the lead counsel in a number of significant cases. The first was a case out of Bosnia that led to the precedent-setting declaration by the Court of the Tribunal that rape, sexual assault and sexual enslavement of women by soldiers are war crimes. That case was followed by the Keraterm detention camp case, in which the camp commander and shift leaders were convicted of persecution as a crime against humanity.

Most recently, Mr. Ryneveld was the lead counsel in the Kosovo component of the ongoing Slobodan Milosevic trial, which has been described by the media as the most significant war crimes trial since the Nuremberg trials.

Mr. Ryneveld was sworn in as British Columbia's Police Complaint Commissioner on 13 February 2003.

Donna L. Shelley, Q.C

Donna L. Shelley, Q.C. is a partner with the law firm McLennan Ross LLP in Edmonton, practicing primarily in the area of corporate commercial law. Ms. Shelley has extensive experience in administrative law, having served as a member of various quasi-judicial tribunals since 1990.

As a former member of the Edmonton Court of Revision and a current member of the Municipal Government Board of Alberta, Ms. Shelley had adjudicated many appeals related to property assessment and planning matters. As a member of the Citizen's Appeal Panels, she has heard appeals under the Social Development Act, the Assured Income for Severely Handicapped Act and the Seniors' Benefit Act.

Ms. Shelley has acted as a sessional lecturer at the Faculty of Extension and, since 1994, has been an instructor in the Bar Admission courses for the Legal Education Society of Alberta. She has presented papers at, chaired panels of, or made presentations to a variety of organizations and conferences, including the Law Society of Alberta and the Canadian Bar Association. Ms. Shelley is actively involved in a number of charitable and community organizations, including the Rotary Club of Edmonton.

Claude Simard



Academic Training

Member of the Barreau du Québec

Université de Sherbrooke

1975 Licentiate in Laws

Work Experience

Since 2005 Police Ethics Commissioner

Ministère de la Justice

2004 - 2005 Associate Deputy Minister for the Direction générale des poursuites publiques

2003 - 2004 Acting Associate Deputy Minister for the Direction générale des poursuites publiques

2000 - 2004 Chief Crown Attorney for Eastern Quebec

1990 - 2000 Counsel for the Crown Prosecutors' Office in Rivière-du-Loup

1984 - 2000 Attorney's General's Prosecutor for the Kamouraska judicial district

Université du Québec à Rimouski

1986 - 1988 Lecturer in Labour Law and Commercial Law

Pettigrew, Simard

1976 - 1984 Lawyer

Leona Tesar

Leona is in-house counsel with the Edmonton Police Service (EPS), Legal Advisors' Section in Edmonton, Alberta. She studied law at the University of Alberta and was called to the Alberta Bar in 1998. Since being called to the bar, Leona has practiced primarily in the area of Civil Litigation defending civil claims

on behalf of the Province of Alberta as well as numerous Insurers in Canada and currently, the Chief of Police and members of the EPS.

Leona has been a Legal Advisor with the Edmonton Police Service since 2003. She, along with her colleagues in the Legal Advisors' Section, which includes 3 civilian lawyers and 3 police officer/lawyers, represent the legal interests of the Chief of Police of the EPS and its over 1200 members in matters including:

- civil litigation
- Law Enforcement Review Board hearings
- fatality inquiries
- internal disciplinary hearings
- human rights proceedings
- grievances/employment issues
- legal advice/direction in a multitude of areas including criminal, civil and administrative law, *Charter* issues and policing issues in general
- lecturing to recruits and supervisors

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

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

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

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