

# CACOLE 2023 Panel Descriptions

## DAY 1: MONDAY, MAY 29

### CULTURAL IMPLICATIONS FOR THE PUBLIC COMPLAINT PROCESS & REVIEW DECISIONS

In 2021, the Standing Committee on Public Safety and National Security Systemic released [Racism In Policing In Canada](#). In the report, the Committee acknowledges systemic racism and bias in policing in Canada.

How can police oversight agencies address the issues of current practice and better accommodate the needs of various cultural groups, racialized communities and Indigenous people?

This session will:

- examine the barriers that exist within the public complaint process;
- discuss culturally appropriate practices that can mitigate some of those barriers to encourage willingness of individuals to come forward with complaints or participate in the review process;
- highlight innovative initiatives and operational changes that have been successful in producing efficiencies and effectiveness in the public complaint process.

### TRAUMA-INFORMED INVESTIGATIVE TECHNIQUES

Becoming trauma informed means being more aware of how people who have experienced trauma have their lives impacted by it, and creating policies and practices that take this into account. This concept is relatively new when it comes to law, especially within the criminal justice system, and still needs further development.

"How we understand and envision trauma really gives a lot of direction to how we do our work."  
– Lori Haskell

This session will:

- provide an overview of research into the treatment of violence and trauma in vast sectors of society;
- examine trauma based interview techniques to avoid re-traumatizing victims in the process;
- discuss police oversight perspective on how trauma informed techniques are used.

## DAY 2: TUESDAY, MAY 30

### COMMUNITY POLICING & OVERSIGHT

Community policing is a shift from traditional law enforcement. This philosophy recognizes that the police alone cannot solve every community issue and emphasizes the need for law enforcement to work closely and collaborate with community members, organizations, and stakeholders to identify and solve issues related to crime and public safety.

### NEURODIVERSITY

Neurodiversity describes the idea that people experience and interact with the world around them in many different ways.

When it comes to policing, neurodiversity can have a significant impact on how officers interact with the public. Officers who are trained to recognize and understand neurodiversity are more likely to de-escalate situations involving individuals with neurodivergent traits or conditions. They may also be better equipped to communicate effectively with individuals who have difficulty with verbal or nonverbal communication.

This session will:

- examine training options to effectively implement a community policing model
- highlight the importance of community partners and stakeholders
- discuss the role of police oversight in a community policing model

This session will:

- Discuss neurodiversity and why it is important to policing;
- Examine the challenges faced by neurodivergent individuals in interactions with police officers;
- Discuss best practices for training police officers to interact with neurodivergent individuals;
- Provide advice on how police agencies can create more inclusive policies and practices for neurodivergent individuals.

## DAY 3: WEDNESDAY, MAY 31

### CHALLENGES FOR POLICE OVERSIGHT AGENCIES IN CANADA

This panel will examine issues currently facing civilian oversight agencies and police services– both ongoing matters as well as emerging challenges.

Conference participants – whether attending in-person or virtually - will have the opportunity to engage with the panel to discuss and debate issues affecting policing in 2023.

CACOLE President **Micheline Lahaie** will moderate the discussion and attendees will be encouraged to share lessons learned and best practices that promote public safety and the delivery of police services in Canada.

Topics will include:

- The importance of review bodies and SIUs working together.
- Systemic Reviews
- First Nations opt-in to provincial oversight.
- Where do police associations and unions fit in to police oversight?
- Release of incident video and audio post investigation.
- Mental health supports for review body and SIU staff.