

Meet the President



MICHELAINE LAHAIE

Civilian Review and Complaints Commission for the RCMP

Michelaine Lahaie was appointed as Chairperson in 2019 for a five-year term.

Michelaine is a 30-year veteran of the Canadian Armed Forces, retiring at the rank of Naval Captain. During her time in service, she was posted to Saint-Jean-sur-Richelieu, Esquimalt, Halifax, Kingston, and the National Capital Region. She participated in multiple NATO exercises, and deployments with the Royal Canadian Navy, including Operation SHARP GUARD, a naval blockade assisting United Nations' peacekeeping efforts in Yugoslavia, and OPERATION APOLLO, Canada's military contribution to the United States-led international campaign against terrorism.

In 2014, Michelaine received the Chief of Defense Staff Commendation for Outstanding Leadership and Professionalism for her role as Commandant of the Canadian Forces Leadership and Recruit School in Saint-Jean, Quebec, where she had the distinction of being the first woman Commanding Officer.

Prior to joining the Commission, she served as a member of the Veterans Review and Appeal Board, an independent tribunal that holds quasi-judicial hearings and renders decisions on veterans' disability benefits.

Michelaine holds a Bachelor of Arts from the Collège militaire royal de Saint-Jean and a Master of Defence Studies from the Royal Military College of Canada.

Mitchell-Lewis Award

In 2016, CACOLE established the Mitchell-Lewis Award to recognize distinguished service and exemplary initiative resulting in an outstanding contribution to civilian oversight of law enforcement in Canada.

The Award was named in honour of Robert Mitchell and Clare Lewis.

Robert Mitchell, QC was a lawyer and political figure in Saskatchewan. Mitchell served as provincial Minister of Justice and Attorney General, Minister of Human Resources, Labour & Employment, Minister responsible for the Saskatchewan Indian and Metis Affairs Secretariat and Minister of Post-secondary Education & Skills Training. In addition, he was the Chief Governance Negotiator for the Federation of Sovereign Indigenous Nations (FSIN) and played a key role in the signing of a tripartite Framework Agreement for RCMP/First Nations Community policing services.

Mitchell served as Chair of the Saskatchewan Public Complaints Commission for 10 years and is a past president of CACOLE.

In 2017, Mitchell was posthumously made a member of the Saskatchewan Order of Merit.

Clare Lewis, QC led a distinguished career in both the public and private sectors in criminal and administrative law. Lewis served as a criminal defence lawyer, Crown attorney, provincial court judge, Public Complaints Commissioner and Police Complaints Commissioner of Ontario.

He is credited with enhancing the respect and credibility of the legal profession and restoring public confidence and trust to the profession of policing.

Lewis served as the fifth Ontario Ombudsman prior to being chosen as the Law Society's first Complaints Resolution Commissioner.

He received numerous awards for distinguished service and was awarded the Order of Ontario and the Queen's Diamond Jubilee Medal.

Opening Remarks



HONOURABLE BRAD JOHNS

The Honourable Brad Johns was first elected to the Nova Scotia House of Assembly as MLA for Sackville-Beaver Bank in 2017 and was re-elected as MLA for Sackville-Uniacke in 2021.

He was elected to the Halifax Regional Municipal Council in 2000 and was re-elected three consecutive times. He has served on more than 30 boards, including Destination Halifax, Nova Scotia Trade and Convention Centre, Neptune Theatre, Halifax Regional Development Association, and the Nova Scotia Library Association.

He is Chair of the Law Amendments Committee. He is a member of the Assembly Matters Committee.

Keynote Speaker



BRENT COTTER

Senator Cotter is currently a member of the Standing Senate Committee on Agriculture and Forestry, and the Standing Senate Committee on Legal and Constitutional Affairs; he is Vice-Chair of the Standing Committee on Ethics and Conflict of Interest for Senators.

Brent Cotter is one of Canada's foremost legal ethicists, with extensive experience in public service and the law.

A former professor at Dalhousie Law School and former dean of the College of Law at the University of Saskatchewan, he is one of the original professors and writers in the field of legal ethics in Canada. He is a member of the Law Society of Saskatchewan and the Nova Scotia Barristers' Society.

Mr. Cotter has served as Saskatchewan's Deputy Minister of Justice and Deputy Attorney General. He also served as Saskatchewan's Deputy Minister of Municipal Affairs and Deputy Minister of Intergovernmental and Aboriginal Affairs, where he led the development and implementation of a nationally recognized, government-wide program of services for First Nations and Métis peoples. He subsequently chaired the Government of Saskatchewan's Independent Commission that provides civilian oversight of police.

Mr. Cotter is a founding board member of the Canadian Association for Legal Ethics. He has served on various boards, including an advisory board to Inclusion Saskatchewan and as President of the Canadian Association for Civilian Oversight of Law Enforcement. He served as the President of the Council of Canadian Law Deans, as well as a member of the board of directors of the Saskatchewan Literacy Foundation, and as the University Fundraising Chair for the United Way. He was also a member of the Federation of Law Societies of Canada's Advisory Committee on Implementation of Truth and Reconciliation Commission's Calls to Action.

SUSAN GOODFELLOW, Conference Moderator



Susan Goodfellow is the founder and Chief Problem Solving Officer of Good Insights Strategy.

Susan is a senior strategy, leadership and corporate culture change practitioner with over 20 years executive and international management consulting experience, and 5+ years Senior Executive experience working within the BC Government.

Susan specializes in leading and supporting organizations in the development and implementation of a well thought out and implementable strategic direction. She works with her clients to create the culture required for success. The key result of working with Susan is focus and a clear direction for both the individual and the organization, leading the superior results, performance and improved engagement and morale.

Panelists



**DR. KANIKA
SAMUELS WORTLEY**

**Toronto Metropolitan
University**

Dr. Kanika Samuels-Wortley is an Assistant Professor in the Department of Criminology at Toronto Metropolitan University and is currently a Visiting Fellow at the School of Regulation and Global Governance at Australian National University.

Her research centres race and racism, youth engagement in crime, victimization, policing, and critical race theory.

Kanika has co-authored several provincial and federal reports for government organizations including the Ministry of Children, Community, and Social Services and the Privy Council Office.

She has presented her research on systemic racism in policing in both provincial and federal inquiries including the House of Commons Standing Committee on Public Safety and National Security, and the Mass Casualty Commission.



LINDELL SMITH

City of Halifax

Lindell Smith is a co-founder of various non-profits and organizations that have a focus on supporting youth in arts, to engaging residents to be included in the rapid growth and changes within his neighbourhood.

In November 2016, Lindell was elected as City Councillor for District 8 Halifax Peninsula North and in 2020, was re-elected to represent District 8.

He served as the Chair of the Halifax Board of Police Commissioners from 2020 to January 2023.

Lindell is a lifelong resident of North End Halifax, and has a proven commitment to working within his community and has dedicated himself to serving it.



**INSPECTOR
CHERYL GERVAIS**

Treaty Three Police Service

Cheryl Gervais is from Iskatewiizaagegan No. 39 First Nation and is an Inspector with the Treaty Three Police Service.

Her experience includes criminal investigations, professional standards, and board governance with VAW support services. As Inspector she ensures effective and efficient service delivery and supports other areas of the service to ensure continued partnership with all members and all sectors of the community within the Greater Treaty Three area.

Throughout her career, she has endeavored to develop relationships with the community and build partnerships with stakeholders and service groups. She has also endeavored to incorporate cultural and traditional practices into Treaty Three Police Services programs and services, which includes introducing cultural teachings and restorative justice practices as part of the Professional Standards Informal Resolution processes.



DR. LORI HASKELL

**University of
Western Ontario**

Dr. Lori Haskell is a clinical psychologist who splits her time between delivering professional training and her clinical private practice.

She is a nationally recognized expert on trauma and abuse, and on trauma informed approaches to mental health service delivery and on legal responses. She was appointed as a Member of the Order of Canada in 2022 for her transformative work with the criminal justice system around developing a trauma informed, and neurobiologically focused understanding of the effects of sexual trauma.

She is a Research Associate, Centre for Research on Violence Against Women and Children, University of Western Ontario and was an Assistant Professor (Status appointment), Department of Psychiatry, University of Toronto.



ZANE TESSLER
Independent
Investigation Unit of
Manitoba

Zane Tessler is the executive director of Manitoba's Independent Investigation Unit, now in his second and final five year term. He was tasked with the creation and formation of the unit in 2013.

Prior to his appointment, Zane was in private practice as a criminal defense lawyer and a Senior Crown Attorney with the Department of Justice, Manitoba Prosecutions Service.

He was Manitoba's representative on the "Federal Provincial and Territorial (FPT) Heads of Prosecution Subcommittee on the Prevention of Wrongful Convictions" from 2002 until 2013.

Since 2013, he has and continues to serve on the Canadian Association for Civilian Oversight of Law Enforcement Board of Directors and executive committee. He is a past president of CACOLE.



DR. GABRIELA COMAN
Longueuil Police

Dr. Gabriela Coman is a counselor with the Longueuil Police Service.

She created the Immersion Professional Development Program aimed at confronting biases in the force. She has designed other major initiatives carried out by Longueuil police (Concertation Police, RÉSO Project). Led by a collaborative philosophy, all her projects build up around a constant feedback and tight communication with community stakeholders.

Prior to join Longueuil municipality, she conducted more than 15 years of ethnographic research on social change, intercultural relationships, and management of urban diversity. She has taught academic level courses at Université de Montréal, University of Ottawa, and Collège Ahuntsic.

Gabriela is also a member of the Intercultural Council of Montreal.



STAFF SERGEANT
BROOKE MCROBERTS
Ontario Provincial Police

Brooke McRoberts is a Staff Sergeant with the Ontario Provincial Police and is a proud Anishnawbe kwe from the fish clan in Mnjikaning First Nation (Rama First Nation).

Brooke began her policing career in her home community with the Rama Police Service. She was a community service officer, high school liaison officer, and community roundtable liaison.

Brooke transferred to the Ontario Provincial Police where she became an Indigenous Awareness Trainer in the Indigenous Policing Bureau.

In 2021, Brooke accepted the Staff Sergeant position to transition the Missing and Murdered Indigenous Women and Girls Team into the implementation phase as the organizational lead for the Ontario Provincial Police response to the National Inquiry into Missing and Murdered Indigenous Women and Girls and the Calls for Justice.



BRIAN CORR
City of Cambridge/
Past President of
NACOLE

Brian Corr is the Executive Director of the Police Review & Advisory Board with the City of Cambridge, Massachusetts, and Executive Director of the city's Peace Commission.

The Police Review & Advisory Board is the city's civilian oversight agency, while the Peace Commission works with other municipal agencies, communities of faith, and nonprofit organizations to promote positive dialogue, foster understanding, and coordinate compassionate community responses to support recovery and healing in the wake of traumatic events and violence affecting Cambridge and its residents.

Brian is a past president of the National Association for Civilian Oversight of Law Enforcement (NACOLE) and a Certified Practitioner of Oversight. He also holds certifications in Group Crisis Intervention and Post-Traumatic Stress Management/Psychological First Aid and has completed a 35-hour train-the-trainer session in Trauma-Informed Policing.



JEFF MINTEN
Atlantic Police Academy

Jeff Minten has been the Deputy Director of the Atlantic Police Academy since in 2019.

Jeff began his career in law enforcement with the Edmonton Police Service, he worked general patrol, Community Policing and Foot Patrol, and with the Officer Safety & Training Unit. He later worked at the Office of the Fire Marshal and Emergency Management where he redesigned the training curriculum for new fire investigators, and designed and delivered an advanced fire and explosion investigation program.

In 2017, Jeff joined the Ontario Provincial Police where he audited, updated and validated police training. He instructed on Behavioural Dynamics, Critical Thinking for Investigators, and Incident Response (Incident Command). Jeff designed and coordinated an on-line library of training that allowed for the identification and evaluation of established standards personalized to frontline officers.



ALISHA SALERNO
York University

Alisha Salerno is currently completing her Ph.D. in Forensic Psychology at York University in Toronto.

Alisha's research focuses on improving police response to Autistic people. She is also a course director at York University and sits on the executive of the Criminal Justice Psychology Section of the Canadian Psychological Association.

She has published on Autism and policing, police decision-making, and mental health and criminal justice involvement.

Alisha has been working with Autistic youth and adults for over a decade. She is the co-founder of a not-for-profit organization that provides life and social skills programming for Autistic youth and adults. .



GREG RICHARDSON
Parent & Advocate for Youth with Neurodiversity

Greg Richardson is the father of Adam Richardson, a brilliant, kind and charismatic boy on the Autism spectrum who sought to belong. In the last year of his life, Adam fell in with a bad crowd, began using drugs and had frequent contact with the police. Tragically, Adam died in July 2021 of a drug overdose.

Greg often witnessed his son interact with police. After one particularly negative interaction, Greg filed a complaint. His meeting with the officer involved started a conversation between the police and Autism Nova Scotia that resulted in a mandatory training module for all Halifax police officers to help foster more positive interactions between police and individuals on the spectrum. Greg continues to speak on behalf of individuals with neurodiversity as a way to honour the memory of his beautiful son, Adam.



CORP. THOMAS LEYDIER
RCMP

Thomas Leydier is a Corporal with RCMP.

He was born in North York, Ontario. He moved to Alberta when he was one year old because his father was an RCMP officer. He also joined the police force and has been serving since 2006.

He worked in the Youth Unit where he saw an uptick in Autism prevalence and wanted to provide an improved service delivery.

Thomas recently completed his Master's of Public Safety, where he published the article "Policing Along the Spectrum: Reducing Risk and Improving Service Delivery.

He has also applied for his Ph.D. at the University of Leicester, where he plans to continue his research on improving police service delivery to those with autism.



**JOSEPH MARTINO,
BA, JD, MPPAL**

**Ontario Special
Investigations Unit**

Joseph Martino is a lawyer in the province of Ontario and the director of the Special Investigations Unit.

He is a graduate of the University of Toronto, Faculty of Law and the Public Policy, Administration and Law graduate program at York University.

He has published articles in the areas of policing practices, disclosure/production in criminal cases, and children's rights. He is also the co-author of Salhany's Police Manual of Arrest, Seizure and Interrogation.



**MICHELLE OUELLETTE,
KC**

**Saskatchewan Public
Complaints Commission**

Michelle Ouellette, KC is the Chairperson of the Saskatchewan Public Complaints Commission .

She is a prominent Saskatoon lawyer with a special interest in health law, Indigenous law and professional disciplinary matters.

In addition to having served as Chairperson to the Saskatchewan Legal Aid Commission, she is a Board Member of the Canadian Foundation for Legal Research. She is also a member of the Federal Judicial Advisory Committee.



STEPHEN LEACH

**Office of the Independent
Police Review Director**

Stephen Leach was appointed as the Independent Police Review Director on January 31, 2020.

He is a veteran lawyer with extensive Canadian and international experience and a distinguished career in public governance. He studied law at the University of Alberta and received his MBA from the Richard Ivey School of Business at the University of Western Ontario.

Before his appointment as the new Director, he was a private practice lawyer in criminal and civil law in Ontario and Alberta. Recently, he spent several years working as an international consultant in Tunisia, Turkey, Indonesia, Lebanon and Iraq. His work included strategic planning and the implementation of programs preventing violent extremism, and anti-corruption.

From 2009 to 2016, he was the President/CEO of the Canadian International Trade Tribunal, where he restructured the tribunal, increased productivity, reduced expenditures and implemented a governance structure with a focus on stakeholder relations.



TOM STAMATAKIS

**Canadian Police
Association**

Tom Stamatakis is the President of the Canadian Police Association. He is also the President of the British Columbia Police Association.

Tom was a constable with the Vancouver Police Department for 30 years, where he enjoyed a variety of assignments.

He was the former President of the Vancouver Police Union, the British Columbia Police Association, and the International Council of Police Representative Associations. He also sits on the boards of Covington Capital, Odd Squad Productions Society, as well as several Federal/Provincial advisory boards and committees.

In 2017, he was promoted to Officer of the Order of Merit of the Police Forces in Canada.