



## The Police Governance Post

Volume 29

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### *Message from AAPG Chair Fred Makowecki*

Welcome to the Fall edition of the *PG Post*.

AAPG has been busy planning for our fall and winter work. We are currently working on strategic planning, as discussed further in this issue, as well as beginning our start-up work for the 2018 conference which will be held April 27-28 in Lacombe.

September marks our second in-person meeting of the year and allows us to wrap up the current year's work while turning our focus to the year ahead. This September finds us with a significant change, as our Executive Director is leaving the Association. While this marks the end of her time with us, it provides us with the opportunity to look ahead and seek out new ideas and opportunities for the Association.

We want to thank Jennifer for all she has done for AAPG. Over her years with the Association she has restructured and organized the virtual office; developed our stakeholder outreach program, building strong relationships with our members, partners and stakeholders that have helped strengthen AAPG's role in the province; established our conference training sessions and worked to provide local level conference sessions of value to Alberta's police governance community; and supported all of you, always ready to answer questions, provide guidance and encourage a high level of police governance throughout the province. She will be missed and we wish her well in her future adventures.

We will work hard this fall to develop our goals for the next three years for AAPG and our work supporting all of you. We look forward to speaking with you at the upcoming October Member Conference Call and sharing the details of our plans.

We hope you enjoy this edition of the *PG Post*.



## ALBERTA ASSOCIATION OF POLICE GOVERNANCE

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## CAPG's Annual Conference

The 2017 Canadian Association of Police Governance ("CAPG") conference was held in Montreal from July 14 to 16. The conference brought together police governance delegates from across the country to explore the theme of the Future of Police Governance.

The pre-conference this year featured Reconciliation themed sessions, including First Nations Policing in Quebec and Labrador, and First Nations Police Services and potential changes to the Ontario Police Act that will provide a better legislative framework for these police services. It also included a session on First Nations Police Services and the enforcement of Band Bylaws. Guided group discussions on Indigenous Policing Models in a Pluralistic Society were also held. The day ended with a tour by the Kahnawà:ke Peacekeepers.

The main conference opened with a keynote, presented by Paul Saltzman, entitled Moving Beyond Prejudice. The session addressed work with police services to identify hidden prejudice and provide insights and tools to acknowledge prejudice and change behaviours.

The following sessions was a plenary addressing The Future of Police Governance in Shaping Policing and discussed the role police governance bodies can play in the future of policing in Canada through long term planning. This was followed by a complementary session on Transformations in Policing: Global Lessons of Success. In looking at the UK, the session addressed optimizing resources while maintaining and improving the service delivery of policing and community safety to ensure public policing remains sustainable and is delivered to our communities in a way that is effective, efficient and affordable. The session focused on the Police Now program, for which the speaker, Andy Key, was a founding member.

Other sessions on the first day included Measuring Your Employee Satisfaction – Developing the Right Measures: Challenges and Opportunities to Achieving Your Goals, as well as roundtable sessions based on the size of the police services various governance bodies oversee.

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The second day began with an important session on The Challenges of Public Safety Personnel Mental Health and a New National Collaboration and provided information on the new Canadian Institute for Public Safety Research and Treatment (CIPSRT) and the recently completed Canada-wide survey of Operational Stress Injuries of Public Safety Personnel. This was followed by CAPG Committee updates and concurrent sessions, including Police Board Governance: Understanding Roles, Responsibilities and Roadblocks; Chief's and Deputy Chief's Compensation: Negotiating the Right Contract for Your Commission/Board; Police Culture: The Old Boys Club and the Role of Police Governance in Shaping a Healthier Service; and Moving Beyond Prejudice.

The conference ended with two wrap up sessions. The first, Policing New Boundaries: The Challenges address demographic and societal changes, allied with innovations in technology and how these have created new and varied types of crime. The presentation discussed a survey of over 4,000 people done to gain an understanding of public perceptions of these challenges. The second was the closing plenary panel which included the Presidents of the First Nations Chiefs of Police, Canadian Association of Chiefs of Police, Canadian Police Association and Canadian Association of Police Governance for an open dialogue.

Join CAPG for next year's conference in Winnipeg, Manitoba.

## Strategic Planning

As many of you may remember, AAPG conducted strategic planning in 2014-2015. This resulted in the development of the first stand alone AAPG Strategic Plan document and an updated Mission and Vision, as well as the identification of Values and updated Guiding Principles. These were developed with the input of our members.

Every three years, AAPG works to develop a new Business Plan. Now that we have a Strategic Plan, we align the Business Plan with the Strategic Plan. Both of these documents expire at the end of 2017. We are now in the process of developing new plans for 2018-2020.

Since our strategic planning work two years ago, we have had a number of new board members join the AAPG executive. Due to this turnover and the departure of our Executive Director, we have retained the services of a strategic planning consultant. At our September in-person board meeting, we had a facilitated session to develop our strategic plan.

This work will assist us in developing our new Business Plan and Strategic Plan documents.

We continue to work to fulfill our mandate of "Supporting Excellence in Civilian Governance of Police Services in Alberta" through supporting our members and working in your best interests.

Our new Business and Strategic Plans will allow us to remain focused on our mandate and establish goals and ways to achieve them over the next three years. We look forward to finalizing these documents and moving forward with the important work of the Association.

## CAPG Resolutions

The following resolutions were passed at the July 2017 CAPG AGM:

Resolution 1: Mental Health:  
that the CAPG support the development of an appropriately resourced national action plan on the protection of mental health of police personnel, which includes actionable items for all entities responsible for ensuring the well-being of police personnel, including governance bodies.

Resolution 2: Legalization of Cannabis & Drug Education Programs for Youth:  
that the CAPG recommends to the Government of Canada that a portion of the revenue from cannabis regulation be formally dedicated towards funding for youth educational programs on cannabis and other potentially harmful drugs.

Resolution 3: Standardized National Training Curriculum:  
that the CAPG advocate to the CACP, CAPE, RCMP, Public Safety Canada, provincial governance agencies, and any other appropriate agencies, that a discussion be convened toward achieving a standardized national curriculum and assessment process for new recruits studying policing in Canada.

For more information, please see CAPG's website: <http://capg.ca>

**Save the Date!**  
**Annual AAPG Conference and AGM**

**April 27-28, 2018 Lacombe, Alberta**  
Best Western Plus Lacombe Inn & Suites

AAPG looks forward to bringing together its members, partners and stakeholders for our annual Conference and Annual General Meeting. Conference planning is ongoing and further information will be provided early in 2018.

**Alberta Association of Police Governance**

The AAPG supports excellence in civilian governance and oversight of police services in Alberta.

Through AAPG, members are provided with educational opportunities, access to best practices, forums for liaison with related agencies, and proactive representation in order that police oversight in Alberta speaks with one voice when advocating for change to law or policy.

Contact us about becoming a member, to post information on our website or in our newsletter, and to share best practices.



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