Symposium on Policing In Northern and Remote Canada

Whitehorse, Yukon
September 19th & 20th, 2012
Contributors and Planning Committee:

Department of Justice, Government of Yukon

Public Safety Canada

Royal Canadian Mounted Police

Northern Institute of Social Justice, Yukon College

Department of Justice, Government of Northwest Territories

Council of Yukon First Nations
Welcome to the Symposium on Policing in Northern and Remote Canada

Thank you for accepting our invitation to come to Whitehorse and continue our dialogue on policing.

Across Canada northern and remote communities face unique demands and opportunities in delivering police services. The fabric of the North is its people, often from diverse backgrounds and cultures, living in communities with unique histories, challenges, needs, and geographies. Within these communities, the continuum of services delivered by government and non-government agencies often in remote and isolated settings includes policing, nursing, emergency medical services, social workers and other front-line service providers. Such environments demand the most from service providers and are high visibility and high consequence in terms of the outcomes of service delivery and the officer’s presence in the community. The dynamics of policing in these unique environments, the demands, the challenges, the success stories and innovations are what we hope to explore this week.

The Symposium provides the venue to have a conversation about the future of policing in northern and remote Canada – in our conversation we will talk about what attributes and skills we need to see in our police members, what supports need to be in place for police officers to carry out their work effectively, we will talk about our vision for collaborative policing in an evolving environment, we will talk about innovation, and measuring our efforts.

As public agencies, police services rely on evidence based programs, policies and procedures to guide their interventions and interactions with the communities they serve. Many of these programs, policies and procedures have been developed through research focussed on policing large urban centres in Canada and around the world. For officers working in northern and remote communities, there is a need to examine policing in this unique environment, what works and what does not, and look more closely at the effectiveness of various models of service delivery.

A significant outcome of the Symposium is to develop a national research agenda that will focus in on the challenges faced by police and people in Canada’s northern and remote communities and provide evidence based results to enhance and encourage informed decision making. This will provide the groundwork for northern and remote police services to develop appropriate policies and procedures to guide police work and to enhance partnerships with community.

I would like to thank the contributors and Planning Committee for advancing this dialogue and continuing to make policing a national priority.

Best regards,

Mike Nixon
Minister of Justice and Attorney General for Yukon
Symposium Concept Summary

Providing a police service in Canada’s northern and remote communities has a strong tradition of service dating back to the 1870s when the North West Mounted Police was established. In providing this service, police officers in isolated and remote northern communities face unique challenges, both as individuals and professionals whether on or off duty. Although they are highly visible in the community, they generally work in small numbers and are expected to do so with a high level of independence and resourcefulness in areas where climates can be harsh, situations dangerous, and on-site police support and crime prevention community resources limited. The nearest detachment and community may be several hours away and in some regions, and often access to the community is only by air.

Police officers are also recognized for their wide range of abilities and their dependability, often called upon for assistance on a "24 /7" basis (formally or informally). They are an integral part of the community, engaged in a wide-range of community activities that go beyond basic police work to include participating in local events and cultural activities, meeting and working with local agencies and Aboriginal governments, and responding to high risk and sensitive situations. Not only do the police officers have to adjust to the realities of working and living on and off duty in northern and remote communities, but so do their families.

Despite these challenging conditions, police officers take great pride in their work. Many embrace and thrive on the range of experiences and opportunities available to build their policing skills and to learn about the people and better connect to the communities they serve. Increased technology, improved access to the North and growth in the area of resource development are bringing both new opportunities and new challenges to police. Accordingly, new and effective approaches are required for community safety in Canada’s northern and remote communities.

Thinking About Northern and Remote Communities

While there are many different ways of thinking about the "North", all three territories and most provinces provide policing services to northern and remote communities. Even in areas that are not “North” there are small and remote communities that experience “northern” challenges. These include: harsh geography and climate, isolated communities, low population, minimal infrastructure and services, higher cost of living, high rates of violence, substance abuse and crime.
Symposium Purpose

- The purpose of this Symposium is to explore strategies to attract and retain police officers with the right skills and attributes, and to encourage their integration in northern and remote communities.

- The Symposium objective is to identify and further develop best practices by showcasing initiatives that are effective in northern and remote environments.

- The Symposium will bring together law-enforcement and government officials, academics, First Nations and Aboriginal leaders in the delivery of police services and local representatives to receive presentations on research areas that have been completed or are underway as well as identify research gaps and priorities.

Symposium sessions will explore a number of themes associated with policing in northern and remote communities. These themes include:

- **Attributes, skills and support for police officers (attraction and retention of police officers):** What types of skills, attributes and orientation do police officers require in order to meet challenges of policing in northern and remote communities? What on-going supports and tools (e.g. technology, training, mentoring) do they, and their families require (e.g. from their supervisors, senior management and community)?

- **Integrating and coordination of local services (innovation and best practices):** Recognizing that there is a high demand for social services and other supports in northern and remote communities, how can professionals in these communities, including the police, better integrate service delivery in order to respond to community health and safety concerns? What gaps exist? Are there best practices that can be shared? Are there promising approaches in place across Canada, or internationally?

- **Working in partnership with community members (best practices):** The term “community policing” is often used to underscore the importance of collaborative working relationships between community members, other agencies, and the police service. What is our vision for policing with community in northern and remote communities and what role do we see others playing?

- **Measuring Success:** In addition to collaboration and good planning, an important aspect of policing with the community is the development and communication of meaningful indicators of success. These indicators need to be clear, easily communicated and meaningful to police, community and governments.
# Symposium on Policing in Northern and Remote Canada  
~ the Agenda ~

## Tuesday, September 18th, 2012

**Venue:** Kwanlin Dun Cultural Centre

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<tr>
<th>Time</th>
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<tr>
<td>7:00 pm</td>
<td>Welcome Reception and Yukon Community Safety Awards</td>
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<td>9:00 pm</td>
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## Wednesday, September 19th, 2012 – DAY 1

**Venue:** Westmark Whitehorse Hotel

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<th>Time</th>
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<tr>
<td>7:30 am</td>
<td>Continental Breakfast &amp; Networking</td>
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<td>8:30 am</td>
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<tr>
<td>9:30 am</td>
<td><strong>1. Opening Ceremonies:</strong></td>
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<td>10:00 am</td>
<td><strong>2. Opening Plenary</strong></td>
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### 1. Opening Ceremonies:

First Nation Welcome

Honourable Mike Nixon, Minister of Justice for Yukon

Honourable Glen Abernethy, Minister of Justice for Northwest Territories

Honourable Daniel Shewchuk, Minister of Justice for Nunavut

Grand Chief Ruth Massie, Council of Yukon First Nations

Chief Superintendent Peter Clark, Commanding Officer, Yukon RCMP

Dennis Cooley, Assistant Deputy Minister, Young Offender Programs, Saskatchewan

### 2. Opening Plenary

*Policing in Northern and Remote Communities – Challenges and Opportunities*

**Plenary Objective:**

This session will set the context for the Symposium theme by describing the challenges and opportunities in providing police services in northern and remote environments. Presenters will speak to police services as a “first and last resort” in many communities, to supporting officers and their families, to training and
orientation, to working in partnership with First Nation communities, and to building and maintaining supportive, trusting relationships.

Presenters:

Senator Vern White

S/Cst. Steve Beck, “G” Division RCMP

10:15 am - 11:15 am

3. Providing Service in Northern and Remote Communities: Operational Realities

Panel Discussion Objective:

This session will explore the operational realities of providing professional social services in the North and less populated areas. Police officers, nurses, educators, and other service providers face similar challenges: they are often from outside of the community; they are expected to be both generalists and specialists; success depends on strong partnerships with each other and the communities they serve; community services are limited; and alongside their difficult work they also face additional personal and family challenges related to housing, children’s education, career development, etc.

Presenters:

Jill Lawrence, Community Nursing, Yukon Government

Corporal Rob Morin, Detachment Commander, Carcross, Yukon

Melissa Atkinson, Yukon Legal Service Society

Chantal Genier-Tucker, A/Manager of Justice, Council of Yukon First Nations

11:15 am - 12:00 pm

4. The Dynamics of Justice in Northern and Remote Communities: Research and Policy Perspectives

Panel Discussion Objective:

Using research is one of the best ways to making informed decisions. Some of our most complicated problems have been deciphered through research, so why not use research to better understand the complexities of our communities and the people within them. This session will look at the importance of research on policy making and program development, and how research helps
to tell a coherent and informed story. In this panel discussion, and throughout the Symposium, panel members will seek participant views on what research is needed, how to raise the profile of need for research in the north and discuss the challenges and opportunities in undertaking such work.

**Presenters:**

Dr. Curt Griffiths, Professor, School of Criminology, Simon Fraser University

Dr. Darryl Wood, Associate Professor, Washington State University Vancouver

Rachel Huggins, Policing Policy Directorate, Public Safety Canada

Katie TePas, Senior Policy Advisor and Domestic Violence and Sexual Assault Initiative Coordinator, State of Alaska

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12:00 pm - 1:00 pm

**5. Keynote Address: Economics of Policing**

**Presenter:**

Mark Potter, Director General, Policing Policy, Public Safety Canada

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1:00 pm - 2:45 pm

**6. Personal attributes, skills and supports of police officers**

**Panel Discussion Objective:**

It is clear that attracting and retaining highly skilled professionals such as police officers is becoming increasingly difficult throughout Canada. Attracting and retaining professionals to work in northern communities is even more difficult. Given this challenge, police managers need to focus their attention on finding those individuals within their organization that have the skill set and personal attributes to thrive in northern and remote communities. This session will explore the personal attributes and skills that police officers ought to have in order to police northern and remote communities. It will also address strategies that police organizations might employ in order to support these officers, and their families, to live and work in these communities.

**Presenters:**

Gabor Maté M.D., physician and bestselling author, renowned...
thinker and public speaker

Dr. Curtis Clarke, Executive Director, Alberta Justice and Solicitor General Staff College and Member of the Police Sector Council Board of Directors

Chief Superintendent Brenda Butterworth-Carr, Officer in Charge Criminal Operations "F" Division

7. International and Innovative perspectives

Presentation Objective:

The Alaska Village Public Safety Officer Program provides innovative and community focused service. It provides rural Alaskan communities with needed public safety services at the local level. The Program was designed to train and employ individuals residing in the village as first responders to public safety emergencies such as search and rescue, fire protection, emergency medical assistance, crime prevention and basic law enforcement.

Presenters:

Alaska Village Public Safety Officer Program
Commissioner Joe Masters with Colonel Keith Mallard, Katherine TePas and Dr. André Rosay

7:30 pm - 9:30 pm

Venue: Kwanlin Dun Cultural Centre

Northern Institute of Social Justice, Yukon College

Speaker Series: Policing in Northern and Remote Canada – a Public Event

Dr. Gabor Maté

Assistant Commissioner Roger Brown, RCMP

Lorraine Netro
Thursday, September 20th, 2012 – DAY 2

Venue: Westmark Whitehorse Hotel

7:30 am - 8:30 am  Continental Breakfast and Networking

8:30 am – 11:00 am  8. Policing in an Evolving Environment: Working in Partnership with First Nations

Panel Discussion Objective:

Aboriginal northern and remote communities typically present unique challenges and opportunities for delivering police services. Panelists will share their vision for the delivery of police services in their diverse communities; they will speak to the significance of working together, of trust and acknowledge and the unique circumstances they and others face.

Presenters:

Conrad DeLaronde, Chief of Police, Treaty #3 Police Service

Stan Grier, Chief of Police, Tsuu T’ina Nation Police Service, Alberta, President of the First Nations Chiefs of Police Association

Rick Peach, Director of Policy, Policing and Community Partnerships, Policing and Community Safety Division, Saskatchewan

Martin Gaba, La Liaison Autochtone à la Sûreté du Québec, Sûreté du Québec

Victoria Fred, Barrister and Solicitor

11:00 am - 12:00 pm  9. Innovation and Policing with Communities

Presentation Objective:

Responding to the pressure to innovate—what are the changing pressures, why innovation? In order to respond to community needs police and other partners need to be innovative in their responses. Police are working together with health practitioner, educators and other community partners to ensure a truly holistic response to crime in their communities. These presentations will examine how, in response to different pressures to innovate, new models of police service delivery based on an integrated approach to community safety are taking shape. These presentations model close partnership with front line agencies working in the social services and justice sector, cooperation, information sharing, and
engaging communities to take responsibility for public safety.

**Presenters:**

Community Mobilization and Inter-Agency Collaboration, Prince Albert Police Service HUB
Dale McFee, Deputy Minister, Corrections and Policing, Saskatchewan

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<td>12:00 pm - 1:00 pm</td>
<td><strong>10. Keynote Address: The Role of the Citizen and Partnerships in the Community</strong></td>
<td>Erin Hogan, Councillor, City of Thompson</td>
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<td>LUNCH</td>
<td><strong>11. Innovation and Policing With Communities</strong></td>
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<tr>
<td>1:00 pm - 3:00 pm</td>
<td><strong>11. Innovation and Policing With Communities</strong></td>
<td>Police and Justice Career Orientation Program</td>
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<td>Pete Thompson, Northern Institute of Social Justice, Yukon College</td>
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<td>River Stone Journey</td>
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<td>Insp. Dale Bogle, RCMP and Elder Joe Michael</td>
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<td>3:15 pm - 4:30 pm</td>
<td><strong>12. Closing Table Discussions: Future of Policing for Northern and Remote Canada</strong></td>
<td>Towards the development of a national research agenda and closing remarks.</td>
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Speaker and Presenter Biographies

Hon. Vernon White
Member of the Senate of Canada

Vernon White was sworn in as Chief of Police of the Ottawa Police Service in May 2007. Prior to this, he led the Regional Police Service in Durham, Ontario, and spent over 20 years with the Royal Canadian Mounted Police, leaving as an Assistant Commissioner. Mr. White holds a Diploma in Business Administration from the College of Cape Breton, a Bachelor of Arts Degree in Sociology and Psychology from Acadia University, and a Master's Degree from Royal Roads University in British Columbia in Conflict Analysis and Management. He is currently a candidate for the degree of Doctor of Police Leadership at the Australian Graduate School of Policing. Mr. White has been honoured with a number of awards and commendations over the years, including a Commissioners Commendation, a Queen’s Jubilee Medal, and a United Way Community Builder of the Year Award and Diamond Jubilee Award. Mr. White resides in Ottawa, Ontario, with his wife Sari.

Steve Beck
Constable, G Division RCMP

S/Cst. Beck was born in Yellowknife NT and is of aboriginal decent. S/Cst. Beck’s family originates from the Tallston River area in the NWT. S/Cst. Beck grew up in the outdoors. He was raised in the traditional lifestyle and grew up hunting and trapping throughout the NWT. S/Cst. Beck is a fifth generation trapper and is very proud of his heritage. S/Cst. Beck worked with the Department of Justice Dene Konia Young Offenders facility as a lands program specialist. S/Cst. Beck worked at the Youth facility for three years before transferring to South Mackenzie Correctional Center where he worked as a corrections officer with the adult inmates. S/Cst. Beck then took a job as a Sheriff at the Hay River Court House where was employed until fall of 2010. S/Cst. Beck joined the RCMP as part of the first Aboriginal Community Constable troop in November of 2010. After graduating Depot, S/Cst. Beck was posted to his home community of Hay River. S/Cst. Beck runs numerous programs for the people of the Katloodechee First Nations and West Point First Nations as well as the Town of Hay River. S/Cst. Beck is a very dedicated member of the RCMP and is continually looking for new and innovative ways to convey the traditional values to the community as well as the other members of the Hay River Detachment.
Jill Lawrence
Community Nurse
Government of Yukon

Jill Lawrence is a manager with Community Nursing in the Yukon. She completed her Business Administration and Marketing Diploma in 2001 and went on to also finish her Bachelor of Science in Nursing Degree in 2006. Over the past 6 years, she has been fortunate enough to spend time working in several areas of nursing as well as several northern communities throughout Northern Alberta, NWT, and the Yukon. Jill spent 15 months as a primary health care nurse in Old Crow before relocating to Whitehorse in the winter of 2011. She now works closely with several of the health centers throughout the territory.

Corporal Rob Morin
RCMP Detachment Commander in Carcross

Corporal Rob Morin is currently the Detachment Commander at Carcross, Yukon. Originally from Cape Breton, Nova Scotia, he spent some time in the Yukon as a child, where his father, now retired from the RCMP, served for part of his career. After joining the RCMP in the Fall of 1993, Corporal Morin spent six years in isolated posts in Newfoundland and ten years in various detachments in Nova Scotia, finally moving to the Yukon in April, 2010. Corporal Morin also has other family connections to the Yukon - his brother is also a member of the RCMP and has been serving in Yukon communities for 11 years. Corporal Morin holds a Bachelor degree in Canadian Studies from St. Francis Xavier University. He is an avid outdoorsman, enjoying kayaking, hiking and camping.
Chantal Genier-Tucker
Acting Manager of Justice for Council of Yukon First Nations

Chantal was born and raised in Whitehorse, is a member of the Ta’an Kwach’an First Nation and part of the Wolf Clan. She has a keen interest in justice and particularly in restorative forms of justice. After many years working at a local law firm as a legal assistant, she returned to school and received a Diploma with Honours from Yukon College in Northern Justice and Criminology in 2009. Prior to her current position, she worked as an Aboriginal Criminal Courtworker and as a Community Justice Coordinator. Chantal currently serves as the President of the Yukon Aboriginal Women’s Council and as a board member of the Native Women’s Association of Canada.

Curt T. Griffiths
Professor, Simon Fraser University

Curt T. Griffiths is a Professor and Coordinator of the Police Studies Program in the School of Criminology at Simon Fraser University. Among his primary research interests are the organizational and operational dynamics of policing, the effectiveness of police strategies, and policing in remote and northern communities. He has published widely on police-related issues and is the author of a number of textbooks, including Canadian Police Work. He has conducted field studies and worked with police services Canada, the Netherlands, the Caribbean, the U.S., and Japan. Dr. Griffiths has provided expert consultation to the United Nations Office of Drugs and Crime in Vienna, and to the Ministers of Justice in Vietnam and Latvia.

Darryl Wood
Associate Professor, Washington State University

Darryl Wood is an Associate Professor at Washington State University Vancouver. Prior to 2007 he was a faculty member for 12 years at the University of Alaska Anchorage. He earned his PhD in Criminology in 1997 from Simon Fraser University for research on violence in the eastern arctic. In 2004 he completed a postdoctoral fellowship in Public Health at the University of California. Dr. Wood's most recent research includes the study of police and prosecutorial processing of sexual assault and domestic violence cases in rural Alaska as well as analyses of data from a survey on violence against women recently administered in Alaska.
Rachel Huggins
RCMP Policy Division, Public Safety Canada

Rachel Huggins is the Manager of the Policy and Coordination Unit in the Policing Policy Directorate at Public Safety Canada where she leads policy development related to a wide range of RCMP and national policing issues. In particular, Rachel facilitates the ongoing dialogue between the national police associations and Public Safety Canada on joint law enforcement priorities, such as improving the efficiency and effectiveness of police services in Canada. Rachel has worked on a wide range of law enforcement and security issues since she joined Public Safety Canada in 2002, such as Rail and Urban Transit Security and drug control policy, all of which have involved significant interdepartmental and intergovernmental coordination. Prior to joining Public Safety Canada, Rachel served as a Speechwriter and Advisor in the Senate of Canada. Throughout her career, Rachel has worked to broaden her academic and professional expertise on policing issues, initially training as a police officer at John Abbott College, in Montreal, then undertaking undergraduate and graduate research at Concordia University on social and criminal justice issues. Rachel is currently pursuing Doctoral studies at Carleton University in Ottawa, where she is researching Canadian and international drug control policy from a policing perspective.

Katie Tepas
Senior Policy Advisor and Domestic Violence and Sexual Assault Initiative Coordinator

In her career spanning nearly two decades, Katie TePas has worked with domestic violence and sexual assault (DVSA) nonprofit organizations, served as a grant manager and DVSA response trainer for law enforcement agencies across the state of Alaska, and has co-authored several ground-breaking research publications regarding DVSA crimes. TePas joined the Office of Alaska Governor Sean Parnell in July of 2010 as the State’s first ever Domestic Violence/Sexual Assault Initiatives Response Coordinator. TePas and Governor Parnell share an ironclad commitment to end the epidemic of domestic violence, sexual assault, and child sexual abuse in Alaska. TePas’ role includes coordinating Governor Parnell’s Choose Respect initiative, a statewide effort to restore a culture of respect among Alaskans and better protect and defend Alaska’s most vulnerable citizens.
Mark Potter
Director General of Policing Policy Directorate, Public Safety Canada

Since December 2007, Mark Potter has been the Director General of Policing Policy at Public Safety Canada. Prior to taking on his current responsibilities he held various positions within the Government of Canada at FINTRAC, the Department of Finance and Industry Canada. Mark has an M.B.A. from the University of Ottawa, a M.A. in International Affairs from Carleton University and a B.A. in Economics and Political Science from the University of Toronto.

Dr. Gabor Maté
Canadian physician, public speaker and best-selling author

Dr. Gabor Maté is a Canadian physician, public speaker and best-selling author. His most recent book is the award-winning In the Realm of Hungry Ghosts: Close Encounters with Addiction. For twelve years Dr. Maté worked in Vancouver’s Downtown Eastside with patients challenged by hard-core drug addiction, mental illness and HIV, including at Vancouver’s Supervised Injection Site. With over 20 years of family practice and palliative care experience and extensive knowledge of the latest findings of leading-edge research, Dr. Mate is a sought-after expert on mind/body health, parenting, childhood development, illness, and the treatment of addictions. At the core of his work is an understanding of the broader context in which human disease and disorders arise, and the intricate mind/body unity that is at the root of illness, and of health.

Dr. Curtis Clarke
Executive Director, Alberta Justice and Solicitor General Staff College
Member of the Police Sector Council Board of Directors

Prior to joining Alberta Justice and Solicitor General he held the position of Associate Professor and Coordinator of the Criminal Justice program at Athabasca University. He has carried out empirical studies on the implementation of community based policing, police organizational/managerial change, intelligence led policing and the shifting boundaries between private and public policing. Dr. Clarke has completed research for the Canadian Association of Chiefs of Police, the Federal Solicitor General, Health Canada, Edmonton Police Service, the Toronto Police Service, the Alberta Association of Chiefs of Police and the Law Commission of Canada.
Brenda Butterworth-Carr  
Chief Superintendent, RCMP  
National Aboriginal Policing & Crime Prevention Services

Chief Superintendent Brenda Butterworth-Carr joined the Royal Canadian Mounted Police in 1987 as a Native Special Constable. She has served communities in the Yukon, British Columbia and National HQ. She has held many key positions such as the First Nations Policing Coordinator, Aboriginal Advisory NCO and Acting Officer in Charge of Aboriginal Policing Services, British Columbia. Chief Superintendent Butterworth-Carr was commissioned in 2005 as Assistant District Commander, North District in Prince George, B.C.. In 2009 she became the first female aboriginal Superintendent in the Pacific Region and the first female Officer in Charge of the Prince George City Detachment. In December 2010, she became the first female aboriginal in Canada to hold the rank of Chief Superintendent and was promoted to the position of Director General of National Aboriginal Policing & Crime Prevention Services. She is currently the Officer in Charge of Criminal Operations in “F” Division (Saskatchewan). She is currently working on her Bachelor of Arts in Leadership and Conflict Resolution.

Joe Masters  
Commissioner of the Department of Public Safety

Masters, part Inupiaq Eskimo, was raised in Unalaska. Following his graduation from high school in Unalaska in 1982, Masters pursued a career in law enforcement that spanned more than 29 years. He began his career as a Village Public Safety Officer (VPSO) in Unalakleet. Following his time as a VPSO, Masters served as police officer in both Unalakleet and Unalaska. The majority of his law enforcement career was within the ranks of the Alaska State Troopers, serving in both rural and urban Alaska. Masters joined the Alaska State Troopers in 1986. In 1999 he transferred to the division of Fish and Wildlife Protection (F&WP). While in the F&WP division, he rose to the rank of Captain and was assigned as Commander of the Detachment, patrolling in Western Alaska. Masters was promoted to Deputy Director of the Alaska State Troopers in June of 2003. He held the position until his retirement in May of 2005. Shortly after retirement, Masters began working for Doyon Universal Services. He was the Director of Security for Petrochemical Operations overseeing protective services for a majority of Alaska’s national and state designated critical infrastructures. Masters was appointed to Commissioner of the Department of Public Safety in September, 2008 by Governor Sarah Palin and again appointed by Governor Sean Parnell in 2010.
Colonel Keith Mallard
Division of the Alaska State Troopers

Colonel Keith Mallard is a fifteen year veteran of the Division of the Alaska State Troopers and a graduate of both the FBI’s National Academy and National Executive Institute. Prior to becoming an Alaska State Trooper, Colonel Mallard served in the United States Navy as a hospital corpsman and worked as both a deputy sheriff in Idaho and a municipal police officer in Alaska. In his fifteen years with the Division of Alaska State Troopers and prior to his appointment as colonel in 2010, he has proudly served the citizens of Alaska in many assignments in a number of different locations around the state, ranging from urban patrol assignments to remote assignments, Special Emergency Response Team (SERT) operator to the State of Alaska first dual purpose canine handler. Colonel Mallard is especially proud of his time spent working in rural Alaska. Outside of work Colonel Mallard has volunteered as a high school and junior high wrestling couch and through his church, organized, lead and participated in a number of disaster relief efforts in Alaska, across the lower 48 states, and abroad.

Dr. Andre B. Rosay
Director of the Justice Center, University of Alaska Anchorage

Dr. Andre B. Rosay is the Director of the Justice Center at the University of Alaska Anchorage. He has tremendous experience working with practitioners to conduct community-based participatory research that impacts policy and practice. His substantive areas of expertise include violence against women and juvenile justice. He is currently a Visiting Executive Research Fellow with the National Institute of Justice (NIJ), within the US Department of Justice, Office of Justice Programs, in Washington DC. Under this fellowship, Dr. Rosay is working on NIJ’s program of research on violence against Indian women living in tribal communities. He has worked extensively with tribal communities in Alaska and previously served on the Board of Directors for the Alaska Native Justice Center.
**Henry Conrad DeLaronde, M.O.M.**
Chief of Police of Treaty Three Police Service

Conrad DeLaronde, came to the Treaty Three Police Service in October of 2008 following 23 years with the Royal Canadian Mounted Police (RCMP). Chief DeLaronde served in a numerous First Nation communities in Manitoba during his career with the RCMP. He was commissioned in 2002 and posted to RCMP NHQ as Officer in Charge of National Aboriginal Policing Services. In 2004, he returned to Manitoba where he served as Officer in Charge of Community, Contract and Aboriginal Policing Services. In 2006, he was promoted to Superintendent in charge of Manitoba East District as District Commander. Chief Conrad DeLaronde continues to remain involved in Policing organizations at the national, provincial and local level to address issues strategically to improve policing services to better serve Canada’s Aboriginal Peoples.

**Stan C. Grier, Chief Of Police**
Tsuu T'ina Nation Police Service

Stan has extensive policing experience encompassing the past 33 years. He joined the R.C.M.P. in 1979 at the age of 19. He has broad front-line operational policing experience in both Aboriginal and Non-Aboriginal communities, Administrative and Corporate experience at the R.C.M.P. Division “HQ” level within the Aboriginal Policing Directorate (APS), Staffing and Personnel Branch (Human Resources) and Criminal Operations Branch. He was also “seconded” to Alberta Justice, as the Manager of the R.C.M.P. First Nations Policing – Community Tripartite Policing Agreements (R.C.M.P. – C.T.A.) and to the 2001-2002 G8 Summit Security Team. Stan was also a Detachment Commander and he is currently the Chief of Police of the Tsuu T’ina Nation Police Service. Stan has been on the First Nations Chiefs of Police Association (FNCPA) Executive since June 2006, and effective June 2008 he was elected President of the FNCPA and in December 2010 was re-elected to a second term.
Richard J. (Rick) Peach
Director of Policy, Policing and Community Partnerships
Saskatchewan Ministry of Justice

Richard J. (Rick) Peach is the current Director of Policy, Policing and Community Partnerships with the Saskatchewan Ministry of Justice, Policing and Community Safety Division. Mr. Peach is originally from Halifax, NS and received his B.A. (Hons.) in Political Science from Dalhousie University in Halifax before attaining his LL.B. from the University of Windsor (Windsor, ON). After articling in North Battleford, SK in 1981-82, Rick was called to the Saskatchewan Bar in 1982, and the Northwest Territories Bar in 1987. He practiced law in both Saskatchewan and the Northwest Territories until 2001, primarily in criminal litigation as both a Crown prosecutor and as defence counsel. In 2001, Rick left the practice of law and joined the Government of Saskatchewan in the position he currently holds. Although his current position encompasses diverse matters, a significant portion of Rick’s efforts are dedicated to Aboriginal policing. He is an associate member of the First Nations Chiefs of Police Association, the Canadian Association of Chiefs of Police and the Saskatchewan Association of Chiefs of Police and sits on the Policing with Aboriginal Peoples Committee of the Canadian Association of Chiefs of Police.

Sergeant Martin Gaba
Aboriginal Liaison Coordinator, Sûreté du Québec

Sergeant Martin Gaba has been with the Sûreté du Québec since 1995. He has held various positions, such as patrol officer, supervising sergeant, deputy police station director and provincial explosives coordinator. His commitment to the successful completion of his various mandates led him to collaborate with local, municipal, provincial and federal partners in implementing such projects as: prevention of online predators; prevention of violence in schools; and, the committee on the application of Québec explosives regulations (Comité sur l’application de la réglementation sur les explosifs au Québec), which brought together representatives from the provincial department, the federal government and the Commission de la santé et sécurité du travail, as well as representatives from the explosives industry. In December 2011, Sgt. Gaba joined the Module de liaison autochtone team at the Sûreté du Québec general headquarters in Montréal. As one of two Aboriginal liaison coordinators, Sgt. Gaba serves as an advisor to the Sûreté du Québec on issues and problems specific to Aboriginal communities. With a view to the ongoing improvement of service provided to the Aboriginal population, he co-chairs a project to create an Aboriginal public security committee.
Dale Mcfee
Deputy Minister of Corrections and Policing
Saskatchewan Ministry of Justice

In September 2012, after 26 years as a police officer in Prince Albert, Saskatchewan, including nine years as the Chief of Police for the Prince Albert Police Service Dale McFee was appointed as Deputy Minister of Corrections and Policing in the Ministry of Justice for the Saskatchewan government. Dale has considerable small to mid-size business experience and currently lectures on Leadership and HR management at the Saskatchewan Police College and has spoken to several private businesses within Western Canada and parts of the U.S. on these same topics. Dale is a former member of Entrepreneurs International and served in the capacity of moderator for groups of business leaders within Saskatchewan. During his tenure as Chief of the Prince Albert Police Service, Dale McFee was recognized in 2008 for his work in Policing by being named to the Order of Merit and was promoted again within the Order to the rank of Officer in 2011.

Councillor Erin Hogan
City of Thompson

Erin Hogan is a Councillor in the City of Thompson in Northern Manitoba. She was first elected in a city–wide by-election in 2009 and is the youngest person to have ever been elected to council in Thompson. Erin serves locally as Chair of the Recreation and Community Services Committee and on the Public Safety Committee. Erin is also an elected Board Member on the Federation of Canadian Municipalities (FCM) National Board of Directors. She serves on FCM’s Community Safety and Crime Prevention Committee, Social-Economic Development Committee and Joint Committee on Community Corrections. Prior to public office, Erin graduated from the University of Manitoba in 2008 with a Bachelor of Arts Honours in political studies and participated in the Manitoba Legislative Internship Program where she worked for the Government Caucus.
Pete Thompson
Northern Justice Institute of Social Justice
Professor Peter J. Thompson, BCrim. MEd. PMgr.

Retired RCMP A/Superintendent, now a full time post-secondary academic Professor/ Program Coordinator and private consultant - Peter J. (Pete) Thompson has over 36 years’ experience in a plenary of Criminal and Social Justice related areas. Pete spent 28 years working with the Royal Canadian Mounted Police working in almost every province/ territory in Canada including 12 years in the Yukon during the mid-70’s, 80’s and 90’s. Pete has been a part time guest instructor at the RCMP Academy in Regina and lecturer at Canadian Police College in Ottawa, Ontario Police College in Aylmer, as well as Justice Institute of BC., Canada Border Services at Rigaud, PQ and Atomic Energy of Canada in Chalk River. Outside of Canada, Pete has been a guest lecturer at international venues such as the FBI Training Academy in Quantico; Alaska Peace Officer Association Academy in Juneau; Interpol Headquarters in Lyon, France; Europol Headquarters in Den Hagg-Netherlands and other federal agencies, public/private corporations within in South America, Southern Asia, and most recently in the Middle East. In 2011, Pete led the Northern Institute of Social Justice’s - Regulatory Enforcement training here at Yukon College and in 2011-2012 he co-developed and delivered in June the NISJ’s Policing and Justice Careers Orientation Program.

Dale Bogle
Inspector, Royal Canadian Mounted Police

Dale Bogle is an Inspector with the Royal Canadian Mounted Police in Winnipeg, MB. Inspector Bogle has been with Canada’s National police force for over 33 years. He has been instrumental in creating a leadership model built on Aboriginal values and best practices rooted in relationships – not through procedures, rules or systems. Whether working on a community in crisis or on strengthening partnerships, Inspector Bogle’s work spans from Nova Scotia to Manitoba with a mandate to collectively achieve great success, through a culturally tailored and balanced approach sustained through a united vision.
Joe Michael, respected Elder of the Indian Brook, Nova Scotia Mi'kmaq nation, is a retired Royal Canadian Mounted Police member whose work extended for 25 years throughout Nova Scotia, Canada. Joe was the first Aboriginal ‘Mountie’ to be hired in the RCMP in Nova Scotia. His work began as a Band Constable and was soon promoted to a Regular Member in the RCMP dealing with law enforcement as well as community policing. Being recognized by his management and community relations styles he became Detachment Commander where his work involved developing and overseeing crime reduction strategies and initiatives tailored for the youth. He was instrumental in developing the RCMP’s Aboriginal Community Policing which continues to be part of the RCMP’s cadet training in Regina, Saskatchewan. During his tenure with the RCMP, and to this day, Joe establishes many programs aimed at rendering an understanding of Aboriginal relations to stakeholders which is surrounded by his relentless passion in educating the Youth. In his words, “We must ensure to steer children so they become aware of life’s many options and the important role they play in our future.”