

Request for Board of Police Commissioners Consideration		
<input checked="" type="checkbox"/> <b>Agenda Item</b> (Submitted to Municipal Clerk's Office by Noon Wednesday the week prior to the meeting)	<input type="checkbox"/> <b>Added Item</b> (Submitted to Municipal Clerk's Office by Noon at least one working day prior to meeting)	<input type="checkbox"/> <b>Request from the Floor</b>
<b>Date of Meeting: February 6, 2023</b>		
<b>Subject: Registration for Canadian Policing Wellness Check Conference</b>		
<b>Motion for Board of Police Commissioners to Consider:</b>		
<p>That the Board of Police Commissioners approve Commissioner Kent's registration at the Canadian Policing Wellness Check Conference to be held in-person in Ottawa from March 6-8, 2023. Commissioner Kent will attend the conference as the Chair of the Halifax Board of Police Commissioners.</p>		
<p><b>Reason:</b> The presentations scheduled as part of the Canadian Policing Wellness Check Conference are relevant to the Board's recent discussions of wellness in policing and attendance at the conference could inform future discussions of the issue. Governance Bodies are also identified as a target audience for this conference.</p>		
<p>See attached conference brochure and conference program for more details.</p>		
<p><b>Outcome Sought:</b> Approval of registration and travel to the Canadian Policing Wellness Check Conference.</p>		
<i>Commissioner Becky Kent</i>		



Canadian Policing Wellness Check Conference  
Registration  
Location/ Accomodations  
Contribution Opportunities

## Canadian Policing Wellness Check Conference

### [Click here for full program](#)

The sworn and civilian employees who comprise the Canadian police and related community safety and well-being (CSWB) sectors are slowly emerging from a two-and-a-half-year period unlike any other in their collective experience. While all Canadians have also experienced the dual challenges of a global pandemic amid the heightened prominence of long-standing social equity issues, all human service providers have had the additional challenge of continuing to serve others under uniquely demanding conditions at work and at home. In addition, during this same period, perhaps more than any other public service sector, policing has faced a steep increase in public and media scrutiny, many volatile and high-profile circumstances, and a perceived erosion of already fragile trust with many communities and interests.

The mental health and general wellness issues facing police were already the topic of considerable and rapidly growing attention prior to 2020. The CACP hosted two national conferences on these issues in 2015 and 2017. Each of these events led to notable advances in the national awareness, study and expanded programming related to police employee wellness.

The full effect of this recent period upon the sector and its employees remains highly anecdotal at this stage. However, it is safe to assume that the momentum behind many promising initiatives has been affected to a considerable degree, while the underlying conditions have worsened to acute levels. Staffing gaps, degraded workplace morale, work-life balance challenges, and general health conditions have combined with unprecedented levels of fatigue, anxiety, and other mental health conditions to place all employees at a heightened risk, while the sector itself also faces existential challenges in the public trust that is essential to the Canadian policing model.

#### **Conference Goals and Objectives:**

The over-arching goal of this Wellness Check Conference will be to:

Establish a renewed national baseline upon which to build continued developments in the policies, practices and knowledge bases for improving mental health and general wellness outcomes for police service employees, their families, and their CSWB partners; to examine and remedy inequities experienced in wellness outcomes and available services; to restore momentum to the most promising prior initiatives; and, to highlight and advance innovative forward strategies based on new lessons learned.

**Additional conference objectives include:**

- Share new quantitative and/or qualitative insights into the direct and varied impacts of 2020-22 upon the wellness conditions facing Canadian police employees and their key CSWB partners
- Examine the nature and experience of these impacts to determine inequities in the impacts themselves, and in the supports, remedies and access available to all employees across the system, and to devise appropriate action plans to address evident disparities
- Showcase, examine and advance recently emerging and promising policy, practices, and knowledge models for others to apply
- Determine new and existing gaps in the policy, practices, and knowledge base surrounding police employees (and family) wellness, and potential solutions to these gaps
- Develop a shared plan for both urgent and longer-term actions among key partners including police agencies, CACP standing committees, associations, governments, health and mental health providers, and researchers.

**Who Should Attend?**

The target audience for registered delegates is expected to be wide and diverse, and is likely to include:

- Mid-to-senior executives from Canadian police agencies
- Police leaders representing the membership associations **and governance bodies**
- Mental health, public health, and general health professionals with a relationship to and interest in police employee wellness
- Community leaders, including Indigenous community leaders, with a relationship to and interest in the intersectionality of police employee wellness and trust-building with communities
- Policy makers at the local, provincial-territorial, and federal levels
- Researchers working in the fields of health, mental health, policing and community safety and well-being.



TIME	MONDAY, MARCH 6, 2023
17:00-19:00	Onsite Registration <i>(Ballroom Foyer)</i>

TIME	TUESDAY, MARCH 7, 2023
07:00	Onsite Registration <i>(Ballroom Foyer)</i>
07:00-08:30	Continental Breakfast <i>(Ballroom Foyer)</i>
08:30-16:30	Plenary Sessions <i>(Ballroom)</i>  <i>Program Facilitator</i> Norm Taylor
08:30-09:00	<b>Welcome and Opening Remarks</b> <ul style="list-style-type: none"> <li>Chief Danny Smyth, Winnipeg Police Service; President, Canadian Association of Chiefs of Police</li> <li>Mental Health Commission of Canada</li> </ul>
09:00-10:15	<b>CACP Standing Committee Perspectives: The Current State of Wellness in the Canadian Policing Sector</b>  <i>Common Theme: What We Know, What We're Seeing &amp; What We're Doing</i>  Summary Discussion: What More Needs to be Done?
10:15-10:45	Network Break <i>(Ballroom Foyer)</i>

<b>TIME</b>		<b>TUESDAY, MARCH 7, 2023</b>	
<b>10:45-11:45</b>	<b>The Wellness Journey in the United Kingdom – Oscar Kilo</b>  <i>Presenter</i> <ul style="list-style-type: none"> <li>• Andy Rhodes, Service Director, National Police Wellbeing Service</li> </ul>		
<b>11:45-12:00</b>	<b>Open Mic Discussion – What Can Canada Learn from This?</b>		
<b>12:00-13:00</b>	<b>Lunch</b> ( <i>Ballroom Foyer</i> )		
<b>13:00-13:45</b>	<b>Managing the Wellness Impact on Police Capacity: Case Studies in Successful Return-to-Work Strategies</b>  <i>Presenters</i> <ul style="list-style-type: none"> <li>• Chief Paul VandeGraaf, Cobourg Police Service</li> <li>• Dr. Katy Kamkar, CAMH (Lived Experience Case Example)</li> </ul>		
<b>13:45-14:30</b>	<b>Using the National Standard for Psychological Health and Safety in the Workplace to Advance the Wellness Culture in Policing</b>  <i>Presenters</i> <ul style="list-style-type: none"> <li>• Lauren Bernardi, Lawyer &amp; Human Resource Advisor, Bernardi Human Resource Law</li> <li>• MHCC Representative(s)</li> </ul>		
<b>14:30-14:45</b>	<b>Network Break</b> ( <i>Ballroom Foyer</i> )		
<b>14:45-16:45</b>	<b>Showcase Sessions: Emerging and Promising Practices in Police Wellness</b>  <i>Presenters</i>		
<i>14:45</i>	<b><i>The Awe Project for Resilience</i></b> <ul style="list-style-type: none"> <li>• Dr. Jeff Thompson, Columbia University</li> </ul>		
<i>15:15</i>	<b><i>The Role of Sleep Therapy in Policing</i></b> <ul style="list-style-type: none"> <li>• Quebec Police Experience, w/ U-Laval, Harvard &amp; Haleo Research</li> </ul>		
<i>15:35</i>	<b><i>MHCC Innovative Cross-Over Case Study</i></b> <ul style="list-style-type: none"> <li>• Emergency Medical Services – Title TBC</li> </ul>		
<i>15:55</i>	<b><i>Hands-on Wellness Leadership: A Case Study</i></b> <ul style="list-style-type: none"> <li>• Chief Shahin Mehdizadeh, Lethbridge Police Service</li> </ul>		
<i>16:15</i>	<b><i>RCMP Periodic Psychological Health Screening Project</i></b>		

<b>TIME</b>		<b>TUESDAY, MARCH 7, 2023</b>	
		<ul style="list-style-type: none"> <li>• Dr. Norman Shields, Clinical Psychologist, Government of Canada</li> </ul>	
<b>16:45</b>		<b>Closing Remarks</b>	

<b>TIME</b>		<b>WEDNESDAY, MARCH 8, 2023</b>	
<b>07:00-13:00</b>		<b>Exhibit Show</b> ( <i>Ballroom Foyer</i> )	
<b>07:00-08:30</b>		<b>Continental Breakfast</b> ( <i>Ballroom Foyer</i> )	
<b>08:30-15:00</b>		<b>Plenary Sessions</b> ( <i>Ballroom</i> )	
<b>08:30-09:00</b>		<b>Opening Remarks</b>  <b>Recap Day One – Emerging Themes &amp; Action Areas</b>  <i>Program Facilitator</i> Norm Taylor	
<b>09:00-10:15</b>		<b>Deconstructing Impacts &amp; Responses to Tragic Experiences in Policing – Three Case Studies</b>  <i>Guest Moderator</i> Commander Grant Edwards (Ret), Australian Federal Police  <i>Presenters</i> <b>Multi-casualty Bank Robbery Trauma</b> <ul style="list-style-type: none"> <li>• Chief Dean Duthie, Saanich Police Department</li> </ul> <b>RCMP Burnaby Outreach Tragedy</b> <ul style="list-style-type: none"> <li>• Superintendent Graham De La Gorgendiere, RCMP</li> </ul> <b>Mass Casualty Impacts on Police</b> <ul style="list-style-type: none"> <li>• Chief Dan Kinsella, Halifax Regional Police Service</li> </ul>	
<b>10:15-10:30</b>		<b>Open Mic Discussion – What Can We Learn from These Events?</b>	
<b>10:30-10:45</b>		<b>Network Break</b> ( <i>Ballroom Foyer</i> )	

TIME	WEDNESDAY, MARCH 8, 2023
10:45-11:30	<p><b>RCMP Longitudinal PTSD Study: Project Design &amp; Initial Results</b></p> <p><i>Presenters</i></p> <ul style="list-style-type: none"> <li>• Dr. Nicholas Carleton, Scientific Director, CIPSRT</li> <li>• Dr. Gregory Kratzig, Director of Research &amp; Strategic Partnerships, RCMP</li> </ul>
11:30-12:15	<p><b>Caring for Those who Protect Us - Exploring Best Practices and intervention for Police Psychological Support after a potentially Traumatic Event</b></p> <p><i>Presenters</i></p> <ul style="list-style-type: none"> <li>• Andrée-Ann Deschênes, PhD, Professor, Université du Québec à Trois-Rivières</li> <li>• Annie Gendron, PhD, Researcher, École nationale de police du Québec</li> <li>• Marie-France Marin, PhD, Professor, Université du Québec à Montréal</li> </ul>
12:15-13:00	<p><b>Lunch</b> (<i>Ballroom Foyer</i>)</p>
13:00-14:00	<p><b>Updating the Evidence to Support Police Wellness in an Environment of New Challenges</b></p> <ul style="list-style-type: none"> <li>• <i>Guest Moderator:</i> Lauren Jackson, Special Wellness Issue Sponsor, Journal of Community Safety &amp; Well-Being</li> <li>• <i>Guest Editor:</i> Dr. Linna Tam-Seto, McMaster University</li> <li>• <i>Guest Editor:</i> Dr. Jeff Thompson, Columbia University</li> <li>• Highlighted Features from the JCSWB Special Wellness Issue and Other Sources</li> </ul>
14:00-14:15	<p><b>Network Break</b> (<i>Ballroom Foyer</i>)</p>
14:15-15:00	<p><b>Town Hall Session: Resetting the Baseline and Looking Forward to an Equitable Culture of Wellness in Canadian Policing</b></p> <p><i>Moderator</i> Norm Taylor</p>
15:30	<p><b>Closing Remarks</b></p>