



“Policing is first and foremost a service to the public; the more it is at odds with the composition and values of the public, the less well it works.”

Max Yalden, Canadian Human Rights Commission

In Canada, there are three basic variations when it comes to the provision of civilian governance of municipal police services. Eight of the ten provinces provide for a police board or commission to act as the civilian body. The members of these boards can be appointed by either municipal or provincial authorities, or a combination of both.

The Canadian Association of Police Boards (CAPB) is the national association for police boards and commissions from those provinces across Canada. Formed in 1989, our members provide governance and oversight of more than 75% of municipal police in Canada. In their role as civilian oversight bodies, police boards appoint and manage the performance of chiefs and deputy chiefs, set policing objectives, establish policies, and generally represent the public interest. The effective governance and oversight of policing in Canada is an important means to ensure that Canada's police services are fully accountable, transparent and enjoy public confidence as they tackle important issues of public safety, social stability and international terror. It is one of the foundations of our democracy.

The function of Police Boards across the country is similar, they:

- Hire the Chief of Police and Deputy Chiefs
- Evaluate the Chief of Police
- Labour Relations
- Discipline
- Policy Development
- Determine adequate personnel levels
- Budgeting for needs of the police service
- Monitor the budget
- Review performance of the service
- Insulate police from political interference

Civilian governance of police services seeks to ensure that, on one hand, the police will remain sufficiently independent in their responsibility for operational matters within their jurisdiction, while, on the other hand, being accountable to those communities they are operating within. A police commission or board is a link between the community and the police. Local police boards must be connected to the community to ensure effective democracy.

Members of police boards and commissions are expected to practice one of the highest orders of self-discipline. Society expects them to make critical decisions surrounding the conduct of professional police services; they do not expect them to participate directly in any of the resulting actions. The Canadian Association of Police Boards is proud to stand behind our members and the critical role they play in our communities.

THE IMPACT OF BILL C-10 ON ABORIGINAL COMMUNITIES

Issue

It is anticipated that the passage of Bill C-10 will have a global negative impact on Aboriginal people in Canada, unless additional measures are taken.

Background

- The Correctional Investigator of Canada reported in 2006 that between 1996 and 2004, the number of First Nations peoples in federal institutions increased by 21.7 percent compared to a 12.5 percent decline in the total federally incarcerated population during the same period.
- Aboriginal youth are over-represented among criminalized young people. They are criminalized and jailed at earlier ages and for longer periods of time than non-Aboriginal young people.
- The number of incarcerated First Nations women also increased by 74.2 percent between 1996 and 2004.
- The Correctional Investigator recommended that, beginning in 2007, the Correctional Service implement a number of initiatives.
- In addition to these initiatives, Aboriginal youth at risk require early intervention and support services to prevent ongoing criminal behaviour, especially since Bill C-10 will remove discretionary authority of the Canadian judiciary and reduce the ability to apply Section 718.2(e) of the Criminal Code and the “Gladue.Principles” of sentencing required by the Supreme Court’s R v. Gladue decision.

CAPB’s Position

1. In the absence of additional preventive and rehabilitative measures, the passage of Bill C-10 will add another reason, codified within Canadian Law, for the greater incarceration of Aboriginal young people.
2. Canada’s governments need to address solutions to the root causes of criminal behaviour by Aboriginal youth. We ask the Federal Government to take the lead in finding these solutions.
3. First Nations communities must be active partners in this search for solutions.

MENTAL HEALTH STRATEGY

Issue

The increasing frequency of people committing criminal offences as a direct result of an untreated mental illness has also led to mental illness being “treated” within the criminal justice system rather than the health care system. In effect, correctional institutions regrettably have become the institutionalized care of the twenty-first century for those with mental illness.

Background

- According to *A Report on Mental Illnesses in Canada*, published by Health Canada in 2002, mental illnesses indirectly affect all Canadians through illness of a family member, friend, or colleague; it also concluded that 20 percent of all Canadians will personally experience a mental illness in their lifetime.
- Those with an untreated or sporadically treated mental illness often end up interacting with police.
- The article “Criminalization of Mental Illness,” published by the Canadian Mental Health Association in March 2005, reported that research showed that a person with a mental illness was more likely to be arrested for a minor criminal offence (causing a disturbance, mischief, minor theft) than a non-ill person. Our background paper contains details of the findings.
- Estimates of untreated mental illness in the criminal justice system range from 15 to 40 percent of those incarcerated.
- Families, friends, and neighbours often turn to police and the justice system in a desperate attempt to acquire much-needed medical care for those with mental illness and/or to prevent their self-harm or their further victimization of others.
- A Canadian Mental Health Association (BC Division) study found that over 30 percent of interviewees with serious mental illness had contact with police while making, or trying to make, their first contact with the mental health system.
- Police officers are, by default, becoming the first point of access to mental health services for persons with mental illness.
- The impact on police in these ever-increasing situations can be very negative.

- Police services have used different strategies to address mental health as a policing issue. However, the best solution lies in decreasing the chance of police interaction with those who in effect require health care.
- Using law enforcement agencies is a costly way to address mental health emergencies and crises, both in public funds and in the collateral damage to all involved.

CAPB'S Position

1. Standardize training for law enforcement officers and other front-line police personnel to assist them in identifying signs of mental illness and to provide alternate strategies for response.
2. At the federal level, develop and implement a national mental health strategy in cooperation with provincial and territorial governments to ensure that individuals with mental health issues are dealt with appropriately, so that:
 - people with mental illness are treated rather than punished;
 - systems are in place for police to refer offenders to mental health services instead of the criminal justice system, which services would include screening, treatment, and follow-up care;
 - new models are instituted for police response to incidents involving mental health issues, including the ability to function within interdisciplinary teams;
 - police agencies have policies and procedures in place to support the application of training geared to provide basic skills and knowledge on appropriate strategies for responding to incidents involving a person with mental illness; and
 - courts become more educated on the issues and the solutions for persons with mental illness and ensure post-release support.

ECONOMICS OF PUBLIC SAFETY

Issue:

The majority of Canadians are policed by local police services, either municipal in nature, or through contract with the Royal Canadian Mounted Police and two provincial police services (Provinces of Ontario and Quebec). The common thread is these services are funded by municipal property taxes. This has resulted in an unreasonable burden being placed on municipalities as policing has become more expensive as a result of downloads from the other levels of government, the impact of judicial and legislative change, growth in technology, and the increased complexity of serious crime.

Without comprehensive change in the manner in which police services are funded in this country, significant erosion in the delivery police services in Canada is inevitable.

Background

In 2008, the Federation of Canadian Municipalities released a study which found that municipal police services were enforcing federal laws and mandates to the amount of \$500 million per year.

The situation facing those mandated to provide municipal police services can be summarized as follows:

- Work of individual police officers and civilian members of all police services is valued; regardless whether it is a federal, provincial or municipal agency
- Funding sources do not align with policing responsibilities and legislated requirements
- Policing expenditures in Canada went from \$6.8 billion in 2000 to \$12.3 billion in 2009; an increase of 81% in nine years
- This situation will only be further exacerbated by funding restraints at the federal and provincial levels
- Failure to address this issue will result in a continued reliance on bandage solutions that will inevitably lead to an erosion to the level and quality of policing that Canadians have come to expect and rely upon
- Status quo is no longer viable

CAPB's Position

The first step is the acknowledgement by the provinces and the federal government that there is an issue, and that any solution will require the participation of the three orders of government and the expertise of those engaged in the delivery of police services.

When the Federal/Provincial/Territorial (FPT) Ministers met in Charlottetown in January 2012, they discussed the challenges of the escalating costs of policing and the work underway to improve efficiency and effectiveness. The Ministers supported enhanced information sharing among jurisdictions on best practices and stressed the importance of collaboration among all law enforcement partners to fight the root causes of crime. All ministers expressed support for a National Summit on the Economics of Policing in fall 2012.

The provinces, the federal government and police stakeholders must identify a process that has a holistic approach to bring all parties to find solutions that include:

- Identifying practical initiatives the federal government can undertake, at no cost, to allow municipal police services to work more effectively
- Maintain status quo – no downloads or user fees

- Support for a comprehensive Fall Summit in 2012 on Economics of Policing, engaging full spectrum of stakeholders

We are further encouraged by the province of Ontario's hosting a summit on the future of policing this week that will look at core policing versus non-core activities; efficiencies and alternate service delivery; cost recovery/revenue generation options and a need to examine transformational activities to increase performance and decrease costs.

In British Columbia, they recently released a green paper on modernizing the BC justice system and that document looks at the funding pressures, future costs and adverse outcomes; recognizes that police are different from other justice components and that the largest single funding source is municipal governments; acknowledges concern over cost of new contract for provincial police force (RCMP); and will lead to a white paper and new strategic plan for police.

CAPB, as the voice of civilian oversight of police in Canada, needs to play a role in any future dialogue on the economics of public safety and policing in Canada.

**CAPB 2011-2012
Executive & Board of Directors**



**PRESIDENT, CAROL ALLISON-BURRA
Kingston Police Services Board, Ontario**

Carol Allison-Burra, MSW, RSW, a graduate of Queen's University (Bachelor of Arts) and Wilfrid Laurier University (Master of Social Work), commenced her career in 1969 as a social worker for the Kingston Psychiatric Hospital. In 1970 she moved to the Kingston General Hospital and ultimately was appointed as its Director of Social Work, a position she held until 1987. Her numerous qualifications include being a Registered Member of the Ontario Association for Marriage and Family Therapy and an Approved Supervisor in the American counterpart of this association. From 1983 to 2005 she was Assistant Professor (Psychiatry) at Queen's University, teaching medical students and residents in psychiatry interviewing skills, and she now runs a private counselling therapy and consulting practice.

Carol's commitment to community service is evident in her regular participation in an executive capacity over the years for agencies such as the Kingston Seniors Association, the Ontario Mental Health Foundation, and both the Kingston, Frontenac, Lennox & Addington District Health Council and Public Health Board. She served on Kingston City Council from 1994 to 1997 and took part in several council committees and boards. Carol has been an active member of the Kingston Police Services Board since December 2001, fulfilling the duties of Board Chair from December 2003 to August 2011. She was initially selected as the Board's community representative and is now serving in her seventh year as

one of two provincial appointees. During her tenure Carol has been a strong advocate for victim services and for recognizing the importance of addressing quality of life issues in the big picture of providing a safe and secure community environment. In this respect she has also called attention to the need to address mental health issues with proper medical care rather than relying on police intervention.

In August 2007, Carol was appointed to the CAPB Board of Directors and was elected as Vice-President for the 2010/11 term. In addition to her role as Vice-President, Ms Allison-Burra continued to participate in the CAPB Policing and Justice Committee, which included membership in the Canadian Association of Chiefs of Police Special Purpose Committee on the National Firearms Strategy. In May 2010 she represented the CAPB in a presentation to the Standing Committee on Justice and Human Rights with Respect to Bill C-391, as well as in a subsequent media conference alongside the President of the Canadian Association of Chiefs of Police and the President of the Canadian Police Association. At the 2011 Annual General Meeting, Carol was elected CAPB President for the 2011/12 term.

Carol is a mother of two adult children: Krishna, a high school principal who is married with three children, and Tara, a psychiatrist at the University of Toronto who is also married with two children. Carol is in a loving, robust marriage, and grandmothering has become a heartfelt passion for her. In addition to family events she enjoys travelling, singing in two local choirs, Pilates, jogging, golfing, and cottage life.



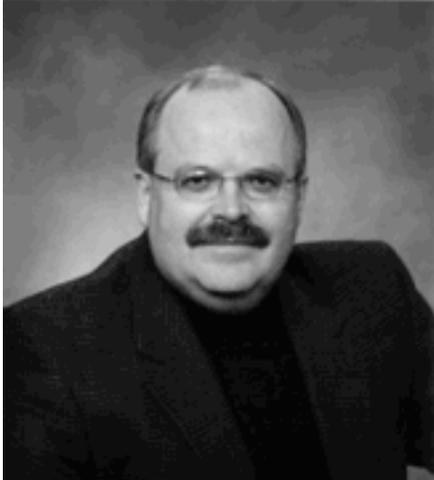
VICE-PRESIDENT, DEREK MOMBOURQUETTE
Cape Breton Regional Municipality Board Of Police Commissioners, Nova Scotia

Derek Mombourquette was first elected as councillor with the Cape Breton Regional Municipality in October of 2008. Since his election, Derek has served as Chair of Cape Breton Regional Municipality Board of Police Commissioners and Secretary to the Nova Scotia Association of Police Boards. He graduated from Cape Breton University in 2004 obtaining a degree in Business Administration.

His appointment to the CAPB is his second national appointment. In 2001, Derek was elected to the Association of Canadian Community Colleges Board of Directors as the student representative for Atlantic Canada while completing his post secondary studies. He worked with students, faculty, and senior administration of Colleges across Canada. Upon graduation, Cape Breton University awarded Derek the Glenn Moore Memorial Scholarship for outstanding leadership and contribution to quality of life for students of the university.

His private sector experience consists of marketing, corporate sponsorship, and event management positions.

Along with his policing responsibilities, Derek is the Chair of the Cape Breton Regional Municipality Heritage Advisory Committee, and a board member of the McConnell Library in Sydney. He has served in many volunteer capacities including the Atlantic Coastal Action Program for Cape Breton Island, the Cape Breton University Alumni Association, and has coached basketball in the local school system.



SECRETARY-TREASURER, GREG DIONNE
Prince Albert Board of Police Commissioners
Prince Albert, Saskatchewan

Greg Dionne is a lifetime resident of the province of Saskatchewan. He has participated in and held seats on many volunteer boards over the years and believes that if you want to see change, improvement and progress you have to be pro-active. Through his involvement in local boards such as Tourism (including, Prince Albert, Northern Shores and Saskatchewan), REDA, the local Chamber and the Victoria Union Hospital Foundation, Greg is proud to have been involved in numerous initiatives allowing his community to continue to grow and prosper. As he nears his 20th year in the shopping center industry as the General Manager of Gateway Mall in Prince Albert, Market Mall in Saskatoon and Northgate Mall in Regina; he has also been a part of the changing world of retail. Councillor Dionne says it has been a great experience to partake in the evolution of this industry.

As a city councillor he has been fortunate to join a team who is passionate about Prince Albert and is committed to building a strong vibrant city. In August 2005 Greg was elected to the Canadian Association of Police Boards. This was the first time in Prince Albert's history that this had ever happened. This now allows the city direct input into changing laws and lobbying the federal government for changes. Greg believes that by volunteering on the board of CAPB he has been given an opportunity to assist in the formation of our country a safe place to raise our families.



MICHAEL ERVIN, CALGARY POLICE COMMISSION
Calgary, Alberta

Michael J. Ervin is president of MJ Ervin & Associates (a division of the Kent Group), a consulting firm providing a broad range of research, analysis, consulting and strategic insights relating to the downstream (refining and marketing) petroleum sector. His career in this field spans thirty years, first as a manager and executive, and since 1990 as a consultant to this sector. His firm's global clients include governments, industry associations, and petroleum refiners and marketers.

Mr. Ervin is also a serving officer in the Canadian Forces (Reserve), holding the rank of Commander. His military career spans over thirty years, and includes numerous staff and operational assignments ashore and at sea.

From 2000 to 2003 he served as Commanding Officer of HMCS Tecumseh, Calgary's Naval Reserve establishment, and is a former Honorary Aide-de-Camp to the Governor General of Canada. From 2004 to 2009, Commander Ervin was the Liaison Officer to the Canadian Forces Liaison Council (CFLC) in Southern Alberta. Presently, he is Canada's Head of Delegation to a multinational NATO-recognized advocacy organization relating to reserve military service.

In 2010, Mr. Ervin was appointed to the Calgary Police Commission, and serves on the complaints oversight and personnel/communications committees. His involvement in law enforcement oversight comes from a strong interest in governance and leadership principles and a belief in the importance of accountability of police services to the community.

Michael is an avid runner and triathlon competitor, and has completed over 18 marathons, including the 2006 Boston Marathon. He is a private pilot, and with his wife Martina, also enjoys downhill and cross-country skiing, cycling, hiking and backpacking.



**JONATHAN FRANKLIN, SAINT JOHN BOARD OF
POLICE COMMISSIONERS
Saint John, New Brunswick**

Jonathan Franklin spent 41 years in the newspaper business before retiring as Publisher of the *Telegraph-Journal* in Saint John, New Brunswick, in 2004.

He began his newspaper career as a reporter at *The Cape Argus* in Cape Town, South Africa, in 1963 before emigrating to Canada in 1966 where he joined the staff of the *Vancouver Province* newspaper in B.C., first on the news desk and then as Foreign News Editor.

After backpacking his way around the world for a year with his wife, Haleen, in 1970, Jonathan moved to Victoria in 1971 to become News Editor of the *Victoria Times*, and then the *Times-Colonist* when the two Victoria papers later merged.

In 1986 he became Business Manager of the *Times-Colonist* after graduating from the University of Victoria with a Masters in Public Administration. In this position he was responsible for the financial management of the company and for labour relations, which involved day-to-day dealings with five unions, grievance handling and arbitrations, and contract negotiations.

In 1993 he was appointed Publisher of the *Kelowna Courier* and in 1994 became Group Publisher for Thomson Newspapers in the Okanagan Valley with overall operating responsibilities for the *Penticton Herald* and *Vernon Daily News* in addition to the *Kelowna Courier*. In late 1994 he launched *The Okanagan Saturday*, a new regional paper covering the Okanagan

Valley.

In 1996, he and Haleen moved to Moncton, New Brunswick, to become Publisher of the *Times&Transcript*.

In May, 1999, he became Publisher of the *Telegraph-Journal*, at the same time retaining responsibility for the *Times&Transcript*. In 2001 he moved to Saint John to assume sole responsibility for the *Telegraph-Journal* and implement its merger with the *Times-Globe* and expansion into a two edition province-wide newspaper. He retired in 2004 and continues to live his 1896 heritage home on Germain Street, which he has been actively restoring.

In 2004/2005 he served on the Heritage Preservation Bylaw Review Committee appointed by Saint John's Common Council, which resulted in subsequent updates to the Bylaw.

In 2011 he was appointed by the Province to the Saint John Board of Police Commissioners, and in January, 2012, was appointed Secretary on the Executive Committee of the Board.

Jonathan and Haleen enjoy travelling widely, and make frequents trips out west to visit their son and his family in northern B.C., and their daughter in Alberta.



**EMIL KOLB, REGION OF PEEL POLICE SERVICES BOARD
Brampton, Ontario**

Emil Vincent Kolb was first elected as Chair of Peel Regional Council, on December 12, 1991. His sixth and current term as Regional Chair began in December 2006. He is also Chief Executive Officer of the Corporation of the Regional Municipality of Peel.

As Regional Chair, he is an ex-officio member of all committees of Council. In addition, Mr. Kolb is Chair of the Peel Police Services Board, a position he has held since January 1996.

In the early 1970s, Mr. Kolb served as an Albion Township Councillor and before that he was a member and Chair of the Albion Township Planning Board. Later, from 1985 to 1991, Mr. Kolb served as Mayor of Caledon for two terms. Mr. Kolb has been a Regional Councillor since the establishment of Peel Regional Government in 1973.

Mr. Kolb was awarded the prestigious Commemorative Golden Jubilee Medal of Her Majesty Queen Elizabeth II, in honour of his contributions to society and the community. A further tribute was paid to Mr. Kolb for his contributions to the police service, when in 2004, the new Peel Regional Police facility on Derry Road in Mississauga was named in his honour, "The Emil V. Kolb

Centre for Police Excellence". His most recent honour was being named the 2008 Ontario Public Works Association "Leader of the Year" for his contributions and support of the Public Works industry in Ontario.

In his spare time, Mr. Kolb is an active fundraiser for a variety of Peel children's charities including Peel Children's Centre, Peel Children's Aid, the United Way and the Children's Safety Village. Mr. Kolb continues to host his annual fall "Hootenanny" and has raised more than one million dollars for local children's charities.

Emil Kolb was born, in 1936, in Gravelbourg, Saskatchewan and raised in the Bolton area. The Kolb family has farmed in the former Township of Albion, since 1939. The Kolb family farm is now operated by their son Paul and his wife Marion.

Emil and his wife Beryle have four children, seven grandchildren and four great-grandchildren.



JOAN KOTARSKI, VICTORIA POLICE BOARD
Victoria, British Columbia

Joan Kotarski is the Executive Director of the Fairfield Gonzales Community Association. She has served as the City of Victoria's municipal appointee to the Victoria Police Board since January 2009 and is an active member of the Board's Governance Committee.

Joan has been involved in the local community as a volunteer on a number of organizations including Metis Community Services Association, Our Place and the Belfry Theatre. She has also served as the President of the Ontario Association of Interval and Transition Houses and was actively involved in the development of training for staff and volunteers in sexual assault centres, crisis lines and shelters. . Currently, she is on the board of the Sara Spencer Foundation

Ms. Kotarski has taught at community college and delivered training on violence against women and children; and harassment and discrimination to numerous other professional groups including police, social workers and teachers.

Joan is often called upon by her peers to assist them in working out solutions to the array of challenges confronting today's nonprofit organizations. She believes that supporting the involvement of people in their community increases the level of responsibility to each other and to the well-being of our community.

Ms. Kotarski has a master's degree in anthropology and numerous certificates in human resources and volunteer management.

Joan was awarded a certificate of recognition by Volunteer Victoria for developing an organizational culture

that welcomes and celebrates diversity in the workplace.



DR. ALOK MUKHERJEE
TORONTO POLICE SERVICES BOARD
Toronto, Ontario

Dr. Alok Mukherjee has been Chair of the Toronto Police Services Board since 2005.

Alok Mukherjee has held several public appointments including membership on the Toronto District School Board Safe and Compassionate School Taskforce and the Ontario Civilian Commission on Police Services. He has been Vice Chair and Acting Chief Commissioner of the Ontario Human Rights Commission.

Dr. Mukherjee plays an active role in the community. His volunteer activities have included Chair of the Council of Agencies Serving South Asians (CASSA); a member of the Board of Governors, Centennial College of Applied Arts and Technology; President of Indian Immigrant Aid Services; Chair of the Housing Sub-Committee, Social Issues Committee of the Children's Aid Society of Metro Toronto; Chair of the Sub-Committee on Access to Services, City of Toronto Mayor's Committee on Community and Race Relations; and a member of the Multiculturalism Committee, United Way of Greater Toronto.

Dr. Mukherjee has received the Ontario Volunteer Service Award (1996), the Molson New Pioneers Award for Leadership by Skills for Change, Toronto (1996) and Commendation by the Mayor of Toronto (1987). He brings a unique perspective to law enforcement issues from his experiences in a highly multicultural and multiracial environment.



KATHRYN NOKONY, PORT MOODY POLICE BOARD
Port Moody, British Columbia

Kathryn Nokony works as an Account Executive and Director of her own firm, Kathryn Nokony Financial, Worldsource Financial Management Inc. Within her community of Port Moody, Ms. Nokony is a Director for Celebrate Canada, Heritage Canada. She was previously a chair of the Vocational Services of the Port Moody Rotary Club, and for seven years sat as a Trustee for the Port Moody Public Library and Treasurer for the British Columbia Library Trustees Association. Ms. Nokony has also been on the Port Moody Police Board for the past three years and has just been appointed by the Province for another three year term.

Kathryn is looking forward to the opportunities and challenges that are ahead with the CAPB for developing the governance framework, collecting and disseminating best business practices which will apply to all CAPB member organizations. She looks forward to being a representative of the Western Canada Board and bringing

her perspective to the national level, lobbying for National Police Priorities. She feels this is vital to the CAPB's two main goals - increasing the profile of the CAPB and its members with the Federal Government and establishing itself as a professional organization with the aim of reducing crime and improving policy.

CATHRYN PALMER, EDMONTON POLICE COMMISSION
Edmonton, Alberta



Cathryn Palmer is a highly regarded management consultant in health, social services and voluntary sectors, who brings extensive leadership experience to the both CAPB and the Edmonton Police Commission. Ms. Palmer has spent a significant portion of her career working in the areas of policy development, strategic planning, program evaluation, communications, negotiations, and stakeholder relations.

From 1998 until 2007, Ms. Palmer was employed by the Government of Alberta where she worked in management with Alberta Health and Wellness. As an executive director, she managed a branch within the health ministry with an annual budget of approximately \$250 million. She was the first co-chair of the Primary Care Initiative Committee for Alberta Health and Wellness, responsible for the development of the initial funding criteria and approval of the first Primary Care Initiatives in Alberta. In addition, her branch had responsibility funding a number of innovative projects, such as Health Link. Ms. Palmer was also a member of the Physician Services Committee, had responsibility for academic medicine and other innovative forms of alternate physician compensation, and was an Alberta Health and Wellness representative in the early years of the Arthroplasty project. Through the Government of Alberta Executive Mobility program, Ms. Palmer worked for one year with the Ministry of Community Development. She was responsible for developing an evaluation framework for this ministry.

Prior to working with the Government of Alberta, Ms. Palmer spent about 15 years as an independent consultant. She was contracted to work on projects such as the development and review of management processes for all Alberta Regional Health Authorities on the use of blood and blood products, and project management and data analysis for a needs assessment for the Northern Lights Regional Health Authority.

Ms. Palmer currently serves the community of Edmonton by volunteering her time on the Bissell Centre Board and the Edmonton Region Persons with Developmental Disabilities Board. She is a graduate of the University of Alberta, where she earned a Bachelor of Arts in Economics.

Ms. Palmer is currently a member of the Edmonton Police Commission's Governance and Internal Affairs

Committees.



DR. VERA PEZER, SASKATOON BOARD OF POLICE COMMISSIONERS
Saskatoon, Saskatchewan

Dr. Vera Pezer is a member of the Saskatoon Board of Police Commissioners. Chancellor of the University of Saskatchewan. Dr. Pezer has a long association with the University of Saskatchewan, earning her undergraduate and graduate degrees from the University and serving as the Associate Vice-President (Student Affairs and Services) from 1991-2001. Dr. Pezer first joined the University in 1966 in Student Counselling Services and as a part-time instructor in the Department of Psychology. She would later become Director of Student Counselling, an Assistant Professor of Psychology and Assistant Dean, College of Arts and Science. Under her leadership, student retention and academic success were enhanced and the University's first offices dedicated to student emergency financial assistance, disability services for students, and Aboriginal student support programs established.

She has held volunteer and leadership roles with the Saskatoon Board of Police Commissioners, Saskatchewan Centennial Gala, Hope Cancer Race for Recovery, Saskatoon Housing Coalition, Persephone Theatre, the River Landing Destination Centre and the YWCA. Dr. Pezer has also contributed widely to professional and amateur sports organizations. She is a member and current Chair of the 1989 Jeux Canada Games Foundation, Director of the 1991 Scott Tournament of Hearts and Ceremonies Chair of the 1989 Brier. As a Sport Psychologist, Dr. Pezer served as an advisor and trainer to Canadian Curling Teams in two Olympic Games.

An accomplished athlete in her own right, Dr. Pezer is a four-time Canadian Ladies' Curling Champion, a Canadian Softball Champion, and two-time member of the Saskatchewan Senior Women's golf team. She has received a place of honour in the Saskatoon and Saskatchewan Sports Halls of Fame and in the Canadian Curling Hall of Fame. In 2003, Dr. Pezer completed her first book, *The Stone Age: A Social History of Curling in the Prairies*. She has just published her second, titled *Smart Curling*.

Dr. Pezer was honoured with a Saskatchewan Centennial Medal in 2006, and in 2002, received the University of Saskatchewan Alumni Award of Achievement.



**RON SKYE, KAHNAWAKE PEACEKEEPERS
SERVICES BOARD**

Kahnawake, Quebec

Ron Skye is a Mohawk from the Kahnawake Indian Reserve, in Quebec. He graduated from the Amerindian Police Training Center and started his career in policing in 1976 and is a former Chief of Police of the Kahnawake Mohawk Peacekeepers.

He has participated on numerous boards and acted as Chairperson for seven years on the Kahnawake Step by Step Child and Family Center which incorporates an inclusive approach to academic learning for children with special needs. He is also on the Board of Directors of the Kahnawake Combined Schools Committee, which is responsible to oversee the delivery of educational services to school age and adult community members enrolled in an academic institution.

Ron is a member of the Mohawk Council of Kahnawake's Senior Executive Management Team which oversees the delivery of programs and services to the community. He also negotiates on his community's behalf agreements with Canada and Quebec on the provision of programs and services relating to public safety including policing. He also sits on Kahnawake's first Legislative Coordinating Committee which is responsible for the development of legislation under Kahnawake's jurisdiction.

As Director of Justice Services since 2005, he also sits as the Chairperson of the Kahnawake Justice Commission and the Kahnawake Peacekeeper Services Board.

An avid sports enthusiast and player, he has volunteered his experience by coaching his community's youth in lacrosse, hockey, football, baseball and golf.

Ron hopes to raise the profile of aboriginal policing with strong and objective board governance on a local, regional and national level.

The Kahnawake Mohawk Peacekeepers are a contingent of thirty-two officers and seven civilian staff.



DAVID WALKER, BRIDGEWATER BOARD OF POLICE COMMISSIONERS

Bridgewater, Nova Scotia

David Walker is completing his 7th year as Deputy Mayor for the Town of Bridgewater, Nova Scotia. He was first elected in 1988, completing 20 years as a Bridgewater Town Councillor. For 30 years David taught Social Studies, mostly at the Junior High level. He received a Bachelor of Arts with Major in History & Political Science and a Bachelor of Education from Acadia University as well as a Diploma in Educational Administration from the Nova Scotia Department of Education.

Mr. Walker is a Council appointee to the Bridgewater Board of Police Commissioners and is completing his third year as Chairman of the Police Board. In addition to these duties, David is finishing his 7th year on the Nova Scotia Association of Police Boards, currently serving as President. David is serving his second term on the Canadian Association of Police Boards as one of two provincial representatives for Nova Scotia.

David is also Past-President of the South Shore Mustangs Major Midget Hockey Team; Governor Bridgewater Lumberjacks Junior A Hockey Club; Secretary Lunenburg Branch Retired Teacher's Organization; an Elder Bridgewater United Church; and a Member of Branch # 24, Royal Canadian Legion – Chair of Bursary Committee. In his leisure time David enjoys spending a good day on the golf course and spending time with his grandson Walker. Married for 37 years to Linda, David and his wife have two adult children, Megan and David Jr.



JENNIFER LANZON EXECUTIVE DIRECTOR

Jennifer Lanzon joined CAPB in January 2006. Working closely with the board, she focuses her energies on building the governance, organizational and financial capacity of the association. Ms. Lanzon is also the in-house registered lobbyist for CAPB.

Jennifer works collaboratively, on behalf of the board and membership, with police services sector stakeholders across the country including police associations, governments and other national organizations working in areas such as mental health, poverty reduction, social housing and community safety.

With 20 years experience in association management, her expertise combines fund development with strategic leadership of national associations. Ms. Lanzon has worn the hat of executive director, board member, volunteer, fundraiser and consultant with organizations and charities that truly cross the spectrum of the non-profit universe.

Jennifer's past positions include Executive Director of the

Law Society of the Northwest Territories; Executive Director of both the Consumers Association of Canada NWT and the Multicultural Association of the NWT. These positions afforded her an excellent opportunity to develop strong skills in board governance, fund development and communications while working closely with aboriginal and diverse communities.

After a hiatus of hobby farming, volunteering and raising her family, Ms. Lanzon returned to the not-for-profit sector as a communications and development consultant for a number of charitable organizations and hospital foundations, including the University of Ottawa Heart Institute, Ottawa Hospital Foundation, WaterCan, Canadian Paraplegic Association and Canadian Parks and Wilderness Society.

A very proud mother of four young adults, Jennifer enjoys recreational rowing, cross-country skiing, hiking with her dogs in the Gatineau Hills, yoga, cooking, traveling, reading, and family time at the cottage.