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# Member Organizations



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# President's Message



**Scot Halley**

*Deputy Chief of Operations  
Winnipeg Police Service*

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...police agencies  
in Manitoba, and  
across Canada, must  
remain strong, united  
and committed to  
advocate for the  
best interests of our  
policing profession...

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It is with the heaviest of hearts that I open this message by recognizing the immense loss the Manitoba policing community suffered with the sudden and tragic passing of Manitoba First Nations Police Service Chief Doug Palson.

Chief Palson was a steadfast leader and dedicated police officer whose unwavering commitment to his community and to the men and women of the MFPS will be forever remembered and deeply missed. Chief Palson proudly served the people of Manitoba and Northern Ontario since 1988 and was a true trailblazer for Indigenous policing in Canada.

Chief Palson's passing marks an immeasurable loss to the MFNPS, the citizens they serve, the MACP and the policing community in our country. He leaves behind a legacy of service, leadership, love for his community that will live on for generations to come.

On behalf of the MACP, I wish to extend my most heartfelt condolences Chief Palson's family, the officers and staff of the MFNPS and the communities they serve. He will be missed.

This past year, our MACP members have continued to lead and support the more than 4,000 police officers, law enforcement and professional staff across the Province. As we enter 2025, we will inevitably be experiencing a political landscape that is uncertain, unclear and potentially tumultuous with a pending federal election in Canada and the recent inauguration of US President Donald Trump. Now, more than ever before, police agencies in Manitoba, and across Canada, must remain strong, united and committed to advocate for the best interests of our policing profession, the members we represent and the citizens we serve.

The MACP continues our efforts to provide outstanding training opportunities for our members, recently seeing twenty-five new graduates of the Senior Police Leadership and Management Program, in partnership with the University of Manitoba Asper School of Business. This program provides a tremendous foundation to facilitate the growth and development of new and rising leaders in our respective organizations. I had the honour to sit on a panel for the final presentations of six participants and I was absolutely amazed at the depth and quality of the ideas and solutions they brought forward.

Commencing on May 20th, the MACP will be hosting the FBI Law Enforcement Executive Development Association (LEEDA) Media and Public Relations Course in Winnipeg. This course has not been held in Canada for a number of years and is a very unique opportunity for police leaders to develop communication skills and strategies for interacting with the media as well as the communities they serve. There are a few openings left, so please reach out to Executive Director Gord Schumacher if you wish to register.




Finally, we are very proud to once again partner with the CACP to host the 2025 National Leadership Conference from April 28th to 30th. The last conference we held in 2023 sold out and was incredibly successful and well-received by those who attended. As an addition to this event, the MACP has invited the former NYPD Assistant Commissioner Judy Pal back to Winnipeg where she will be conducting a seminar on April 28th titled Barriers, Challenges and Opportunities for Women in Law Enforcement.

This past year, we've engaged with the Province of Manitoba, communities, and our policing partners to address the rise in violent crime like never before. Funding from the Province has been key in assisting us develop a number of new integrated teams. The Manitoba Integrated Violent Offender Apprehension Unit is one, and has already made a significant dent in arresting a large number of violent criminals with outstanding warrants.

Before I close, I would be remiss if I didn't note with some sadness the third and final (maybe) retirement of MACP Executive Director Gord Schumacher. After a thirty-year career with the Winnipeg Police Service, followed by a further twelve years as the inaugural Executive Director of Criminal Property Forfeiture with Manitoba Justice, Gord assumed the role of Executive Director with MACP. I can't even begin to describe the level of professionalism, stability and strength that he has provided our organization. As much as we need to celebrate his well-earned retirement, his departure does leave a tremendous void that will be challenging to fill. I understand Gord's first order of business is to embark on various trips across the globe that would give Taylor Swift a run for her money. On behalf of all the members of the MACP, I would like to wish Gord well on a long, happy and healthy retirement.

Finally, thank you to our membership and sponsors for the work you do in supporting us. We truly couldn't be successful without your commitment, loyalty and generosity. We are one with the strength of many.

An advertisement for Airbus featuring a helicopter at night. The helicopter is illuminated by its own lights and searchlights from below, creating a dramatic scene against a dark sky. The background shows a cityscape with lights. The text "SUPPORTING LAW ENFORCEMENT IS A CRITICAL MISSION" is prominently displayed in white, bold, sans-serif font. Below this, a paragraph of text describes the versatility of Airbus helicopters in law enforcement. The Airbus logo is in the bottom right corner.

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# International Training – a transformative experience

By Cst. Amar Manning



As a member of the Winnipeg Police Service and a representative of the Manitoba Association of Chiefs of Police, I am honored to be actively participating in an international exchange program hosted by the IACP and Minister of Interior at Abu Dhabi Police College in the United Arab Emirates (UAE).

Alongside 52 police officers from around the globe, I am engaging in this initiative to foster personal and professional development, promote cross-cultural understanding, and exchange diverse policing practices. My commitment stems from a desire to learn from this enriching experience while contributing to the collaborative growth of global policing.

The Abu Dhabi Police College, renowned for its extensive training programs, is a cornerstone of law enforcement in the UAE. My time here offers a unique opportunity to

explore the contrasts and parallels between policing in Canada and the Middle East.

Each morning begins with intense and demanding physical training, aimed at building stamina and resilience through a combination of cardiovascular and resistance exercises. This component is vital in equipping police officers to handle the physical challenges of their daily law enforcement responsibilities.

One of the most striking aspects is the discipline and precision demonstrated in the College's drill marching, a daily routine that instills discipline and promotes unity among all participants. While adjusting to this environment and its operational practices was initially challenging, the experience is proving to be both enriching and deeply rewarding.

The academic training was provided by AFAQ, focusing on leadership development and awarded participants a level 5 diploma in Advanced Police Sciences. The training covers a diverse array of law enforcement topics, with classroom sessions emphasizing critical subjects such as community policing strategies, criminal investigation techniques, future foresight, special operations, and crime scene management. These sessions are led by former police officers from across the globe, allowing students to be engaged with the theoretical underpinnings of policing within a unique legal and cultural environment.

Firearms training is a crucial part of the curriculum, providing hands-on experience with a variety of weapons, including the SIG Sauer pistol, a SMG 9mm rifle, and the M16, a 5.56-caliber rifle. Emphasis is placed on assembling and disassembling each firearm, with timed tests to evaluate our proficiency. Additionally, our shooting accuracy is rigorously assessed, ensuring a comprehensive development of firearm handling skills.



A central aspect of the exchange program is sharing knowledge and practices from our respective police agency. I found it enriching learning how other agencies are operating and investigating criminality. Through discussions and practical sessions, we fostered a meaningful exchange of ideas. I also had the privilege of presenting Winnipeg Police Service practices to an audience that included fellow international exchange officers, senior officials from the Abu Dhabi Police College, Ministry of Interior representatives, and local cadets.

One of the most enlightening aspects of this exchange has been learning about Abu Dhabi's policing practices. The Abu Dhabi Police place a strong emphasis on innovation and successfully utilize artificial intelligence for facial recognition. I found it fascinating that they use 3D scanning to reconstruct crime scenes for every serious offense. Their Falcon Eye central system covers Abu Dhabi, receiving live feeds from surveillance equipment installed across the city. This system provides smart warnings and enables quick responses to events and incidents. These advanced techniques not only enhance efficiency but also ensure greater accuracy in investigations within a shorter time frame.

Abu Dhabi has a "We Are All Police" initiative focused on community policing, which encourages citizens to actively assist law enforcement and engage in crime reduction strategies. Abu Dhabi is known as one of the safest cities in the world, and this initiative helps maintain that status by

fostering a strong connection between the police and the community.

A tour of Abu Dhabi's Strategic Planning Centre gave me insight into how they train for and manage natural disasters, large public events, and riots. They utilize virtual reality technology for active shooter situations and training recertifications. I believe similar training methods could be adopted in North America in the future.

This international exchange has been a transformative experience, greatly enriching both my personal and professional development. The diverse training techniques and methodologies I have encountered are expanding my perspective and equipping me with valuable skills relevant to my role in Winnipeg. Gaining insight into global policing practices is crucial, and this exchange highlights the mutual benefits of deeper collaboration among law enforcement agencies.

This program is more than just professional development; it is a transformative opportunity to deepen my understanding of global law enforcement challenges and strategies. The diverse perspectives and innovative practices I was exposed to are invaluable, strengthening my commitment to policing and shaping my approach in Winnipeg. I look forward to applying these insights and contributing to the ongoing evolution of law enforcement in our interconnected world.





# Robert Tremaine Taft

## Provost Marshall, Police Chief, City Councillor

By John Burchill

MACP, Executive Support Officer



With the appointment of Winnipeg's 19th Chief of Police (Gene Bowers), I thought I would profile one of Winnipeg's more colourful police chiefs – Robert Taft. An individual who made substantial contributions to policing in Winnipeg and to his community.

Taft was born on February 22, 1904, in Sydney, Nova Scotia. His family moved to Winnipeg when he was a small boy. He attended Somerset School, Greenway School, Isaac Brock School, and Kelvin High School before taking one year of studies at the University of Manitoba.

After completing school, Taft worked in a variety of jobs, from stoking boats on the Great Lakes to working as a miner in Pickerel Lake, Ontario. Eventually, he joined the Royal Canadian Army Service Corps on November 5, 1923, where he stayed for three years before purchasing his discharge on June 30, 1926, to join the Winnipeg Police Force.

Taft worked as a uniform police officer from 1926 to November 1, 1935, when he was promoted to Detective. After the start of the Second World War, Taft earned his Commission as a Reserve Officer with the Royal Winnipeg Rifles, taking a leave of absence for military training from July 17-31, 1940; and again, from August 13-26, 1941. He was called up for active duty on October 10, 1941, as a Second Lieutenant with the 2nd Battalion of the Royal Winnipeg Rifles. He was sent to Gordon Head, B.C. for officer training and qualified as an Infantry Lieutenant.

On January 22, 1942, Taft was assigned to the Canadian Provost Corps and was posted to Oak Bay on Vancouver Island. He was promoted to Captain in June 1942 and appointed Deputy Assistant Provost Marshall (DAPM) at Esquimalt, B.C., where he remained until February 1944. From March 1944 to the end of April 1944, he attended the Royal Military College at Kingston for a course in Civil Affairs. On June 10, 1944, he sailed overseas, and his provost unit moved forward with the armed forces through France, Belgium and Holland into Germany. On July 2, 1944, Taft became an Acting Major and loaned to the 5th Civil Affairs Group attached to the United States and British Joint Staff Planning Program as one of two Canadian officers to participate in staff planning for the occupation of Germany.

Taft embarked for France in September 1944 and was attached to the 1st Military Government Administration Unit. He became a full Major on January 28, 1945. On or about April 15, 1945, he was



*The Liberation of Bergen-Belsen Concentration Camp, April 1945. No 5 Army Film & Photographic Unit, Oakes, H (Sgt). Imperial War Museum, BU4711*

among the first officers and liberators of the Bergen Belsen concentration camp, where soldiers from the British 11th Armoured Division discovered approximately 60,000 prisoners inside, most of them half-starved and seriously ill, and another 13,000 corpses lying around the camp unburied. Taft did not talk about this part of the war with his family other than to say that he and other officers rounded up the local towns' people and made them walk through the camp.



*Cst. Robert Taft, c. 1930  
Courtesy Shaun Machesney*

On August 29, 1945, Taft became an acting Lieutenant Colonel. The provost corps was called upon to do police work, from traffic control and handling prisoners of war in a battle zone to forming special squads for investigating serious crime and tracking down black marketeers behind the lines.

Taft was then transferred from the provost corps and loaned to the Allied military government, and then sent to Hanover. There he was the Staff Officer in the Public Safety Branch of the Military Government. After the collapse of Germany, it became necessary to reorganize the regular civilian police forces. The Canadian and British staff had earmarked several army officers with the combination of police experience and army training to reorganize the police forces, and Taft was one of the army officers chosen.



*Lt. Col. Robert Taft, 1945  
Courtesy Shaun Machesney*

When Taft arrived in Hanover, there were no trains, no canal traffic, no bridges, and the city had no supplies of water, gas or electricity. By the time he left on March 21, 1946, all of the utilities were restored, and 92% of the streetcars were working.

During his time in Hanover, Taft was head of the civilian police force for the city and surrounding district (Regierungsbezirk), including the towns of Hamelin and Rinteln. The entire area measured 3800 square miles.

He supervised 3000 police officers, including a 1465 regular man force for the City of Hanover, 880 Gendarmerie for the rural areas and 1300 vulnerable point police. He was responsible for policing 1,140,000 Germans.

Taft was also in charge of the fire brigades for the entire government district. In addition, he oversaw the staffing and supervision of the police prisons in Hanover and Hamelin, as well as the Prisoner of War

Discharge Camp that, under Taft's tenure, 77,876 Prisoners of War were discharged and provided for.

On June 11, 1946, Taft was discharged from the Armed Forces and resumed his duties as a Detective Sergeant with the Winnipeg Police. He was quickly promoted through the senior officer ranks to Inspector (1946), Superintendent (1947), and Deputy Chief (1953) before being appointed Chief in 1954. His duties in Hanover no doubt helped when he took over the Winnipeg Police as he set about to modernize the department.

One of the first things Taft did as Chief was to hire Commissionaires, former soldiers, on contract to enforce parking by-laws and then to take over the serving of summonses. These changes freed officers for regular patrol duties and also reduced the friction between the driving public and the police.

In 1959 the Chief authorized the reorganization of the police record systems into a modern and efficient



Winnipeg Tribune, July 28, 1965



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Winnipeg Police Commission met in special session today to lay plans for a new police head-  
commission members (clockwise): John Sampson, Ald Lillian Hallonquist, Police Chief Robert Taft,

Voters approve a \$2.8 million money by-law to build a new Police Station. Winnipeg Tribune, April 9, 1964. The new building opened to the public on May 18, 1966, six months after Taft's retirement.





Central Registry. In June 1959, the Winnipeg Police also saw the establishment of the first [3-digit "999" Emergency Telephone System in North America](#). The calls for police, fire, ambulance and eventually the poison centre became the responsibility of the police to answer. In the early years, two operators were on duty 24/7 to handle the approximate 300 calls per day that were received on the switchboard.

Prior to 1959, the public had to know a multitude of emergency numbers throughout 16 different municipalities in Greater Winnipeg. "999" was a single point of contact which replaced 32 different phone numbers. This easy-to-remember number allowed the citizens of Winnipeg to speak with a switchboard operator who could immediately connect the caller to the appropriate police, ambulance, or fire resources. By 1963 all the metro police departments would be connected by a single emergency radio system operating out of the Winnipeg Police headquarters building on Rupert Avenue.

Taft also introduced the new civilian rank of "Cadet" in 1960 to free up police officers from other duties. Cadets were young men 18 years of age who performed non-active and clerical work in the various divisions gaining experience so that they could apply as constables upon reaching the age of 21. This system also allowed more officers to work on the street rather than inside.

One of the last things Taft fought for was a new police station to replace the aging Rupert Avenue building and two sub-stations built 50 years earlier. He laid out plans for a new building as early as 1959. However, notwithstanding the crumbling infrastructure, voters declined to pass a money by-law in 1960 to build one. After several tours by the media of the run-down buildings, a new money by-law was eventually introduced (and passed) in April 1964 to build a new Public Safety Building for \$2.8 million on Princess Street. However, bringing radar to the streets of Winnipeg in 1965 is probably Taft's lasting legacy.

Taft's term as Chief was marked by several high-profile disagreements with members of the Police Commission. Besides the building of a new station, Taft opposed

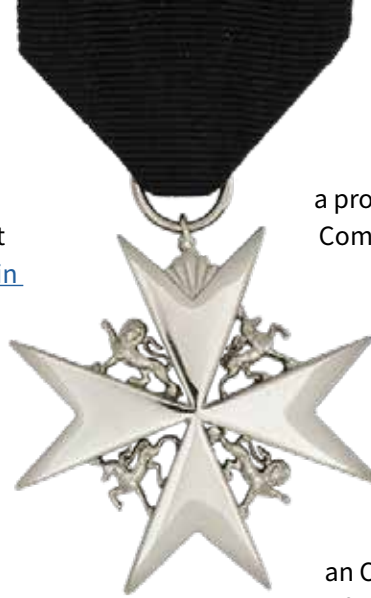
a proposal for one-man patrol cars as the Commission's response to his request for 100 more officers and ten more cars; and he refused to disclose the names of police informants to the Mayor (who felt the Commission had supreme oversight of the police).

On November 1, 1963, Taft was invested by the Governor-General of Canada as an Officer of the Order of the Hospital of St. John of Jerusalem. The medal is awarded to those who have successfully demonstrated leadership at a regional level in a position carrying substantial responsibility or for having demonstrated leadership at a local level in a position carrying major responsibility. He was also a member of the Lions Club, the St. Andrew's Society of Winnipeg (of which he was president in 1960 and 1961), the Masons (Ionic Lodge), and the Khartum Shrine Temple.

Taft resigned from the Winnipeg Police Force effective December 15, 1965, to run as a Liberal in the federal constituency of Winnipeg North, losing to New Democrat David

Orlikow. Two years later, however, he was elected to the Winnipeg City Council as an alderman for Ward 1. He was re-elected for two more terms, including the first Unicity council in 1971 as an independent councillor for the Riverview Ward in Fort Rouge.

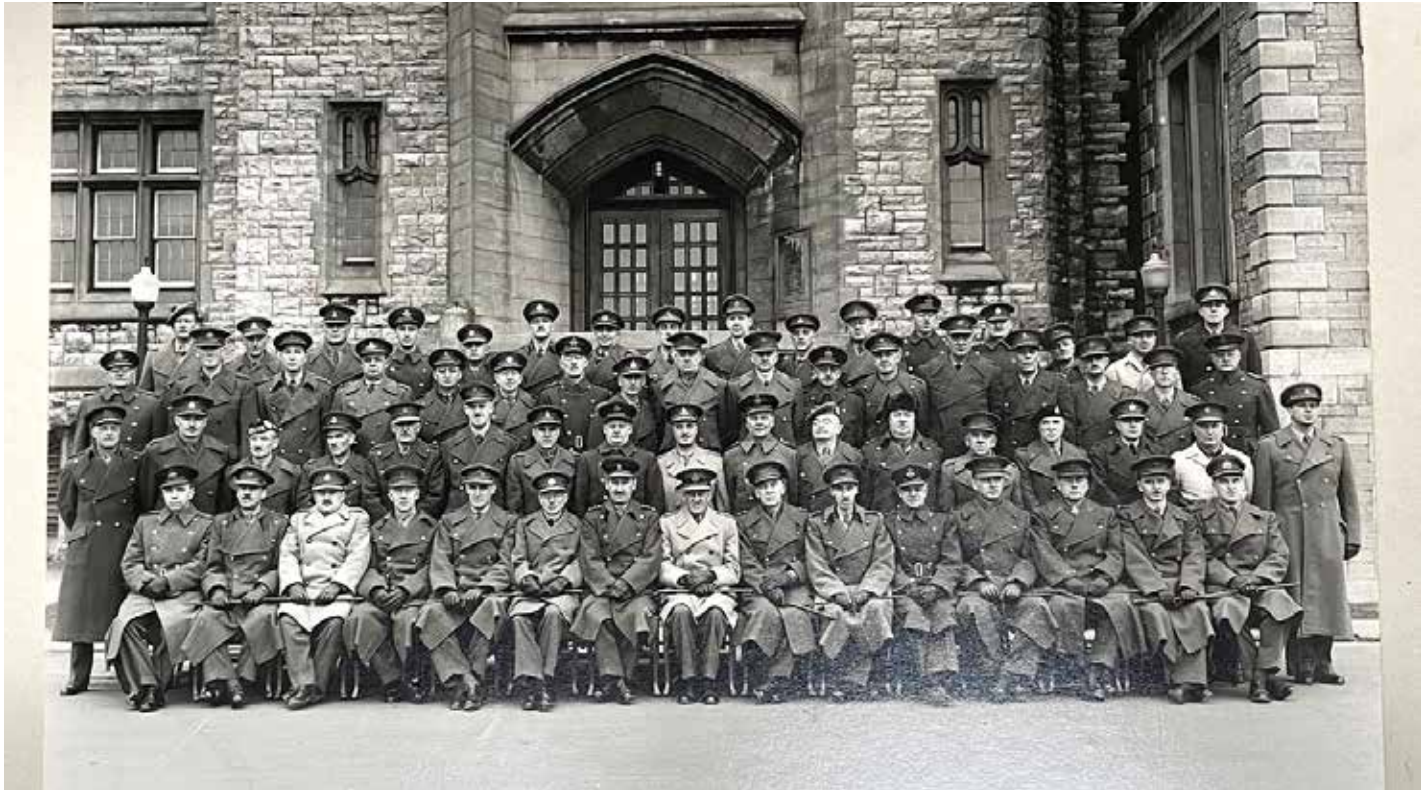
Taft remained on City Council for seven years until October 23, 1974, when he decided not to run for re-election. During his tenure, he gained a reputation as an outspoken defender of the Winnipeg Police Force and the law.



After leaving City Council, Taft retired to B.C. He died on September 30, 1990, in Victoria, at the age of 86.

Taft was a member of both the Canadian Association of Chiefs of Police and the International Association of Chiefs of Police.

I wish to provide a special thank you to Robert Taft's granddaughter, Shaun Machesney, for her assistance with this article. After graduating from law school, Shaun carried on her grandfather's legacy, becoming a police officer with the New Westminster Police Department.



*Captain Robert Taft, back row, third from left.  
Royal Military College, Canadian Civil Affairs Staff, Course 2  
March 6 to April 29, 1944. Courtesy Shaun Machesney*



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# Bullet Evidence

## The Science of Bullet Forensics on Trial

By Dave Brown

*"A lie will go around the world while truth is pulling its boots on."*

*- Charles Haddon Spurgeon, 1855*



I am not a ballistics expert and I don't play one on television. (Except for that one time, but only because I fit the costume.)

As a professional firearms instructor, we don't pretend to know how forensics examiners do their jobs. We know that crime scene investigators don't drive around in Hummers or get DNA results in seconds, complete with name, photo, last known address and list of all accomplices. Unlike television, they can't access any database in the world with a few strokes on a keyboard and they certainly don't solve every crime in 42 minutes to leave time for commercials.

What we do know is that one can match a bullet to a suspect firearm using what is often termed ballistic forensics.

But now that science is being called into question, and some have suggested that it is more correctly termed "junk science."

### **Is the science of bullet forensics as 'exact' as what we've been told?**

We always knew it was never a perfect science. Microscopic tool marks left behind on a fired bullet as

it travels down the barrel were never really seen as "a firearm's DNA" as some have termed it. Bullets fired in non-homogenous substances such as a human body can impact muscle, bone, clothing and internal objects, all of which can deform the bullet, making identification difficult.

Television aside, we knew that not every bullet can be traced to a specific firearm. For example, some rifles such as the RCMP's Patrol Carbine are manufactured with hammer-forged barrels that do not machine the rifling grooves in a barrel in the traditional way. Instead, they use a hardened die inserted into a barrel blank that is pounded by tens of thousands of powerful hydraulic hammer blows to form and shape the barrel to exact dimensions. This process may make it more difficult to come to a conclusive decision about the exact firearm that fired a bullet.

Other firearms manufacturers that use non-traditional rifling may not leave enough marks on the bullet that can be matched to a specific barrel even if recovered fully intact.

Those of us old enough to remember always laughed at the old television gag where the detective would pick up a handgun at a murder scene by sticking a pencil down



the barrel to preserve the fingerprints. “Never do that! It can destroy ballistic evidence,” we would caution our students.

But wait a minute. If ballistic evidence is so exact that one can match a bullet recovered from a crime scene to a suspect firearm with certainty, how can the simple act of sticking a pencil down the barrel or even the suspect cleaning the barrel of a firearm after committing a crime, destroy that same evidence?

Courts and some firearms experts are starting to question how ‘exact’ the science is behind bullet comparisons. In the U.S., the Supreme Court of Maryland recently ruled that ballistics evidence is not supported by science in two separate rulings that may call into question how ballistics are used in court cases across the country. One case was the trial of the two Washington DC murderers John Muhammad and Lee Malvo and the second was the case of Kobina Ebo Abruquah who was found guilty of second-degree murder based almost exclusively on testimony from a forensics firearms examiner that the bullets recovered from the victim’s body were fired from Abruquah’s gun.

In a majority ruling of the Maryland Supreme Court, they stated that the conclusion reached by the state’s expert in the Abruquah case is “more definitive than can be supported by the record.”

A 2009 report by the National Academies of Science first called into question how exact the science was and noted how there were few if any scientific, double-blind research studies to back up the claims made by examiners in court. The report pointed out that, unlike fingerprints, bullet examination protocols don’t specify how many points of similarity are needed to form a conclusive opinion.

A 2016 report to the U.S. President’s Council of Advisors on Science and Technology (PCAST) concluded that firearms analysis fell short of the criteria for scientific validity, which requires repeatability and reproducibility.

In another widely quoted research paper from 2022 called the Ames II study, 173 firearms examiners were tasked with comparing thousands of fired cartridge cases and bullets. Overall rates of errors and false positives in the study were considered to be under 1%.

Critics of the Ames II study point out that the three categories that examiners used, of “Identified,” “Eliminated” or “Inconclusive,” skewed the result numbers substantially. Being able to answer “inconclusive” and still be scored as perfect, meant error rates of under 1% were perhaps closer to 30% to 40%.

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In a majority ruling of the Maryland Supreme Court, they stated that the conclusion reached by the state’s expert in the Abruquah case is “more definitive than can be supported by the record.”

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Critics also pointed out that examiners disagreed on a number of matches made by their own colleagues, and the same examiner even reached different conclusions when given the same test batch twice.

Critics considered that the large number of “inconclusive” results were like answering every multiple-choice question on a test with “I don’t know” and still scoring perfect.

## Science on trial?

So far, courts in Canada have continued to consider firearms identification evidence as scientifically sound. Firearms identification is based on the premise that no two guns will make identical marks on a bullet or cartridge case. The unique marks are said to be the result of a manufacturing process that involves cutting and drilling of the rifling grooves, as well as grinding, filing and polishing of the action parts and the barrel.

What about new methods of manufacturing that may not leave characteristic marks as unique as fingerprints? Some people feel the existing body of research has been insufficient to prove the scientific principles of reproducibility and repeatability. Independent experts examining bullets from an unknown source, provided by researchers with no prior knowledge of the actual matches, must be able to identify and include or exclude

bullets that match the findings of their colleagues, plus match their own findings no matter how many times they examine the same batch of samples.

Even error rates of one percent can result in false negatives where criminals go free, or false positives where innocent people can get convicted. Thankfully, ballistic evidence in Canada is only one contributor to the evidentiary system, but juries in the U.S. have found it hard to discount something purported to be an 'exact science,' which is strange when so many citizens still believe the world is flat or that every crime can be solved in under 42 minutes.

There is no question that further research is needed. Legitimate professional organizations that self-certify and self-govern their membership, should also accept and welcome new research. Few firearms examiners become expert witnesses in a courtroom by joining an organization of fellow firearms examiners and watching the movie, "My Cousin Vinny" the night before a big case.

The role of an expert witness in Canadian courtrooms has been especially well defined. The role is to help the court. They offer an opinion, based on previous training, knowledge and experience, about a case in which they have no personal connection. In my experience, courts in Canada are less likely to recognize expert witnesses who make their living testifying for whatever side pays them the most.

Firearms examiners in Canada are, for the most part, highly professional and reliable.

But that may be changing. Perhaps being accurate more than 99 percent of the time just might not be good enough for courts in the future. The jury is still out.

*Dave Brown is a Winnipeg-based firearms instructor and training specialist. He was subject-matter-expert in the design of Canada's national firearms safety training programs, been recognized in court as an Expert Witness and lectured at the University of Manitoba School of Law. Now retired, Dave was invited by the National Judicial Institute to present at a 2023 judiciary convention hosted by the Court of King's Bench of Alberta on the topic of "The Science Behind Police Firearms Training."*

*He also admits to watching "My Cousin Vinny" in preparation for his first trial.*



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# Strategic Leadership in Implementing Body-Worn Cameras

by: **Chief Harj Sidhu**  
Delta Police Department



The implementation of body-worn cameras (BWCs) in policing is often seen as a technical initiative. However, it represents a valuable opportunity to build trust, enhance accountability, and improve officer well-being. In modern policing, BWCs have become a key tool in supporting transparency and efficiencies, reflecting the expectations of the communities we serve.

During my tenure as Deputy Chief of the Delta Police Department (DPD), I led the development and implementation of our BWC program and serve as the Co-Chair of the BC Association of Chiefs of Police (BCACP) BWC Committee. Our journey offers valuable lessons for any organization considering this technology.

## Engage Communities and Stakeholders

A successful Body-Worn Camera (BWC) program includes engagement and ongoing feedback. In Delta, we engaged key partners—including the Tsawwassen First Nation Executive Council, oversight bodies, the Province,

community members and partners, legal and privacy experts, the Delta Police Board, and our officers. Feedback sound significant support, with over 90% of the community endorsing the use of BWCs by the DPD, along with strong backing from our partners and team. This input helped develop and enhance our policies and procedures.

Education and awareness were key components of our engagement approach. We identified and clearly communicated specific outcomes of the program including enhancing public trust and confidence, de-escalating high-conflict situations to avoid the use of force, and developing real life training examples amongst others.

## Lay the Groundwork: Policy and Governance

Developing a policy aligned with provincial standards and receiving Police Board approval were also foundational steps. This framework ensured the program met legal and public expectations by addressing key areas:



- **Privacy and Data Security Measures:** Ensuring compliance with privacy laws through clear procedures for data security, retention, and access.
- **Court Integration:** Establishing protocols to ensure BWC footage aligns with legal disclosure requirements and supports court processes.
- **Transparency:** Promoting accountability by managing access to footage for oversight purposes, with strict authorization for public release.

The governance framework addressed practical concerns, such as defining activation protocols and balancing transparency with officer discretion. It also laid the foundation for officer training and operational procedures, ensuring consistent use of BWCs and strengthening public trust in the program.

## **Gradual Rollout: Start Small and Scale Up**

When we began implementing BWCs in Delta, we took a strategic, phased approach. Starting with a small pilot involving a handful of officers, we gradually expanded over three years, and we continue to expand. This deliberate process allowed us to address technical challenges, refine policies, and gather ongoing feedback, ensuring alignment with effective change management principles.

A key part of this process was identifying champions within our team—officers who were well-respected and digitally savvy. These champions led by example, provided training, and helped peers adopt the technology. By rolling out step by step, we built a strong foundation and effectively managed change across the Department.

## **Officer Wellness: Streamlining Complaint Resolution**

One often-overlooked benefit of BWCs is their positive impact on officer wellness. Footage of officer-public interactions protects officers from unfounded accusations and also helps prevent lengthy, drawn-out investigations that can occur without such footage, that impact officer wellness.

In Delta, I saw firsthand how BWC footage expedited and dismissed unfounded complaints when submitted to oversight bodies. Streamlining these processes improved efficiency and enhanced officer well-being by reducing the burden of drawn-out complaints.

## **Lessons in Leadership: Advice for Police Leaders**

1. **Start with Engagement:** Engage communities, oversight bodies, and internal stakeholders early. Their ongoing engagement is essential for shaping policies and building trust.
2. **Focus on Policy:** Develop a clear, actionable policy that address privacy, data storage, and operational protocols.
3. **Roll Out Gradually:** A phased approach minimizes disruption and allows for continuous improvement.
4. **Find Champions:** Identify officers who can advocate for the program and lead training.
5. **Criminal Justice System Infrastructure Integration:** Work with partners to ensure the necessary technical and legal systems are in place to support BWCs, especially for court proceedings.
6. **Assess and Adapt:** Identify key outcomes and evaluate them over time, adapting your approach to guide improvements and demonstrate effectiveness.

## **Final Thoughts: Leading for the Long Term**

Implementing BWCs is a long-term commitment to trust, transparency and efficiency. A thoughtful approach rooted in engagement, phased implementation, and ongoing feedback ensures success.

As leaders, we must also recognize that while BWCs are a valuable tool with many benefits, they are just one part of a comprehensive approach to meet the challenges of modern policing and expectations of community.

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### Clive Weighill, C.O.M.



- Chief Coroner, Saskatchewan (2018-2024)
- Chief, Saskatoon Police Service (2006-2017)
- President, Canadian Association of Chiefs of Police (2014-16)

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- Chief, Halifax Regional Police (2012-2019)
- Chief Superintendent, RCMP (2011-2012)
- Author, *Working the Blue Lines - Lessons in Leadership from Hockey and Policing* (2022)

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# Strengthening Canadian national security and building resiliency against foreign interference

## *The impacts of Bill C-70: An Act respecting countering foreign interference*

Written by the Canadian Security Intelligence Service

In recent years, foreign interference has become an increasingly frequent, persistent and pervasive threat to Canada and Canadians. Such activities by foreign states or those acting on their behalf seek to advance political, economic and security interests to the detriment of Canada's national security. While in the past, foreign interference mainly targeted the federal government, today it threatens all sectors of Canadian society including all levels of government, the private sector, academia, and Canadian communities.

The Canadian Security Intelligence Service (CSIS) is mandated to investigate, advise the Government of Canada, and take measures to reduce threats to the security of Canada. CSIS has always had to adapt its operations to respond to new technologies, emerging threats, and geo-political developments but in recent years, the CSIS Act was starting to show its age and required review in order to equip CSIS to continue adapting and responding to the modern day threats.

Bill C-70 marked the most significant scope of changes to the Act, aimed at responding to the evolving threat landscape and advances in technology. Investigating the aggressive and corrosive foreign interference that Canada faces today, required a toolkit appropriate for modern technology and modern day threats. Amendments to the CSIS Act enacted by Bill C-70 better equipped CSIS to carry out its mandate to protect Canada and Canadians from threats to Canada's national security.

## Challenges

The CSIS Act of 1984 predates the widespread use of the internet. Electronic information and data have become a large and important part of national security investigations, but key, and often basic, pieces of information were difficult to collect due to the lack of modernized investigative tools in the CSIS Act, leading to intelligence delays or losses. Prior to the amendments introduced by Bill C-70, CSIS had only one kind of warrant, which was designed for the most intrusive investigative techniques. This single warrant authority required CSIS to meet the same requirements for all investigative techniques, regardless of their level of intrusiveness. For example, to seek a warrant to receive and examine a USB key, CSIS had to meet the same requirements as when seeking a warrant to intercept someone's private communications. This created delays in accessing potentially significant intelligence, and at times altogether halted national security investigations.

The CSIS Act also did not provide CSIS with sufficient authority to disclose classified information to domestic partners outside the Government of Canada. This means that CSIS generally could not share relevant information with provinces, territories, Indigenous governments, or municipalities, except in limited situations, such as for the purposes of law enforcement. CSIS' inability to share information limited stakeholder's awareness, ability to understand and identify threats, and take protective measures to withstand threats.





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Having a greater variety of judicial authorization authorities enables CSIS to use the right tool, at the right time, to protect all Canadians.

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Other challenges in the CSIS Act included not being able to collect from within Canada information relating to foreign states and persons that are located outside of Canada, reducing CSIS' visibility on the activities of foreign states or foreign individuals. CSIS' ability to retain and use datasets was also very limited.

## CSIS Act amendments

A pre-requisite to amending the CSIS Act was holding consultations with Canadians about what role CSIS should play as a modern civilian intelligence service. The consultations included an online public consultation as well as direct engagement with provincial and territorial governments; Indigenous governments; the private sector; academia; legal, privacy and transparency experts; community and religious representative organizations; and other civil society stakeholder and partner groups. This culminated with the tabling of Bill C-70 on May 6, 2024, and on June 20, 2024, the Act respecting countering foreign interference received Royal Assent, introducing the most significant changes to the CSIS Act since it was enacted in

1984. Responding to the urgent gaps in CSIS authorities will better equip CSIS to protect the safety, security and prosperity of Canada and all Canadians in an increasingly complex threat environment fueled by technology.

The amendments:

- Introduce more tailored and targeted judicial authorities, including a preservation order authority; a production order authority; and a single-use warrant authority.
- Authorize CSIS to disclose information to entities or persons outside the Government of Canada to build resiliency to threats.
- Clarify CSIS' authority to collect, from within Canada, foreign intelligence that resides outside Canada.
- Provide greater clarity, usability and retention of data and datasets.
- Introduce a 5-year statutory review by Parliament of the CSIS Act.

The amendments also maintain robust accountability systems provided by the Federal Court, the Intelligence Commissioner, the Minister of Public Safety, the National Security and Intelligence Committee of Parliamentarians, and the National Security Intelligence Review Agency.

## Judicial authorization amendments

Having a greater variety of judicial authorization authorities enables CSIS to use the right tool, at the right time, to protect all Canadians. More targeted judicial authorization authorities can decrease overall intrusiveness, as CSIS will not need to resort to multiple investigative techniques over longer periods to exhaust other means of collection before seeking a warrant. The new authorities will also help mitigate false starts, and focus investigative resources on the right threat actors, allowing CSIS to triage threats more effectively, and consequently focus resources on the highest priority investigations.

These new tools include a new preservation order authority, a new production order authority, and a new single-use warrant authority. These authorities, while new to CSIS, are not themselves new tools. They were modelled on the authorities routinely relied upon by Canadian law enforcement and intelligence agencies in other democracies.

The thresholds for accessing these tools is still high. Safeguards are built in and are strong, and ensure that no Charter rights are negatively affected. Federal Court approval is still required for all orders and warrants, and robust oversight by the Minister and the National Security and Intelligence Review Agency remains in place.

## Impact

The new judicial authorization authorities, as well as all other amendments to the CSIS Act enable CSIS to operate in a digital world and acknowledge that national security threats today affect not just the federal government but Canadian society as a whole. Increasing Canadians ability to understand and recognize the threats they face, will help build society-wide resiliency to foreign interference, and other threats.

Canadians rightly expect that CSIS has the necessary authorities to protect Canada against today's national security threats, and is equipped to face the threats of tomorrow. The CSIS Act amendments introduced by Bill C-70 were enacted with urgency to respond to the threat of foreign interference, but will greatly improve CSIS' ability to investigate, advise the Government of Canada, and take measures to reduce threats. CSIS is now working diligently on implementing these new authorities. Since the amendments came into force, CSIS has conducted numerous resiliency briefings with organizations across Canada. CSIS also uses these new authorities to work closely with its Five Eyes partners, and recently launched a shared security advice initiative, [Secure Innovation](#), to help protect emerging technology companies, researchers and investors. As a whole, the recent amendments to the CSIS Act will better equip CSIS to respond to the threat environment, while continuing to respect the rights of Canadians.



## MACP HealthIM Mental Health Service **2024 AWARD WINNER**

**T**he MACP HealthIM Mental Health Service Award recognizes those who have made a significant positive impact on the lives of individuals facing mental health challenges. The award honours extraordinary efforts for mental health-related community issues, heartfelt commitment to raising awareness and dedicated efforts to destigmatize the struggles associated with mental illness.

The recipient of the 2024 award is Constable Jerra Green of the Brandon Police Service. In 2019, as a new recruit with the Rivers Police Service, Cst. Green demonstrated her dedication to promoting mental health awareness. She continues to show remarkable commitment and conviction in fostering mental health awareness among her coworkers — both sworn and civilian — and within her community.

Cst. Green joined the Brandon Police Service in 2022, and immediately embraced the opportunity to be part of their Employee Wellness Team, providing essential support to her peers through critical stress debrief training. Her thoughtful and confidential check-ins with colleagues cultivated an environment of acceptance and normalization within the Brandon Police Service. Cst. Green selflessly makes herself available to her peers, consistently demonstrating her unwavering support and compassion for her fellow members.



Cst. Green exemplifies what it means to prioritize others, showcasing her dedication through volunteerism that promotes mental health and community involvement. As an active volunteer member of Project Resilience 911, Cst. Green has played a vital role in organizing events such as the annual Wellness Fair, the annual run, and the annual Family Day, all of which benefit Manitoba's first responders and frontline staff. She has represented the Brandon Police Service by competing at the World Police and Fire Games. This truly reflects her passion and commitment to physical training and overall well-being, showcasing the importance she places on maintaining a healthy lifestyle.

Cst. Green's altruistic efforts in the area of mental health and wellbeing for first responders, her ongoing support to the broader community all reflect the kind, compassionate, and driven individual she is. Her dedication and commitment to supporting others during their most challenging times make her exceptionally deserving of the 2024 Manitoba Chiefs of Police / HealthIM Mental Service Award.



## 2024 MINISTER OF JUSTICE AND ATTORNEY GENERAL EXCELLENCE IN LAW ENFORCEMENT AWARDS GALA













# Manitoba Police support video game-inspired youth anti-gang campaign

By Mara Shaw



*Manitoba Organized Crime Committee rallies with local community supports to launch an anti-gang campaign.  
Image by Elton Hall*

Manitoba Police and community groups, are leveling up with the re-launch of a video game-themed ad campaign aimed at steering youth away from gang involvement. After a successful debut in summer 2023, the campaign took to social media again this summer.

With youth gang violence on the rise across the province, the Manitoba Association of Chiefs of Police (MACP) stepped in, uniting the RCMP and Winnipeg Police Services to explore strategies to combat the issue. The result was ‘Gang Life is No Life’—a series of short immersive reels unveiling the harsh realities of gang activity, targeting youth aged 13 to 16.

“You can’t arrest your way out of these issues,” says Winnipeg Police Service’s Inspector Elton Hall who is chair of the Manitoba Organized Crime Committee. “You need

some sort of education and prevention piece to tackle gang crime.”

The campaign aims to, not only, inform the public about gang culture, but also provide young people with ways to exit gangs safely.

Funded by the MACP and Manitoba Justice, the initiative brought together police and a local community organization called The Link: Youth and Family Supports. The videos encouraged viewers to text a hotline supported by The Link’s crisis team, for help exiting gang life.

RCMP Inspector Jared Hall, who joined the group as co-chair in spring 2024, says the focus has always been about doing things better.

“We’ve always been proactive,” says Jared Hall. “But we asked, ‘how can we do it differently to try to hit the audience and the teens that are getting involved?’ The video campaign is a way to get these realities out to kids and teens faster, quicker, and to a broader audience using technology.”

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More traditional  
gang prevention  
methods often involve  
school visits, where  
approximately 3000  
students are reached  
over the course of a year.

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## Thinking outside the box

The committee enlisted the help of a marketing agency to steer the campaign and create fresh concepts that would resonate with the digital generation. Drawing on inspiration from popular video games, each ad focused on serious issues like gun violence, sex trafficking, and drugs. The second phase of the campaign built on the storyline of each scenario.

“It’s a very noisy landscape on digital platforms, so we had to find a way to catch their attention. And it was that video-game look and feel that got us there,” says Kris Owen, who works for the agency.

“We were very impressed with the trust the committee had in our team to be able to reach the audience.” Owen admits that, “People like Elton or Jared may never see that ad on Snapchat or TikTok, but they understand that’s how we’re able to reach the audience.”

During the initial 12-week run of social media campaign, The Link’s crisis team had conversations with 150 individuals as a direct result of the video ads. These anonymous conversations helped to guide teens looking for a way out of gang culture. More traditional gang prevention methods often involve school visits, where approximately 3000 students are reached over the course of a year. In just three months, the videos garnered over 11.6 million views.

“We wanted to create a platform where young people could reach out in their own time,” says Elton Hall, emphasizing that the approach to have The Link—not the police—as the point of contact, helped to remove barriers for many youth.

Jared Hall says the campaign has underscored the value of partnerships.

“Police don’t need to be the only driver in gang prevention, we can lean on social agencies. We just need to figure out how to bridge that gap and create that connection, and that’s what we did,” says Elton Hall.



Our police officers remain committed to provide assistance to you and your Services as well as the general public in all the communities within which we operate.

A composite image for an Axon advertisement. It features a live stream window showing a person in a dark setting, a map background with a location pin, and a large Axon body camera unit. Text at the bottom promotes live streaming for life-saving purposes and provides a link to learn more.

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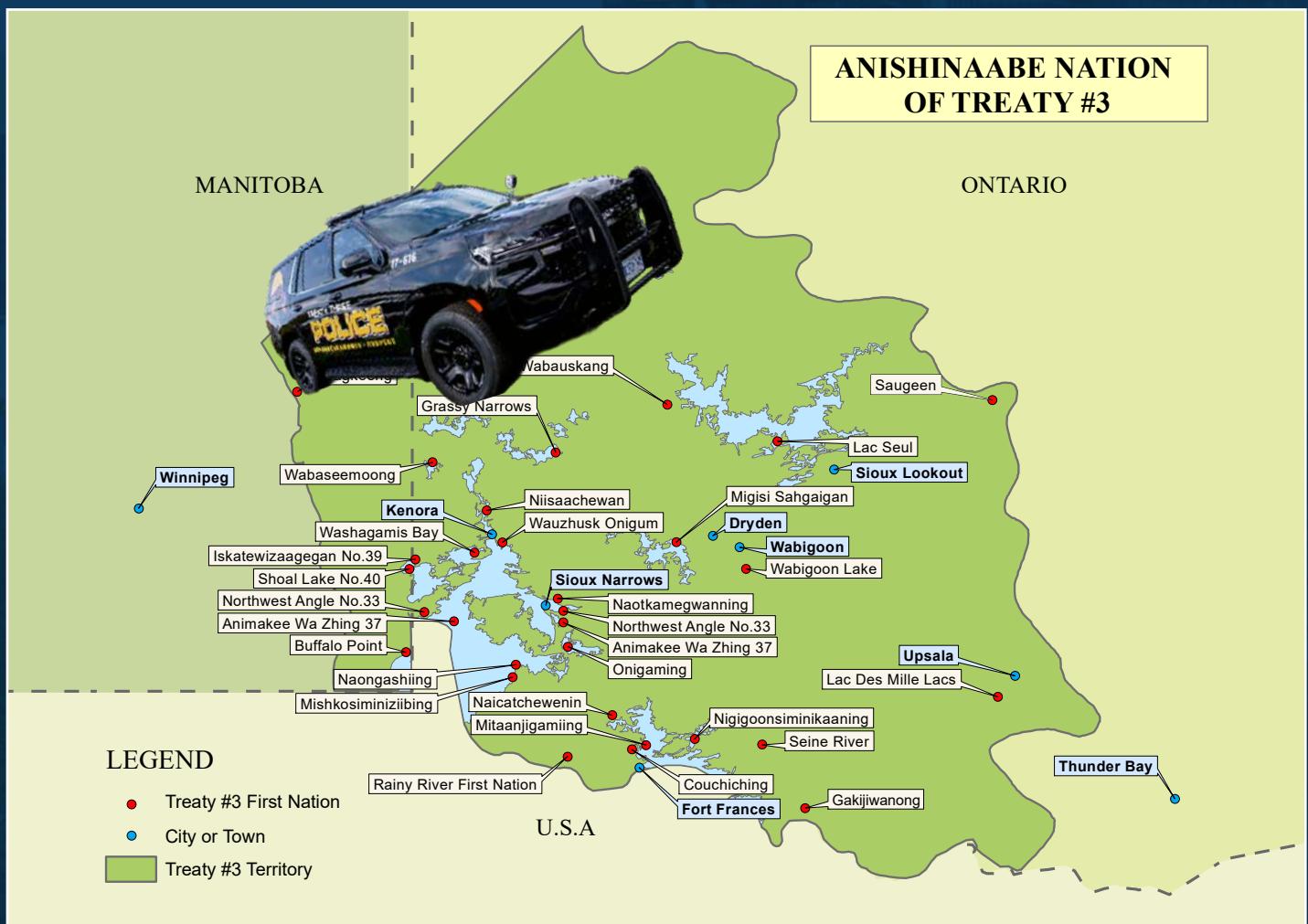


# OPP and Treaty Three Police; working together across the Provincial line

By Chief Cheryl Gervais, Insp. Adam Illman and Insp. Jeff Duggan

Did you know that The Ontario Provincial Police (OPP) and the Treaty Three Police Service (T3PS) provide policing services to communities partially located in Manitoba or accessible through Manitoba roadways?

T3PS is a unique law enforcement agency serving the First Nation communities across the Treaty #3 Territory, which spans Northwestern Ontario and parts of Southeastern Manitoba. This geographical span poses distinct challenges and opportunities as T3PS strives to provide culturally responsive policing services within the legal frameworks of the two provinces.





Despite provincial borders, the Anishinaabe Nation in Treaty #3 is culturally interconnected, requiring T3PS to take a holistic approach to community policing. Operating across the two provinces involves coordination and collaboration with the OPP, Manitoba RCMP, and other police services within the province of Manitoba.

Shoal Lake #40 First Nation is an Anishinaabe community located at the border of Manitoba and Ontario within the Treaty #3 Territory. In 1915, the City of Winnipeg began constructing an aqueduct to draw drinking water from Shoal Lake. This project diverted water and isolated the community on a man-made island, separating it from the mainland and making it accessible only by boat or ice crossing in the winter.

For decades, Shoal Lake #40 leaders campaigned for a road to connect the community to the mainland. The 24-kilometer Freedom Road was completed in June 2019, connecting Shoal Lake #40 to the Trans-Canada Highway in Manitoba. Freedom Road has significantly improved access to the previously isolated Shoal Lake #40 First Nation and introduced new opportunities for the community. Freedom Road also introduced new challenges, such as managing increased traffic and external influences, requiring coordinated efforts between the T3PS and RCMP to ensure safety and community well-being.

The Ontario Provincial Police, Kenora Detachment, located in Kenora - also ironically known as Mantario given the significant population of Manitoba residents during cottage season, police the town of Ingolf Ontario. Ingolf is accessed by traveling into

Manitoba on Highway 1 to West Hawk Lake, and doubling back into Ontario 14 kilometers to the Ontario Town of Ingolf. The City of Kenora given its location and access to several lakes and rivers sees the summer population triple in the summer. This population boom is mostly our neighbours from the west having camps or cottages on these local lakes and rivers.

The Northwest Region OPP specifically works very closely with the MACP as members and attends all meetings and conferences due to our similar issues and concerns.

All members of the Treaty Three Police Service North Detachment and those of the Kenora OPP Detachment are “sworn in” in Manitoba. OPP Northwest Region specialty members are also sworn in for Manitoba.

Over the years, the Kenora OPP Detachment have worked hand in hand with the Lac Du Bonnet (Falcon Lake) RCMP Detachment in various border closures, whether covid or protests.

With the City of Kenora also sharing very similar social issues as in Winnipeg, the Kenora OPP Detachment often works with the Winnipeg Police Service on missing person occurrences and other investigations. Due to proximity, often both services are also making arrests of persons wanted on warrants from each others’ jurisdictions.

With Kenora mainly under the western influences for drugs, OPP Community Street Crime Units and the OPP’s Organized Crime Enforcement Bureau also work closely







Due to property costs in the Kenora area, Northwestern Ontario Communities of Red Lake, Vermillion Bay / Eagle Lake, Dryden and Ignace now see many Manitoba residents during the summer months.

The OPP Dryden Detachment is also very connected to the late Chief Doug Palson from the Manitoba First Nations Police Service. Chief Palson had served in Dryden for 6.5 years. The City of Dryden Police Service amalgamated with the OPP and

with both the Winnipeg Police Service and the RCMP – along with other Manitoba Police Services.

The OPP Criminal Investigation Bureau have worked closely with police services in Manitoba. One such occurrences was the murder of an Indigenous female youth from the Whitedog First Nation, living in Minaki. She was murdered in Kenora. Given the length of time until she was located no cause of death could be determined. With a suspect having moved to Winnipeg, the OPP conducted a “Mr Big” operation, and the accused was arrested, charged and convicted and received a life sentence.

many members of the former Dryden Police Service are now part of the Dryden OPP Detachment. Both the City of Dryden and the Dryden OPP lowered their flags in honor of Chief Palson. Chief Palson was extremely well respected for his leadership and commitment to community – he will be missed as well by the those in the Dryden OPP Detachment.

In conclusion, although Manitoba and Ontario are separated by a provincial border, our issues, commonalities, and even relationships are closer than those in the rest of Ontario!



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# Policing the Red River Valley

By Chief Ryan Hunt



Law enforcement in southern Manitoba is unique. Three larger urban centers which are located relatively close to each other within two sprawling municipalities, with an overall combined population of 45,000. Altona, Morden, and Winkler each proudly operate their respective police services, with the RCMP patrolling the rural areas.

The Town of Altona has a population of 4300. Since 2008, the Altona Police Service has also provided law enforcement services to the community of Plum Coulee, which is home to another 1040 residents. Altona is a short 17-minute drive from Plum Coulee, where they maintain a satellite police office to connect with the local citizens. Both communities are within the Rural Municipality of Rhineland, with another 5700 residents. The Altona Police Service has nine staff members, including 1 Special Constable, 5 Constables, 1 Corporal, 1 Sergeant, and 1 Chief.

The City of Morden has a population of 10,000, and the Morden Police Service has a staff of 21, including a Bylaw

Officer, 1 Administrative Clerk, 2 Special Constables, 13 Constables, 2 Sergeants, 1 Inspector, and 1 Chief.

The City of Winkler has a population of 15,000, and the Winkler Police Service has a staff of 27 with 2 receptionists, 1 Executive Assistant, 2 Special Constables, 15 Constables, 4 Patrol Sergeants, 1 Deputy Chief, and 1 Chief. There is also a Police Chaplain who is a recently retired service member. The City of Winkler also employs a Bylaw / Animal Control Officer who works under the supervision of the City.

Both the City of Morden and the City of Winkler lie within the Rural Municipality of Stanley, which is home to 9000 residents. Many of whom commute to either community during the day for work, school, and shopping.

The region has experienced significant growth in the last twenty years, with the population roughly doubling. Immigration has been the catalyst for much of that growth, as families from all around the world have settled here.





This has led to our communities becoming increasingly more diverse, which has been very much welcomed and plays a significant role in the overall success of the region.

Policing is unique in this part of the province not only because all three police services are geographically close to one another but also because all three police services work together almost seamlessly. Winkler is in the middle and only a 7-kilometer drive to the west along a busy four-lane highway to Morden. Altona is a 34-kilometer drive to the east. Each community experiences similar crimes often committed by the same perpetrators as they move around the region. Officers across all three police services communicate regularly and work together to investigate and solve crimes with a shared goal of keeping our communities safe.

Further evidence of all three services working together is displayed in how they have formed integrated teams over the last few years. Ten years ago, the three police services saw a need for the ability to provide tactical response, and after much hard work, the Regional Support Tactical Team (RSTT) came to fruition.

The team consists of 9 members, 1 from Altona and 4 from each Morden and Winkler. Following the success of the RSTT, the natural progression was to assemble a team of negotiators, and a few years later, the Regional Crisis Negotiating Unit was born. This team consists of 6 members from across all three police services. Each team has a team leader who reports to a board made up of the three police chiefs. These integrated teams work hard and

train regularly to maintain skills and stay current on new trends in their areas of expertise. On many occasions, both teams have proved to be exceptionally valuable assets available in either of the three communities.

Winkler has a Forensic Identification Unit with a full-time member who also assists Morden and Altona and provides Scenes of Crime Officer training for all three police services. Both Morden and Winkler have dedicated K9 units that are ready to respond to calls for assistance in either of the three communities. Morden and Winkler have members trained in traffic collision reconstruction, and other members have recently received training to operate remotely piloted aircraft systems with high-quality imaging and thermal capabilities. These are just a few examples of specialized training which officers have received.

For the past several years, the three police services have been utilizing the Brandon Communication Centre for dispatching. This has proven invaluable in maintaining a sense of unity and safety for the officers, whether working in their home community or assisting in one of the others.

All three police services also share a Victim Services Unit, which works primarily from the Winkler office but spends time in Altona and Morden as needed. This unit has been invaluable in assisting and supporting victims of crime.

This is a fantastic area to be a police officer, live, and raise a family. The staff in all three police services are dedicated professionals who work diligently every day to maintain the sense of safety and well-being this

area is known for. I'm often reminded of Sir Robert Peel's 9th principle of policing: "To recognize always that the test of police efficiency is the absence of crime and disorder, and not the visible evidence of police action in dealing with it." An attribute that can only be accomplished with the steadfast support of our communities and hard-working, devoted staff.



# Moving forward with vision; Thanks, and tribute to the late Chief Doug Palson

*Manitoba Association of Chiefs of Police –  
Policing with Indigenous Peoples Committee  
(WPS Superintendent Bonnie Emerson)*



It is with deep respect and gratitude that I honour and acknowledge the positive impact that the late Manitoba First Nation Police Service (MFNPS) Chief Doug Palson has had on the Manitoba Association of Chiefs of Police (MACP) Policing with Indigenous People's Committee (PWIP), the Canadian Association of Chiefs of Police (CACP) PWIP Committee, and in Police Services and communities across Canada. Chief Palson was a member and past chair of these committees respectively, and generously provided his insight and wisdom to help make us all be better.

I joined the MACP PWIP over 7+ years ago, and the CACP PWIP committee shortly after. I currently chair both Committees. As a committed advocate for community safety and Indigenous Reconciliation I had a deep understanding of the impacts and difficulties facing urban communities as well as the additional challenges members of rural and remote First Nations faced when visiting or relocating to urban centres.

I have observed police leaders from across Canada, commit time and resources to building improved relationships and services with Indigenous peoples and communities in an ongoing commitment to community safety. Community partnerships, along with a deep and sincere connection to the communities we serve, improves safety and wellbeing, and supports police members in doing our best work. We know and understand that we cannot do this alone.

Canadian policing is impacted by history, local and global events. Therefore, the work in building connection and relationships is constantly adapting. We must evolve and listen to be better.

MACP PWIP members understood that what occurs in urban areas directly impacts remote and/or Northern Communities and vis versa, we agreed that it would be more effective/strategic for us to work together as a group on Province wide initiatives. We recognized that what occurs in one area or Province also has impact on many other jurisdictions and that this trend will only increase with the use of technology (including social media).

Leveraging the knowledge of past and current leaders, as well as Knowledge Keepers in communities better prepares us to move forward with vision. Yet, I found that Police leaders were often unaware of the successes achieved in other jurisdictions and many of us were also unaware of the unique challenges facing Self-Administered First Nation Policing Services. It is incumbent on us to understand the safety and policing challenges faced in these communities as we know that what occurs within them will impact across jurisdictions.

Chief Palson knew this, lived it and generously shared invaluable insight related to his varied experience during this time, so that we could collectively learn and grow and be better. Chief Palson's past experience as chair of CACP PWIP, provided sense and meaning, so we didn't

repeat past work (or mistakes). He kindly shared his time to discuss and provide input on how we could scope and guide the work Provincially as well as Nationally to exponentially increase impact and effectiveness.

Chief Palson ensured we did this work in the right way and that it was translatable to police leaders and chiefs from across Canada. Both MACP and CACP PWIP Committees underwent a revitalization ensuring alignment and a coordinated approach.

Chief Palson had a clear vision in his head and he wanted to be clear that MFNPS is unique as “the only Self-Administered FN Policing Serve in the Province”. This of course is true and must be acknowledged.

Chief Palson as Chief of MFNPS and a member of the First Nations Chiefs of Police Association (FNCPA) shared his experience under the significantly different funding model that self-administered Police Services including MFNPS received through the First Nations and Inuit Policing Program versa the funding received as a municipal police leader. (Self-Administered FN Policing Service funding often excludes specialty areas or provisions that are otherwise funded for non-self-administered police services).



In late 2024 Chief Palson highlighted the uniqueness of MFNPS and requested that the following be shared with MACP leaders:

*“The Manitoba First Nations Police Service (MFNPS) continues to be a strong and vibrant community-focused policing option for First Nation communities in Manitoba. This success is*

*not only made possible through the support of Manitoba Justice and Public Safety Canada but also through robust relationships across the law enforcement community in the province, including municipal, provincial, and federal organizations.*

*Manitoba, through the MFNPS, proudly stands out as one of the few regions in the country experiencing substantive growth in Self-Administered First Nation Policing. The Senior Command of the MFNPS has created a collaborative process for the transition of policing services which considers the needs and desires of the individual First Nations which have chosen the MFNPS through Band Council Resolutions. This growth is the result of meticulous planning and resourcing, which includes building internal supports within the organization. Such careful planning has been pivotal in ensuring that sustainable expansion is achieved without compromising the unique quality of service delivered to existing MFNPS communities.*

*The MFNPS’s approach demonstrates a commitment to enhancing public safety and fostering trust and cooperation within Manitoba’s diverse First Nation communities. By continually strengthening their resources and relationships, the MFNPS is setting a benchmark for effective and culturally responsive policing in Canada”.*



Chief Palson has made an indelible positive effect on First Nations and Canadian Policing, Community Safety and Indigenous Reconciliation. I am forever grateful for his wisdom and guidance. He helped many of us to grow, learn, connect and be better, as we move forward with vision to continue our work to inspire meaningful positive changes and enhanced safety within our communities and across Canada. Thank you Chief Palson.



# Tompsett receives excellence in law enforcement award for the second time.

By: Judy Wells



*The Honourable Matt Wiebe, Minister of Justice and Attorney General presented Sergeant Kristen Tompsett with a General Excellence in Law Enforcement Award on Oct. 24 in Winnipeg. Also on hand to present the award was Chief of Police Doug Palson, Manitoba First Nation Police Service.*

The Manitoba Association of Chiefs of Police (MACP) held their annual Minister of Justice Excellence in Law Enforcement Awards Dinner in Winnipeg on October 24.

Award recipients were selected by bringing notice upon themselves or their Police Service/Government Enforcement Agency/Safety Officer Program, or by making an extraordinary and important contribution for the betterment of their community, their Police Service/Government Enforcement Agency/Safety Officer Program, or law enforcement/public safety.

Sgt Kristen Tompsett received The Minister of Justice and Attorney General Excellence in Law Enforcement Award/Medal. During the ceremony, the Honourable Matt Wiebe, Manitoba's Minister of Justice and Attorney General, presented Kristen with her award. Also on hand at the awards dinner was Premier Wab Kinew. Sergeant Kristen Tompsett is only the second officer to win the award twice since it was created. She received the Outstanding Service Award for her extraordinary

contributions to the betterment of Long Plain First Nation community, First Responder community and Manitoba Special Olympics community.

Sergeant Tompsett is an 18 year member of the MFNPS and began her career in 2006. She was promoted to Corporal in 2010 and Sergeant in 2013. She has policed in the First Nation communities of Birdtail Sioux, Roseau River and Long Plain. In August of 2023 she took over the command of the Long Plain Detachment and supervises a team of 10 police officers, 2 clerks and 7 guards.

In 2024, she played a key role in addressing a drug-related crisis in Long Plain First Nation. Sgt. Tompsett is also a mental health advocate, leading mental health initiatives for first responders. Additionally, she is a dedicated supporter of athletes with intellectual disabilities, chairing the Law Enforcement Torch Relay committee since 2020 and raising significant funds and awareness for the cause. Kristen is the daughter of Dawna and the late Bob Tompsett of Deloraine.



# VICTORIA BEACH POLICE SERVICE

*We've been around for over 100 years.*

By Chief Kevin Pawl, Victoria Beach Police Service

Over a hundred years ago Victoria Beach hired its first Chief Constable. The reason for having their own Police then, was the same as now. Residents and cottagers wanted more of a Police presence.

Victoria Beach Police Service is currently comprised of a full-time Chief and a Patrol Sergeant, along with two seasonal part-time (.6 positions) and one casual position. Currently all VBPS members are retired Winnipeg Police Service members.

Victoria Beach also utilizes the Provincial Community Safety Officers program (CSOs). Four full-time seasonal CSOs are employed from the start of the May long weekend until the end of the September long weekend - perfect for University students looking for summer work. The program was new in 2022, and I have been fortunate to be able to work with the CSO program to make Policing in Victoria Beach more efficient. Right from the start I partnered a CSO with a Police Officer and this benefitted both the Police and the CSOs. For officer safety reasons it made sense to have two-man units doing traffic duty and attending calls for service. As many of the CSOs want to become



Police Officers, they gain valuable experience working with veteran officers. The CSO program was created to work with the municipality that it is functioning in, Victoria Beach has certain needs and the CSOs job description fits. CSOs can enforce the HTA as well as municipal by-laws and this is a huge assistance for the Police. While working under a Police Officers direction CSOs are able to experience all aspects of policing. I would like to see CSOs being able to pull vehicles over with emergency equipment activated but until then we are finding ways to work around it.

The RM of Victoria Beach is a peninsula located on the east side of Lake Winnipeg, approximately 100 kilometers north of Winnipeg via Highway 59. The population of Victoria Beach consists of a permanent residency of 689 per the 2021 census, however during the summer months the population can grow to upwards of 10,000 people.

Yes, it's Cottage Country....and in Cottage Country we have the Vehicle Restricted Area. (VRA) which is located on the west side of the Victoria Beach peninsula. The VRA also has the most dense population during the summer months. From the last weekend in June until after the September long weekend the gates are closed, and residents are not allowed to drive in the area. It's an environment that's family oriented. Using your bike or walking are your means of transportation. So, to Police in the VRA, it only made sense to patrol with bikes.



When I started in 2022, Police were using personal mountain bikes, so after an application through the Criminal Property Forfeiture Unit (MB Justice) we were able to get funding for three police e-bikes and now we have our own bike unit and are more in touch with the vibe of the community. The speed limits in the VRA are 20 km/hr., easy to

obtain on an e-bike. We have to remind ourselves to slow down... People like to stop and talk with us, so it is now an unwritten rule to ride at no more than 12km/hr. when patrolling on the e-bikes.

The Municipality also has a Utility Terrain Vehicle (UTV) which gives us access to all the trail systems in Victoria beach. We can also access the beaches.

The UTV also comes with tracks that are changed over in the winter months. With tracks, Police can patrol all the shoreline and assist snowmobilers and/or persons ice fishing.



With only two officers working full time during the off-season, it is not possible to have full 24-hour coverage, so we do the best we can, and we have a special relationship with the Powerview RCMP. When we are not available the RCMP are responsible for Policing Victoria Beach.

If an investigation is ongoing, VBPS will take over or assist the RCMP any way we are able.

A major responsibility of the Victoria Beach Police is traffic enforcement. All Police officers are aware that most traffic stops are routine, and tickets or warnings are issued without incident, but there is always a chance that the driver and or passengers of a vehicle that comes up uninsured or stolen, may cause a substantial risk to officers.

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Councillors in Alexander are working on a plan to expand Police in Victoria Beach to encompass Hillside Beach, Belair, Lester Beach and Traverse Bay.

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In 2022, Victoria Beach Police did not have a portable radio or dispatch to work with. If there was a need for assistance during a traffic stop an officer would call 911 or phone RCMP dispatch for assistance. The problem was the RCMP were often busy and VBPS was put on hold before we could identify ourselves as Police.



My first major task as the new Chief was addressing officer safety. I was able to procure portable radios and a dispatch centre - Brandon 911. By 2023, we were able to check licence plates, driver's licences and do CPIC checks by portable radio or phone. We are now Policing like we are in the late 20th century. I'm pushing for us to join other Manitoba Police Services in the 21st century by getting computers in our trucks and being able to complete reports on PROs or another RMS that works for us.

Presently, Victoria Beach is fully reliant on the RCMP. Thankfully we have a great relationship with the members. When arrests are made, Victoria Beach has to transport those accused to Powerview. Processing and Paperwork is completed in Powerview and prisoners that are remanded into custody remain with the RCMP. Fingerprinting is also done in Powerview.

In an attempt to bring us up to date with policing methods, Victoria Beach applied for and obtained a disbursement from the Criminal Property Forfeiture Unit. We will be getting a computer in one of our trucks, and are presently working with Manitoba

Public Insurance to obtain an Automated Licence Plate Reader (ALPR). Next, with the assistance of the RCMP, we are hoping to have ROS and CPIC available on the in-vehicle computers. Lots of work to be done and I'm working with great people to get us up to speed.

There is talk of expansion. Neighbouring RM of Alexander is a huge Rural Municipality and the RCMP from Powerview are tasked with policing this enormous area which encompasses three reservations including Pine Falls and Bissett. Councillors in Alexander are working on a plan to expand Police in Victoria Beach to encompass Hillside Beach, Belair, Lester Beach and Traverse Bay. Essentially all the Powerview territory west of Sagkeeng First Nation Reservation.

One of the challenges of Policing in the Victoria Beach is that Police facilities are lacking. We have a small


In an attempt to bring us up to date with policing methods, Victoria Beach applied for and obtained a disbursement from the Criminal Property Forfeiture Unit.



## CALL FOR NOMINATIONS


### 2025 Mental Health Service Award

The Manitoba Association of Chiefs of Police / HealthIM Mental Health Service Award honours an individual law enforcement member serving in the province of Manitoba who has made a difference in their community for those suffering from mental health challenges.



- Reducing stigma experienced by people with mental illness.
- Providing support or care to people with mental illnesses, their families and/or caregivers.
- Advocacy for issues related to mental health (including individual needs, family needs, service delivery and systemic issues.)
- Dedication to elevating the profile of mental health awareness.
- Advancing local knowledge in the area of mental illness/health research.
- Through their tireless commitment and work has shown excellence in their service and support around mental health and addictions.
- Member is a constable or NCO.

For nominations email:  
[MCooke@winnipeg.ca](mailto:MCooke@winnipeg.ca)  
**Deadline: End of the Day - August 29th**



# THALES

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office approximately 200 sq/ft., with two computer desks a printer and filing cabinets. The gun locker is housed in the washroom. No holding rooms, and with the gun cabinet in the washroom, no toilet facilities for suspects or accused. In fact, during the time I've been in Victoria Beach, an amazing realization was identified - how putting the handcuffs on an accused coincides with their need to use a toilet. Without proper facilities we rely on Powerview RCMP (30 minutes away) but if the prisoner can't wait .....the ditch. Obviously, this is unacceptable.

There is a new Police Station in the works. The drawings are complete, and it will be approximately 1,500 sq/ft and will include a much-needed sally port and holding rooms. (with toilets). The space will be available as

soon as a new Fire Hall is completed, and it is anticipated that the ground breaks in the spring of 2025.

Even with the challenges of Policing in Victoria Beach with limited manpower and resources, we are still able to effectively Police our area. From traffic offences including impaired driving to domestics, assaults, disturbances and other criminal code offences. We are here to stay and are working to get better..... We'll get into the 21st century. We'll get there. While we improve, we will continue to work with the Powerview RCMP. The Staff Sergeant/ commanding officer in Powerview told me. Every call Victoria Beach Police takes is one less call for the RCMP.

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## EXCELLENCE IN LAW ENFORCEMENT MEDAL

*Call for nominations coming soon.*





# Analyst *without* Borders

By Angela Whyte

**D**id you know the RCMP deploys civilian criminal analysts in various roles all over the world? During my 17 years as an RCMP civilian criminal analyst, I have spent almost one third of my time working overseas in different capacities: Teaching Overseas, Analyst Deployed Overseas (Dubai, UAE), and Peace Operations (Jerusalem/West Bank).

## Teaching Overseas

Teaching analysis is my passion. I have developed and delivered analytical training for police officers in 13 countries (Malaysia, Kenya, Tanzania, Philippines, Turkiye, Palestine, Cyprus, Sudan, Qatar, Jordan, United Arab Emirates, Kingdom of Saudi Arabia, USA, and Canada (police and academia)). Through this training, I have been able to contribute to the professional development and training of hundreds of members of the Canadian and International law enforcement communities.

I have developed and delivered strategic, tactical, operational, and financial analytical training, with a

specialization in analytical writing, critical thinking, and the application of analytical software. These skills have assisted police officers with investigations and have informed decision makers.

## RCMP Global Initiatives Analyst Deployed Overseas: Dubai, United Arab Emirates

From 2014 to 2017, I was the first RCMP Analyst Deployed Overseas (ADO) to Dubai, UAE, where I was responsible for providing analytical support to 17 countries in the Middle East and Northern Africa. My role was to develop partnerships, identify criminal trends and patterns, and to identify information relevant to Canada. I worked closely with the RCMP Police Liaison Officers (LO) and international law enforcement agencies. The LOs and I handled all Canadian police requests for law enforcement engagement in our area. We had the honour to meet with the police chiefs from Abu Dhabi and the Dubai police forces. As an ADO, I developed a better understanding of all Canadian Police forces, host nations, and the Five Eye community.



Embracing and understanding the laws and customs of the 17 countries was exciting. Unlike Canada, most of the countries (except Cyprus) I covered were a combination of Shariah law and civil law. This was very different from Canada which is predominantly common law.

## Peace Operations – Westbank, Palestine: Operation Proteus

From 2022 to 2023, I was the first civilian police analyst deployed on a peace and stabilization mission as part of Operation PROTEUS in Jerusalem. Through the International Police Peacekeeping and Peace Operations (IPP) Program, Canada deploys police officers from police services across Canada. The IPP is administered by the Canadian Policing Arrangement (a partnership between Global Affairs Canada, Public Safety, and the RCMP).

Operation PROTEUS is Canada's contribution to the Office of the United States Security Coordinator (USSC) for Israel and the Palestinian Authority. The USSC is comprised of approximately 100 members from nine countries. Members were predominately military. I was a strategic analyst within the USSC Law Enforcement Directorate.

Within the Law Enforcement Directorate, I worked closely with a Chief Superintendent from the RCMP, two Inspectors from Peel Regional Police Service, and an Officer from the Canada Border Services Agency. Under this diverse and inclusive leadership, I was able to enhance not only my analytical capabilities but also my leadership abilities. I also had the opportunity to work with police officers from the Netherlands and retired police officers from the United Kingdom.

I assisted the Palestinian Civil Police (PCP) in refugee camps throughout the West Bank with the implementation of Community Policing. I advanced the PCP's Information Led Policing through analysis. I spent several months mentoring an elite team of PCP officers. We used analysis to identify investigative leads in a series of unsolved robberies.

Operation PROTEUS was an opportunity to expand the analytical profession, represent the RCMP (police), and to represent Canada on the international stage. It allowed me to return to my academic roots – war crimes and conflict studies.



I am grateful for the scope of international experiences provided by the RCMP, and the opportunity to represent Canada, the RCMP, and criminal analysis with the highest standards. I am equally grateful for the opportunity to come home and be part of 'D' Division's Criminal Intelligence Branch. Currently, I supervise the Major Crimes analysts who are important team members working with police officers to make a difference in Manitoba and to keep our communities safe.

As a civilian, the RCMP has always encouraged me to contribute my analysis to further investigations, policy development, and decision making. Through my international and domestic experiences, I have had the opportunity to work side by side with amazing police officers from different forces and different countries to combine our unique skill sets. Working as a civilian analyst is not just my dream job, as it has exceeded any expectations I had.

Many people have asked me, "where are you going next"? But my focus has shifted to empowering and inspiring other analysts to continue to share the analytical tradecraft across all borders. No matter where I sit, I will never lose my analytical passion and global perspective.

Angela Whyte, M.A., Criminology – RCMP Criminal Analyst Supervisor, Major Crimes Services, 'D' Division (Winnipeg, Manitoba)




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of dress or makeup



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school, regular activities, friends



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cell phones



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