

C.A.P.E.

Canadian Association
of Police Educators



A.C.I.F.P.

Association canadienne des
intervenants en formation policière

The C.A.P.E. Journal | Spring 2026



C.A.P.E. 2026 Conference

Policing the Future: *What's Important Now*

May 5 - 7, 2026 | New Westminster, B.C.



**Justice
Institute**
BRITISH COLUMBIA



Conference Information

We are pleased to welcome you to Inn at the Quay for the 2026 C.A.P.E. Conference on May 5.

Registration will open at 07:30 for check-in, where you will receive your name badge and delegate bag. Breakfast will be available at this time, along with opportunities to network and visit exhibitors before the conference programming begins.

Early registration will also be available the day prior (May 4) from 16:30–17:30.

Attire for the conference is business casual. Comfortable walking shoes are recommended for the second day, as we will be doing some walking around the JIBC campus.

If you have any questions, please contact: capeupdates@gmail.com

Website: <https://www.cape-educators.ca/2026-conference/>

Venue Information

Accommodations and the primary location for conference sessions will be at Inn at the Quay.

On Wednesday, May 6, transportation will be provided from the hotel to JIBC and back. For those who wish to take their own vehicles or travel by cab/Uber, you may do so.

Addresses & Transportation

Inn at the Quay

900 Quayside Dr, New Westminster, BC V3M 6G1

Parking is available onsite for a day fee of \$17 plus applicable taxes.

Justice Institute of British Columbia (JIBC)

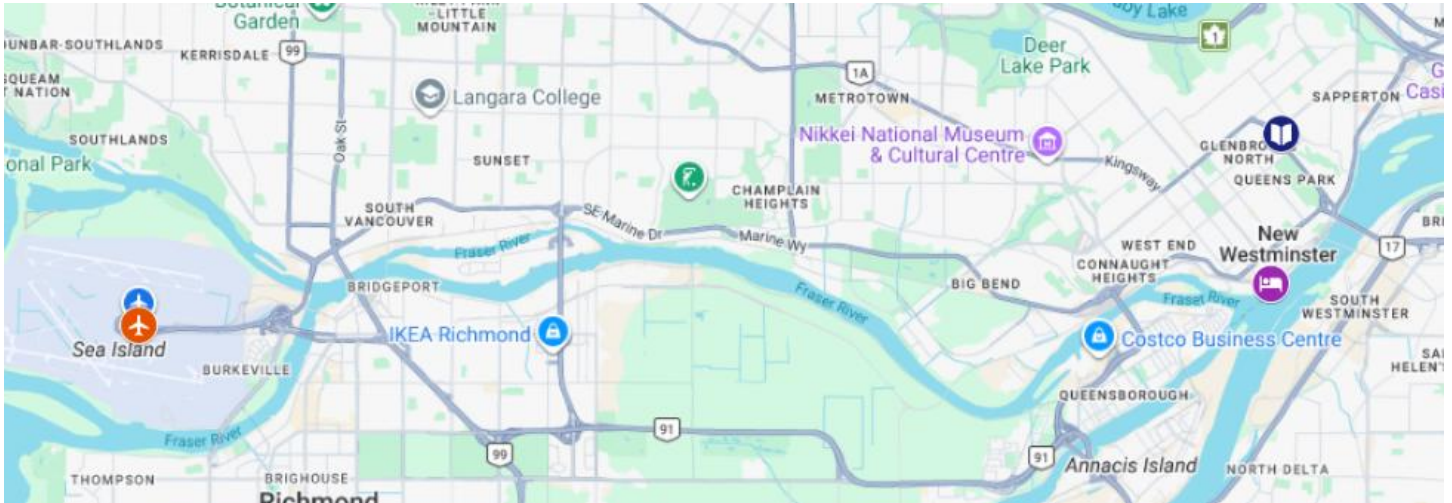
715 McBride Blvd, New Westminster, BC 3L 5T4




Free parking is available at JIBC.

Royal City Taxi

604-526-6666

Map



-  Vancouver International Airport
-  Inn at the Quay
-  Justice Institute of British Columbia (JIBC)

Networking Opportunities

Day 1: Tuesday, May 5 - Exhibitor Social

Join us on the outdoor patio at Inn at the Quay for our Exhibitor Social, where you can engage with our sponsors and connect with fellow delegates. This is a great opportunity to learn more about the work and services of our sponsors. Light refreshments will be available.

Day 2: Wednesday, May 6 - Networking Session

Delegates are invited to continue networking at Kelly O'Bryan's Restaurant, located a 6-minute walk from the hotel. Attendees will receive 10% off one food item. Please note that an 18% gratuity will apply for large group service.

Location: Kelly O'Bryan's Restaurant

800 Columbia St, New Westminister, BC V3M 5V2

Explore New Westminster

Tourism New West Passport



For those who wish to explore the area during the conference, Tourism New West offers a digital, interactive passport that provides access to local discounts and rewards users with points redeemable for prizes.

Signing up is quick and easy—simply scan the QR code or visit:
<https://tourismnewwestminster.com/passport/>

Flash Your Badge

We have also partnered with businesses within walking distance of the hotel to offer additional perks and discounts through the Flash Your Badge program. Simply flash your C.A.P.E. name badge at participating locations to receive available perks or discounts.

Restaurant	Perk or Discount
Kelly O'Bryan's Restaurant	10% off one food item
Piva Modern Italian	Customized three-course meal for \$48 (plus tax and 20% gratuity) <ul style="list-style-type: none">• Caesar Salad• For Nonno Pasta (Spices, garlic, chicken, Italian parsley, tomato, black bean, olive oil, spaghetti)• For Nonna (Crispy phyllo, cherry compote, vanilla mascarpone)
El Santo	15% off entire order
Angelina's Dutch Corner	10% off entire order <i>Breakfast option - open daily from 7:00 to 16:00.</i>
Stefanos Restaurant	One complimentary dessert per group of 1-4 people <i>Closed on Wednesdays</i> <i>Reservations recommended – please call (604) 520-9911.</i>
Kioku Kitchen	One complimentary appetizer per person
Big Way Hot Pot	Free non-alcoholic drink with \$20 minimum spend <i>Vouchers will be provided.</i>

President's Welcome

C.A.P.E.

Canadian Association
of Police Educators



A.C.I.F.P.

Association canadienne des
intervenants en formation policière

On behalf of the C.A.P.E. Planning Committee, the C.A.P.E. Executive and Board, I want to welcome you to New Westminster for our 2026 Conference.

The C.A.P.E. Conference is an exciting opportunity for our members to collaborate and share knowledge with a diverse selection of peers and professionals in police training and education. This conference allows for an exchange of best teaching and training practices with partners across Canada.

I wish to extend my thanks to the representatives at the Justice Institute of British Columbia Police Academy, and to our executive planning team, who have all been working tirelessly to ensure that you come away from this conference with information you can use or implement when you get back home to enhance or support your partners in education and training. We also wish to thank New Westminster Police Department and University of the Fraser Valley for their partnership this year.

The 2026 conference is packed with incredible presenters for you to learn from. Thank you to our speakers and panelists – for committing your time and knowledge to this conference and for sharing your research, ideas and best practices with us.

Thank you as well to the many sponsors that have helped to make this event possible: Setcan, LETA, AXON, Sinogap Solutions, University of Guelph-Humber, Human Element, ReShell, TNT Justice Consultants, Georgian College, Motorola Solutions, Control Tactics Consulting, Big Dawg Trucking, Odd Squad, CPKN, Bow Valley College, Matsuru and Carfax. Please make sure you engage with representatives from these sponsors during the meeting and learn about the products and services they have to offer.

I wish to acknowledge that we are gathering this year on the unceded Traditional Territories of the qiqéyt (Qayqayt), x^wməθk^wəyəm (Musqueam) and Coast Salish Peoples.

As C.A.P.E. continues to grow and evolve we want to ensure we are meeting the needs of our members. Please feel free to send us your suggestions and ideas to capeupdates@gmail.com or let us know what you think in the post-conference survey, where you can share your feedback and experiences.

Enjoy the conference!

A handwritten signature in black ink, appearing to read 'Ben Bolduc'.

Ben Bolduc
C.A.P.E. President
Sault Ste. Marie Police Service

Conference Agenda

Early registration: Monday, May 4, 2026

16:30 – 17:30 Early registration at Inn at the Quay

Day 1: Tuesday, May 5, 2026

07:30 – 09:30 Registration opens

08:00 – 09:00 Breakfast

09:00 – 09:30 Visit exhibitors

09:30 – 10:00

Conference Opening

Elder Caroline Buckshot

Mayor Patrick Johnstone

Chief Constable Paul Hyland

C.A.P.E. President Inspector Ben Bolduc

JIBC Police Academy Director – Superintendent (WSE) Jennifer Keyes

10:00 – 11:30

Keynote: Causes and Prevention of Criminal Investigative Failures; Looking Back to Face Forward

Dr. Kim Rossmo

11:30 – 11:45

Visit exhibitors & coffee break sponsored by [Control Tactics Consulting](#)

11:45 – 12:30

Reimagining Sexual Assault Education

Meghan Gardiner

12:30 – 13:30

Lunch

13:30 – 14:30

Police Oversight and Governance

Jessica Berglund, Prabhu Rajan & Jonathan Kikuchi

14:30 – 15:30

Best Practices for Adopting AI Tools in Policing

Benjamin Perrin

15:30 – 15:45

Visit exhibitors & coffee break sponsored by [Big Dawg Trucking](#)

15:45 – 16:45

Equity, Diversity and Inclusion in Policing: Current Commitments and Future Directions

Dr. Eleanor Gittens & Rebekah Mastrella

16:45 – 18:30

Exhibitor social at Inn at the Quay

18:30

Free evening

Day 2: Wednesday, May 6, 2026

08:00 – 09:00	Breakfast
09:00 – 09:15	Opening Remarks JIBC President Len Goerke
09:15 – 10:15	<i>Practice the Way You Play – Train the Way You Deploy: Preparing Police Officers for the Future Today</i> Betty Froese
10:15 – 10:45	Diamond Sponsor Demo Video - Setcan Setcan
10:45 – 11:00	Visit exhibitors & coffee break sponsored by Motorola Solutions
11:00 – 11:15	Gold Sponsor Presentation - Sinogap Solutions Johanna Pagonis
11:15 – 12:30	The Control Crisis: Are Gadgets Replacing Real-World Use of Force Training Inspector Romolo F. Ranallo
12:30 – 13:00	Bus to JIBC
13:00 – 14:00	Lunch at JIBC
14:00 – 16:30	JIBC Tours and Lectures Ret. Sergeant Toby Hinton, Dr. Stephanie Dawson (Johnston), Ret. Inspector Rob Clarke & Sergeant Jamie Proust
16:30 – 16:45	Bus back to Inn at the Quay
17:00	Networking session at Kelly O'Bryan's Restaurant (Optional)
18:00	Free evening

Day 3: Thursday, May 7, 2026

08:00 – 09:00	Breakfast
09:00 – 09:30	<i>Eyes in the Sky, Control on the Ground: The Rise of Tactical Drone Intervention - Platinum Sponsor Presentation – AXON</i> David Volpato
09:30 – 10:30	<i>Keeping Members Well – Preventing PTSD</i> Ret. Chief Bob Rich
10:30 – 11:15	<i>The Geometry of Impact: Biomechanical Evaluation of Police External Vest Equipment</i> Dr. Geoffrey Desmoulin
11:15 – 11:30	Visit exhibitors & coffee break sponsored by Matsuru Canada
11:30 – 12:30	<i>Developing Police-Academic Partnerships</i> Dr. Irwin M. Cohen, Dr. Carlos Ponce, Dr. Amanda McCormick, Dr. Karine Descormiers & Kevin Burk
12:30 – 13:30	Lunch
13:30 – 14:30	<i>Tracing the Pathway to Violence: What Can Digital Leakage Reveal During a Threat Assessment</i> Steven MacDonald
14:30 – 15:30	<i>Beyond the LMS: Building an Integrated Training Ecosystem</i> Inspector Kelly Wong & Sergeant Ryan Buhrig
15:30 – 15:45	Visit exhibitors & coffee break sponsored by CARFAX Canada
15:45 – 16:35	<i>Standardizing Response Strategies in Child Abuse Investigations</i> Cynthia Ashe
16:30 – 16:45	Conference conclusion
16:45	Free evening

Keynote Speaker

Causes and Prevention of Criminal Investigative Failures; *Looking Back to Face Forward*



Dr. Kim Rossmo

Professor | School of Criminal Justice & Criminology, TXST

Dr. Kim Rossmo is a full professor and the Director of the Center for Geospatial Intelligence and Investigation in the School of Criminal Justice and Criminology at Texas State University. He has researched and published in the areas of environmental criminology, the geography of crime, and criminal investigations. Dr. Rossmo was formerly the Director of Research for the Police Foundation in Washington, DC.

Prior to that, he was the Detective Inspector in charge of the Vancouver Police Department's Geographic Profiling Section, which provided investigative support for the international law enforcement community. Dr. Rossmo is a member of the Police Investigative Operations Committee of the International Association of Chiefs of Police (IACP) and was a commissioner and chair for the Austin Public Safety Commission for 10 years. He is an adjunct professor at Simon Fraser University, sits on the editorial board for Homicide Studies, and is a full fellow of the International Criminal Investigative Analysis Fellowship. Recently, Dr. Rossmo completed projects studying the geospatial structure of terrorist cells, geographic profiling applications in counter-insurgency, and patterns of illegal border crossings. He is currently the principal investigator for two National Institute of Justice research grants, one on offender decision-making and the other on the systemic causes of wrongful convictions. He has published books on geographic profiling and criminal investigative failures, and a crime atlas for Texas. Dr. Rossmo has been awarded the Governor General of Canada Police Exemplary Service Medal.

Keynote Abstract

A criminal investigative failure can have significant consequences for both communities and individuals. Much attention has been focused on the tragedies of wrongful convictions, and the "get out of jail free" cards they provide the real offender. On the other side of this coin are unsolved crimes that should have been cleared, undermining deterrence and increasing public danger. Perhaps not surprisingly, these problems share a common underlying factor – faulty thinking.

Investigative failures have three main causes: psychological biases (rush to judgment, tunnel vision, confirmation bias), probability errors (coincidence, legal fallacies), and organizational traps (groupthink, organizational inertia/momentum). Like cascading triggers in an airplane accident, investigative failures are typically probabilistic products of networks of causal factors. By studying and learning from past mistakes, we can minimize their risk and improve the investigative process. This presentation uses various case studies to illustrate key points and concludes with policy recommendations for police agencies.

Speakers

Conference Opening



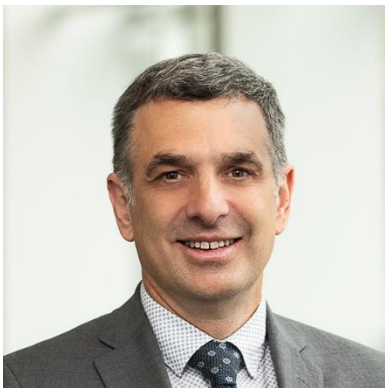
Elder Caroline Buckshot

Office of Indigenization, JIBC

Elder Caroline Buckshot, whose traditional name is KaNigan a Pit meaning "Woman who teaches", is an Elder and community member from Kitigan Zibi Anishinabeg First Nation of the Algonquin Nation in Maniwaki, Quebec.

Elder Buckshot's career led to Provincial Corrections as an addiction counsellor and Native Liaison for ten years, four years in the community as an addiction counsellor and since 2007, has provided elder services in Federal Corrections. In addition, Elder Buckshot is a Gladue writer since 2011 for Legal Services Society (LSS) and presently for British Columbia First Nations Justice Council (BCFNJC). She has written over 3,000 Elder Review Initials, which captures the social history of the individual and develops healing plans and makes recommendations.

Most important, she is an Elder to young women in the community, providing spiritual guidance, and she is a proud mother of her son Andrew and grandmother to Brandon.



Mayor Patrick Johnstone

City of New Westminster

First elected in 2014, Patrick Johnstone served two terms on New Westminster City Council before being elected as Mayor in 2022. Born and raised in the Kootenays, he has resided in New Westminster with his partner Antigone since 2006.

Patrick is a Professional Geoscientist, having studied Geography and Earth Sciences at SFU, and worked in a variety of geology jobs, primarily in the field of Environmental Geoscience. He served as the President of the Environmental Managers Association of BC and on the board of the Contaminated Sites Approved Professionals Society.

His interest in local government arose from his advocacy on environmental and active transportation issues, his many volunteer connections in New Westminster, and his interest in leading community conversations about urbanism and the opportunities present in an exciting, dense, historic and growing community like New West. Since first being elected, Patrick has served on the Lower Mainland LGA (First Vice President), the Community Energy Association (Board Chair), the New Westminster Electrical Commission, and a variety of task forces and advisory committees at the City.

Patrick continues to curl at the Royal City Curling Club and ride bikes with the Fraser River Fuggitivi, when he finds the time.



Chief Paul Hyland

New Westminster Police Department

Appointed in 2025, Chief Constable Paul Hyland is a seasoned policing leader with more than 30 years of service with the New Westminster Police Department. He provides overall leadership and strategic direction for the organization, working closely with the Police Board, senior leadership team, and community partners to deliver effective, community-focused policing.

Chief Hyland is a strong advocate for continuous improvement and innovation. He is committed to leveraging technology and modernizing police practices to enhance service delivery, supporting workplace wellness to ensure the health and resilience of NWPD staff, and strengthening meaningful community engagement to build trust and improve public safety outcomes. Throughout his career, he has served in a wide range of operational and leadership roles, including patrol, major crime, street crime, the Emergency Response Team, and senior administrative positions.

Chief Hyland holds a Bachelor's Degree in Criminal Justice Studies and has completed executive education in leadership, public sector management, and strategy through the Smith School of Business at Queen's University. His distinguished service has been recognized through numerous commendations, including the BC Award of Valour and his appointment to the Order of Merit of the Police Forces.



Inspector Ben Bolduc

Sault Ste. Marie Police Service

Inspector Bolduc has been a member of the Sault Ste. Marie Police Service since 1999. During his career he has served the community in various areas including; as a Constable on Patrol, a member of the Emergency Services Unit serving as a sniper and team leader, Sergeant of Training Services, Staff Sergeant on Patrol and the Professional Standards Bureau, and Inspector - Corporate Development and Emergency Management. He is currently the Inspector of Patrol Services.

Inspector Bolduc served as a Crisis Negotiator and is a certified instructor on Use of Force, Carbine Rifle, Armoured Vehicle Operations, Warrant Service and First Aid.

Inspector Bolduc spent numerous years coaching youth football in Sault Ste. Marie and is currently a board member with Women in Crisis.

Inspector Bolduc is a graduate of Sault College where he received a diploma in Law & Security and went on to receive a Bachelor of Science degree in Criminal Justice at Lake Superior State University. He is a recipient of the 20 year Police Exemplary Service Medal.

Inspector Bolduc is currently the president of C.A.P.E.



Superintendent (WSE) Jennifer Keyes

Director | Police Academy, JIBC

Supt. Jennifer Keyes was appointed Director of the Police Academy in October 2022, joining JIBC on secondment from the Vancouver Police Department where she has served since 1999. Prior to her policing career, Supt. Keyes was a lawyer, working both in private practice and as Crown with the Public Prosecution Service of British Columbia. She is a former graduate of the Police Academy, as well as a former instructor in JIBC's Law Enforcement Studies Diploma program.

Her service with the VPD has allowed her to excel in the delivery of training as well as financial and administrative competencies. She has served the VPD as its legal training officer and later was its project manager for the implementation of the \$60-million Ecomm-911 public safety communications technology initiative.

Supt. Keyes has held positions in VPD's Operations Division and was a Discipline Authority with the VPD Professional Standards Section where she was responsible for the disposition of Police Act conduct complaints. Her policing background includes a focus on VPD members' professional development, and in joining JIBC she aims to bring that wealth of knowledge and experience to the provincial level.

Reimagining Sexual Assault Education



Meghan Gardiner

Founder | Human Element

Meghan is a Vancouver based artist/entrepreneur who fuses an artistic practice with social justice and education. She is the co-founder of Human Element, an agency that provides professional actors for law-enforcement and social services training across the country. Her current clients include: the JIBC, the VPD, RCMP, CBSA, MCFD, West Van PD and the Surrey Police Service. A sexual assault survivor, Meghan has written four plays on sexual violence, most notably her one woman show, Dissolve, which has been touring North America for over twenty years. Meghan has been nominated

for the YWCA Women of Distinction Awards and received a citation from the American Alliance for Theatre in Education. She has been a keynote speaker at countless conferences, including the Toronto Police Service's International Conference on Sex Crimes and the Ending Violence Association of BC's Annual Training Forum. Meghan is passionate about effectively communicating, whether that's on stage, on a film set, or in the throes of a police scenario.

Police Oversight and Governance



Jessica Berglund
Chief Civilian Director | IIOBC

Jessica Berglund was appointed Chief Civilian Director of the Independent Investigations Office of BC on September 20, 2024.

Prior to her appointment with IIO, Berglund was the director of occupational health and safety investigations at WorkSafeBC, overseeing the investigation of workplace fatalities and serious injuries in BC. She joined WorkSafeBC in 2003 and held legal and senior-management roles over a 21-year career.

Berglund obtained her Bachelor of Arts in French and Asian studies from the University of Victoria, including studying at Beijing Normal University, before returning to Victoria to attend law school. Berglund was called to the BC bar in 1998 and practiced civil litigation in Vancouver until 2002.

Berglund was president of the board of directors of Pathways Clubhouse, a mental-health organization in Richmond, from 2016 until 2022, and was also board member of the Lawyers Assistance Program from 2006 until 2012. Berglund currently serves on the board of the Richmond Sharing Farm Society which provides access to healthy local produce to community members facing food insecurity through sustainable farming.



Prabhu Rajan
Police Complaint Commissioner | OPCC

Prabhu Rajan was sworn in as British Columbia's fifth Police Complaint Commissioner on February 21, 2024. Prior to his appointment, he has been recognized as a seasoned lawyer and executive leader with over 25 years of experience in the Ontario public service. Throughout his career, he has demonstrated a strong commitment to fairness, accountability, and human rights.

Most recently, Mr. Rajan was Chief Counsel to Ontario's Chief Coroner and Chief Forensic Pathologist, and co-led the province's inquest system, which provides statutory oversight for police-involved and in-custody deaths. He was responsible for reviewing and transforming the inquest system with the objectives of enhancing the focus on systemic factors, streamlining inquest investigation and hearing processes, and strengthening engagement with inquest participants. As part of this role, Mr. Rajan was lead counsel on several high-profile and contentious inquests, which included cases centred on use of force, domestic violence, and mental health in the justice system. In addition, he served as Chair of Ontario's Domestic Violence Death Review Committee.

Mr. Rajan developed a broad spectrum of legal and executive expertise through senior legal management roles with the Ministry of Education, the Ministry of Training, Colleges, and Universities, and the Ministry of Labour. As Deputy Legal Director at the Ministry of the Solicitor General, he provided legal and strategic advice to senior police service members in the Ontario Provincial Police on sensitive matters, including large-scale inquiries and the prosecution of police misconduct.

Previously, Mr. Rajan was counsel for the Ontario Human Rights Commission, litigating cases at all levels including the Supreme Court of Canada. He holds a B.A. in Criminology from the University of Manitoba and a law degree from Osgoode Hall Law School, York University.



Jonathan Kikuchi

Legal Counsel | Police Academy, JIBC

Jonathan's diverse practice includes professional discipline, criminal, labour and employment, insurance and risk management, and commercial litigation matters. He is currently seconded as Legal Counsel to the Justice Institute of British Columbia Police Academy.

Primarily, Jonathan acts for police officers facing disciplinary or criminal proceedings, as well as for police agencies in civil actions. As a member of the firm's Labour and Employment Practice Group, Jonathan also provides advice to management on a wide range of matters, including wrongful dismissal claims, workplace investigations, human rights complaints, and grievances.

Prior to joining McLennan Ross, Jonathan clerked at the Court of King's Bench of Alberta. He also holds a Master of Laws in International Commercial Law from the University of Groningen and a Bachelor of Arts in Criminology from the University of Alberta.

Jonathan is a member of the McLennan Ross Community Investment Committee, which is involved in numerous community initiatives supporting organizations such as the Calgary Drop-In Centre and the Calgary Food Bank.

Best Practices for Adopting AI Tools in Policing



Benjamin Perrin

Professor | Peter A. Allard School of Law, UBC

Benjamin Perrin is a Professor of Law at the University of British Columbia. His research and teaching interests include criminal law, constitutional law, international law, and artificial intelligence. Ben served in the Prime Minister's Office as in-house legal counsel and lead criminal justice and public safety policy advisor. He was a law clerk at the Supreme Court of Canada.

An Associate of the Law Commission of Canada, Ben is also a member of the advisory council of the Office of the Federal Ombudsperson for Victims of Crime, and the Law Commission of Ontario's advisory committee on AI and criminal justice.

Ben leads the UBC AI & Criminal Justice Initiative and is a member of the UBC Centre for Artificial Intelligence Decision-Making and Action (CAIDA). He is a recipient of the King Charles III Coronation Medal for service to Canada and was recognized as one of Canada's Top 25 Most Influential Lawyers.

A member of the Law Society of British Columbia (non-practising), Ben is the author of policy papers, journal articles, and several books, including *Artificial Intelligence & Criminal Justice: Cases and Commentary* (CanLII, 2025).

Equity, Diversity and Inclusion in Policing: *Current Commitments and Future Directions*



Dr. Eleanor Gittens

Professor | [Georgian College](#)

Eleanor Gittens, Ph.D. is a professor and program coordinator in Community Safety portfolio at Georgian College. She teaches primarily in the Police Studies degree and Police Foundations programs. She has taught courses in Contemporary Social Movements, Research Methods for Policing, Community Policing, Cybercrime, Mental Health Issues in Policing and Cross-Cultural Communications. Dr Gittens spearheads student-based research with various community partners. Her current research interests lie in academic integrity, mental wellness and resilience, diversity training, diversity hiring, the spatial behaviour of offenders, the development of criminal behaviour and the progression of the criminal career; sexual violence, evidence-based policing; and community policing. She holds several grants in pursuit of her research interests.



Rebekah Mastrella

Research Assistant | [Georgian College](#)

Rebekah Mastrella is a research assistant in the Community Resilience and Mental Health Lab at Georgian College. She is the research lead on a number of projects. She started her journey with the lab as student researcher in October 2023 while she worked towards her honours bachelor's degree in counselling psychology from Georgian College, graduating with honours in June 2024. She has grown from strength to strength since then. Rebekah is also volunteers with the Neurolinguistics Lab at Bar-Ilan University in Israel.

Opening Remarks



Len Goerke
President & CEO | JIBC

Len Goerke, President and CEO of JIBC has served on the Boards of Governors for both JIBC and the University of the Fraser Valley (UFV). His previous roles include serving as Chief Constable of West Vancouver Police (WVPD) and Deputy Chief Constable of Abbotsford Police.

He is committed to advancing Truth and Reconciliation. Mr. Goerke taught as a sessional instructor at both JIBC and UFV, has a Bachelor of Arts from UFV, earned a Master of Arts in conflict analysis and management from Royal Roads University and completed the Executive Program at the University of Western Ontario's Ivey School of Business. He has previously served on the boards of the Canadian Association of Chiefs of Police, British Columbia Association of Chiefs of Police, the Restorative Justice Association of BC, University of the Fraser Valley Properties Development Corporation.

Mr. Goerke has been recognized with the Order of Merit of Police Forces, the Queens Diamond Jubilee Medal, King Charles III Coronation Medal and the Police Exemplary Service Medal.

Practice the Way You Play – Train the Way You Deploy: Preparing Police Officers for the Future Today



Betty Froese
Director of Learning & Development | Vancouver Police Department

Betty Froese is the Director of Learning & Development for the Vancouver Police Department, where she leads transformative initiatives as they pertain to training, talent development, and organizational learning. She oversees a diverse portfolio that includes curriculum design, instructional innovation, digital learning transformation, and leadership development for both sworn members and civilian professionals.

With more than two decades of experience in public safety training, Betty is recognized for her ability to anticipate emerging trends and translate them into practical, future focused learning strategies. Betty has led key modernization efforts within the VPD Training Section, including the integration of digital platforms and contemporary pedagogical models that support adaptive, evidence based policing. In addition, she has been serving as the business lead for the implementation of a new learning management system. Her work has been instrumental in preparing the VPD for the evolving realities of policing, while aligning departmental capability-building with broader digital transformation goals across the organization.

Known for her passion for evidence-based training, Betty is committed to building learning ecosystems that strengthen readiness, enhance professionalism, and uphold the vision of preparing police officers for the future NOW.

Sinogap Solutions – Gold Sponsor



Dr. Johanna Pagonis

Founder & CEO | Sinogap Solutions

Dr. Johanna Pagonis is the founder and CEO of Sinogap Solutions, with over 20 years of experience in organizational training, leadership development, and qualitative research. She has worked extensively across the public, private, and non-profit sectors, including with the Government of Alberta, Interpol, Oilers Entertainment Group (OEG), and Women Building Futures. In addition to her consulting work, Johanna teaches graduate students at the University of Alberta in the area of Evaluating Research Methods, where she helps emerging professionals build the skills to critically assess and apply research in real-world settings. Her doctoral research at the University of Alberta explored how leaders learn to lead, which inspired her book *Choose to Be a Leader Others Would Want to Follow*—a practical guide for developing authentic, high-impact leaders.

The Control Crisis: Are Gadgets Replacing Real-World Use of Force Training



Inspector Romolo F. Ranallo

Vancouver Police Department

Inspector Romolo Ranallo earned a Master of Science in Bioenergetics/Human Motor Performance from the University of British Columbia in 1999. He stands as one of Canada's foremost authorities in police training, recognized for his unwavering dedication to elevating standards in use of force instruction and program innovation. With 27 years of distinguished service in the Vancouver Police Department, Inspector Ranallo's operational expertise was honed over years of front-line experience as an original member of the Beat Enforcement Team in Vancouver's Downtown East side. Romolo has developed more than a dozen training programs from conception to implementation. He holds more than 20 course certifications spanning firearms, tactics, crisis intervention, and operational leadership. He has influenced policy and standards nationally as a member of the CACP Use of Force, Intervention, and De-escalation (UFID) Committee and provincially as a core member of several British Columbia Police Working Groups.

Inspector Ranallo's dedication extends beyond technical instruction; he has authored numerous articles in police publications and distinguished as the only Canadian police officer to present at all four of the world's largest law enforcement educator forums: ILEETA, IALEFI, NTOA, and IACP. His dynamic presentation style, commitment to evidence-based practice, and deep knowledge of emerging police training and related technologies have made his sessions a highlight at major conferences because he remains one of the few to tell it like it is.

JIBC Tours and Lectures



Retired Sergeant Toby Hinton

Control Tactics Program Manager | Police Academy, JIBC

Ret. Sgt. Toby Hinton is the current Program Manager for the JIBC Police Academy Control Tactics Training Team. He has a Bachelor of Arts in Criminology and Political Science from Simon Fraser University. He was a member of the Vancouver Police Department (VPD) for 30 years, with over 24 years dedicated to Beat policing in the Downtown Eastside of Vancouver (17 as a Constable – 8 as a Beat Sergeant). For the final 5 years of his career, Toby worked as a Sergeant in the Force Options Training Unit (FOTU) of the VPD, where he specialized in Control Tactics training. While working in the FOTU, Ret. Sgt. Hinton helped develop an academic partnership for use of force research with Dr. Garth Davies (SFU School of Criminology) and utilized Subject Behaviour Officer Response Reports (SBOR) to inform and help drive use of force training for the VPD.

Ret. Sgt. Hinton is one of the founders of Police Judo, the VPD Police Judo Club (1997 to present), Simon Fraser University Police Judo Club (2010-2020), and currently instructs at the Odd Squad Police Judo (2019 to present). He has presented and delivered training on control tactics to police across Canada, the United States, Switzerland, China and Taiwan. He has also presented on use of force issues at the International Association of Chiefs of Police Conference (IACP) and the International Law Enforcement Education and Training Association (ILEETA) conferences.



Dr. Stephanie Dawson (Johnston)

Founder & Principal Researcher | Dawson Analytics Inc

Dr. Stephanie Dawson (Johnston) is the founder and principal researcher at Dawson Analytics, Inc. Dr. Dawson earned her Ph.D. in Criminology from Simon Fraser University. Dr. Dawson has engaged policing-related research as both an academic and independent research consultant. She has contributed to multiple reports and articles related to policing and public safety and has presented her work to academics, local government officials, and agency executives. Her earliest works focused on police perceptions of crowd disorder and crowd management techniques.

Her work has since expanded to focus on various elements of police-citizen interactions, including trends in police use of different force options, police engagement in street checks, and police perceptions of crisis intervention and de-escalation. Currently, Dr. Dawson works with municipal police services to ensure their policies and practices are evidence-based and best practice-informed.



Retired Inspector Rob Clarke

Firearms Training Instructor | Police Academy, JIBC

Inspector (Ret) Rob Clarke joined the Vancouver Police Department in 1991 after receiving a diploma in Criminal Justice. He graduated from the police academy with honours, receiving the Chief Constable's award for being the overall outstanding recruit for Class 50.

Rob spent his first 8 years in patrol in Districts 1, 3, and 4. He completed assignments as a beat officer, bike patrol member, and in the communications center. In 1999, Rob was selected to the Emergency Response Team, where he spent 7 years as a tactical operator.

In 2007, Rob was promoted to Sergeant. He worked as a supervisor in Districts 1 and 3, in the Vancouver Jail and with the Integrated Gang Task Force. Rob was also a member of the Public Order Unit as the tactical support section's program coordinator. In 2010 he was chosen as the Department's Firearms Training Supervisor at the Tactical Training Centre.

Rob was promoted to Staff Sergeant in 2013 and remained with the Training Section, where he continued to oversee many new training initiatives, including developing and teaching a course to Sergeants on how to respond effectively to a critical incident.

Rob was promoted to Inspector in 2015. After assisting with the creation of the Department's strategic plan, he was assigned as a Duty Officer, where he worked for 4 years. During this time, he oversaw numerous major calls as a nationally accredited Critical Incident Commander and Instructor. Rob finished his career as a District Commander, overseeing operations in the downtown West End.

Rob has been working at the JIBC Police Academy since January 2022 as a firearms training instructor.



Sergeant Jamie Proust

Patrol Tactics Manager | Police Academy, JIBC

Sergeant Jamie Proust is a 20-year member of the Vancouver Police Department (VPD) and currently leads the Patrol Tactics team at the JIBC Police Academy. With 10 years of tactical experience in VPD's Emergency Response Team and CFSEU's Uniformed Gang Enforcement Team, Jamie brings extensive operational and instructional expertise to recruit training.

Eyes in the Sky, Control on the Ground: The Rise of Tactical Drone Intervention



David Volpato
Executive | AXON

David Volpato is an executive at Axon Public Safety Canada, where he leads initiatives in TASER technologies and immersive Virtual Reality training solutions for law enforcement and public safety professionals. With a strong commitment to innovation and officer readiness, David plays a key role in delivering cutting-edge tools that enhance safety, accountability, and performance in the field.

At the forefront of integrating advanced VR simulations into real-world policing scenarios, David has helped agencies across Canada modernize their training practices while ensuring effective use-of-force education. His work bridges the gap between technology and frontline reality, providing officers with scalable, adaptive training environments and non-lethal defense options that save lives and build trust within communities. With years of experience in public safety and a passion for empowering those who serve, David continues to drive transformation in how police departments prepare for today's challenges.

Keeping Members Well - Preventing PTSD



Retired Chief Bob Rich

Bob joined the Vancouver Police Department (VPD) in 1980, where he worked for 28 years. During his time at the VPD, he held a number of positions, including: Detective, Professional Standards Investigator, Patrol sergeant in the Downtown Eastside, Surveillance team Sergeant in the Downtown Eastside, President of the Vancouver Police Union, Head of Training and Recruiting, Head of Human Resources, Commander of District 2, which includes the Downtown Eastside and Deputy Chief of Operations

In 2008, Bob left the VPD to become the Chief Constable of the Abbotsford Police Department (APD), a position he held until 2018. During his time at APD, much of his work focused on suppressing gang violence and supporting member's mental health. During his time in leadership positions, he has focused on change management to improve policing procedures, prevent crime, and increase safety for the community.

From 2021 to 2024, he worked as an associate counsel at the law firm of Wilson Butcher, helping to defend police officers from both criminal and disciplinary allegations. Currently, he is doing consulting work for police agencies and other organizations.

Bob also teaches workshops on police leadership and preventing mental health disorders caused by the work first responders do. In 2025, he launched a free website devoted to that topic which can be found at: bobrich.ca. He has been awarded the Officer of the Order of Merit for the Police Forces in Canada (O.O.M.).

The Geometry of Impact: Biomechanical Evaluation of Police External Vest Equipment



Dr. Geoffrey Desmoulin
Principal | GTD Scientific Inc.

Dr. Desmoulin is the Principal of GTD Scientific Inc. GTD offers Biomechanical Consulting Services on behalf of clients throughout North America, as well as abroad. Focused practice areas include Injury Biomechanics, Incident Reconstruction and Physical Testing with a sub-specialty in the Science of Violence®. GTD has been retained in significant complex injury litigation cases involving municipal police department use of force, violent encounters and TASER International to name just a few examples. Furthermore, landmark testing and shooting reconstruction methodology developed by Dr. Desmoulin was recently upheld as reliable and admissible by the U.S. Federal District Court for the 9th District of California. This methodology is now publicly available at gtdscientific.com. In addition, Dr. Desmoulin was selected from an international pool of applicants to be the engineering host for Viacom Networks hit television show "Deadliest Warrior". In this high-profile position he assessed engineering aspects, injury potential, and overall battlefield effectiveness of weapons used by warriors throughout history. Deadliest Warrior continues to air throughout the world in over sixteen countries, thirty- two different languages, and is available in over 96-million homes in the United States alone.

Developing Police-Academic Partnerships



Dr. Irwin M. Cohen
Associate Professor | University of the Fraser Valley

Dr. Irwin M. Cohen is the Director of the Centre for Public Safety and Criminal Justice Research at the University of the Fraser Valley (UFV), the Director of the Crime Lab at UFV, and an Associate Professor at the School of Criminology and Criminal Justice at UFV. Dr. Cohen has completed over 150 research projects on a wide range of topics, including policing, public safety, serious and violent young offenders, crime reduction strategies, gambling, mental health and addictions, and terrorism.



Dr. Carlos Ponce

Associate Professor | [University of the Fraser Valley](#)

Dr. Carlos Ponce is an Associate Professor in the School of Criminology and Criminal Justice at the University of the Fraser Valley and a Research Associate with the Centre for Public Safety and Criminal Justice Research. His research focuses on extortion, criminal governance, gangs, and organized crime, concentrating primarily on Latin America. Much of his work has been conducted within criminal justice agencies and through partnerships with law enforcement and non-profit organizations.



Dr. Amanda McCormick

Associate Professor | [University of the Fraser Valley](#)

Dr. Amanda McCormick is an Associate Professor in the School of Criminology and Criminal Justice, a Research Associate with the Centre for Public Safety and Criminal Justice Research, and a Commitment Leader for the Reducing Domestic Violence Community of Practice for the Peace and Reconciliation Centre at the University of the Fraser Valley. Her research focuses on intimate partner violence with an emphasis on enhancing police knowledge and responses to strangulation as a form of violence against women.

Dr. McCormick has over 10 years of experience working on various policing and public safety issues, including intimate partner violence, elder abuse, gambling, and mental health.



Dr. Karine Descormiers

Assistant Professor | [University of the Fraser Valley](#)

Dr. Karine Descormiers is an Assistant Professor for the School of Criminology and Criminal Justice at the University of the Fraser Valley. She has a PhD in Criminology from Simon Fraser University and over 10 years of experience in public safety and policing as a professional researcher. Her academic and applied work bridges the gap between theory and practice, offering students a grounded understanding of contemporary criminal justice issues.

Dr. Descormiers's research interests include gang involvement and disengagement, organized crime, program evaluation and police accountability.



Kevin Burk

Assistant Professor | University of the Fraser Valley

Kevin Burk is an Assistant Professor in the School of Criminology and Criminal Justice at the University of the Fraser Valley and a Research Associate with the Centre for Public Safety and Criminal Justice Research. He is a PhD candidate in the School of Criminology at Simon Fraser University and has over 10 years of experience in public safety and criminal justice research. Kevin's research interests include policing and public safety, as well as terrorism and violent extremism.

Tracing the Pathway to Violence: What Can Digital Leakage Reveal During a Threat Assessment



Steven MacDonald

Executive Director | Safer Schools Together

Steven MacDonald is the Executive Director at Safer Schools Together, where he plays a crucial role in developing and delivering training programs to professionals across North America—including law enforcement, school districts, and federal agencies. With a background in political science, language analytics, and artificial intelligence, Steven brings a unique expertise in social media threat assessment, online safety, and risk assessment, enabling him to support countless safety teams in navigating high-profile school security cases.

Beyond the LMS: Building an Integrated Training Ecosystem



Inspector Kelly Wong

Surrey Police Service

Inspector Kelly Wong leads the Professional Skills Section at Surrey Police Service, overseeing organizational training, leadership development, compliance, and professional standards education. Since SPS's inception, she has been responsible for designing and implementing training systems from the ground up, including governance frameworks, budget oversight, curriculum development, and technology integration. Kelly has extensive experience aligning a long-term, systems-based approach to police education in a rapidly growing organization.



Sergeant Ryan Buhrig

Surrey Police Service

Sergeant Ryan Buhrig is a key member of the Professional Skills Section and plays a central role in the technical design, configuration, and ongoing optimization of Surrey Police Service's training systems. He has been instrumental in customizing the CPKN LMS, integrating it with internal data tools, and translating operational training needs into functional system solutions. Ryan brings a practitioner's perspective to learning technology, ensuring systems remain usable, scalable, and aligned with frontline realities.

Standardizing Response Strategies in Child Abuse Investigations



Cynthia Ashe

Canadian Child Forensic Interview Practice Association

Cynthia has been a member of the Royal Canadian Mounted Police for 13 years, working exclusively in Child Abuse for six years, specializing in Child Forensic Interviews (CFI). Having completed nearly 1000 CFIs, Cynthia is a recognized expert and has been awarded for her work receiving the Beverley MacLean Legacy Award, The McNeil Shield for Leadership and Excellence, the RCMP Veterans Association Community Service Award, and being named to Alexa's Team. She concurrently founded the Canadian Child Forensic Interview Practice Association and strives to enhance the

integrity of child abuse investigations, while reducing the impact on children and families through the development and implementation of standardized trauma informed practice protocols across all partner agencies responding to child abuse.

As a former paratrooper and veteran of Afghanistan, Cynthia has prioritized her own wellness and healing. She believes in sharing the weight of this work in ways that help, not hinder our longevity and ability to serve our most vulnerable.

Sponsors

Diamond Level

Setcan



Founded in 2006, Setcan® Corporation specializes in reality-based training products and instructor training certifications available to Officer Safety/ Defensive Tactics/ Use of Force/ Instructor Trainers and Master Instructors in law enforcement, military, corrections and security agencies.

It is the world's largest provider of reality-based training equipment and instructor level certifications. Setcan® is the exclusive worldwide distributor of the Shockknife®, Blue Baton™, DTS Tools™, Simunition®, Blood Mats™, and the StressVest®.

Travel Sponsor

Law Enforcement Training Association (LETA)



LETA is a registered not-for-profit organization based in the Lower Mainland of British Columbia and is dedicated to improving training for law enforcement and public safety professionals.

LETA provides training for first responders, a wide range of security and loss prevention personnel, and professionals who may face potential assailants, including healthcare workers, mental health and social service professionals, and those in the transportation industry. With a long history of developing and promoting best practices in law enforcement training, LETA offers realistic and effective instruction based on extensive street policing experiences and martial arts expertise.

Platinum Level

AXON



Headquartered in Scottsdale, Arizona, Axon is the leading global developer of personal and public safety technology. Axon's core product suite includes TASER Energy Weapons (TEW), bodyworn cameras, VR simulator de-escalation training and a host of software products that provide effective and efficient real-time connectivity, evidence storage and incident reporting. Guided by its mission to protect life, Axon focuses on increasing officer time in the community, reducing administrative burden, and advancing technologies that improve safety for both officers and the public.

Speaker Sponsor

Justice Institute of British Columbia (JIBC)



The JIBC Police Academy delivers provincially approved basic training to all new municipal police recruits in B.C. and provides advanced training for serving officers from municipal departments, the RCMP, and other law enforcement agencies.

With an emphasis on professional excellence and applied learning, the Police Academy supports the ongoing development of law enforcement professionals across the province.

Gold Level

Sinogap Solutions



Sinogap Solutions empowers organizations to achieve their goals by unlocking the full potential of their workforce through innovative leadership development and engagement strategies. The organization focuses on strengthening leadership capabilities and fostering meaningful employee engagement to support long-term success. By cultivating trusting relationships, maintaining a consistent approach, and having the courage to be innovative and challenge the process, Sinogap Solutions helps transform workplace cultures into thriving ecosystems.



University of Guelph-Humber

University of Guelph-Humber was established in 2002 as the first institution in Ontario to offer students the opportunity to earn both an honours university degree and a college diploma in four years of full-time study, all on one campus.

Founded through a partnership between the University of Guelph and Humber Polytechnic, the University of Guelph-Humber emphasizes experiential learning by integrating academic theory with real-world, workplace experience across all programs, preparing graduates for successful and meaningful careers.



Human Element

Human Element provides professional actors to support training scenarios that replicate authentic workplace situations. Working with organizations to develop scenarios specifically suited to their line of work, they help make training experiences as realistic as possible while bridging theoretical instruction with dynamic real-world situations.

Through the use of dedicated and passionate actors, these simulations support meaningful learning experiences that help participants achieve training objectives and strengthen practical skills in realistic professional contexts.



ReShell

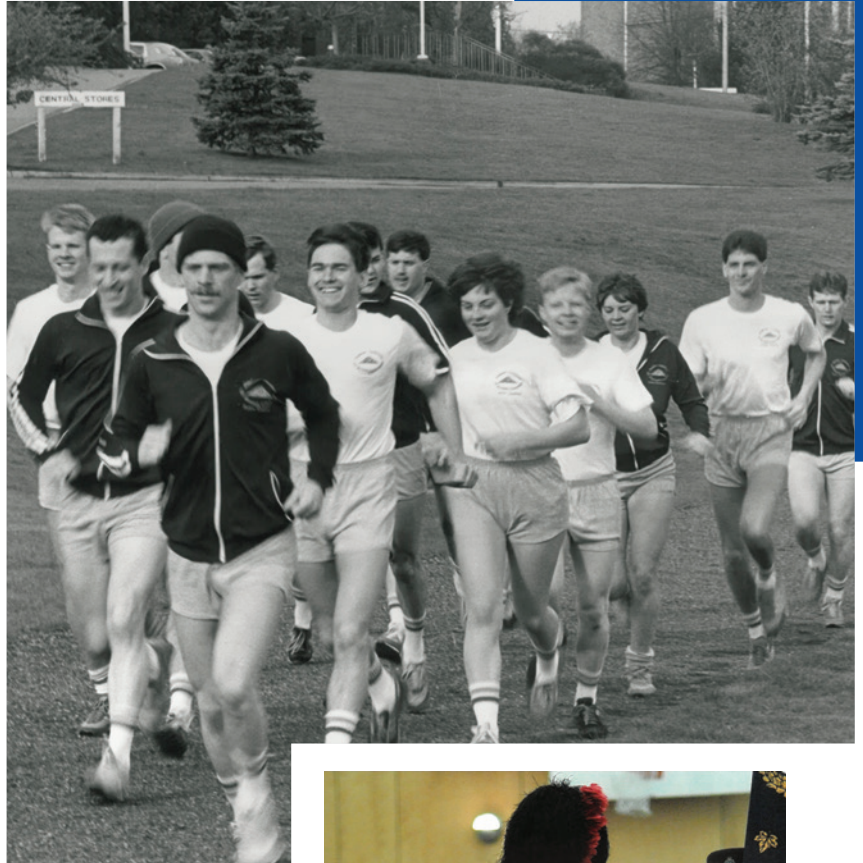
LTL Munitions Ltd. was founded in 2019 in western Canada. As a development initiative we focus on utility for defense and law enforcement training. Our team is committed to attaining the insight needed to solve complex problems, through professional counsel and proper oversight. It is our goal to build live simulation concepts which concentrate on designs that promote intuitive features and prioritize user safety, thus allowing you to train as needed.



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JIBC Police Academy Control Tactics Program Role Player Opportunity

The JIBC Police Academy Control Tactics Program is accepting applications for the part-time position of a JIBC Control Tactics Role Player. This is a contracted and paid part-time position at \$30.54 per hour.

Applicants must be at least 18 years old, have an expressed interest in law enforcement as a career, and have a strong foundation in athleticism. Applicants will be required to undergo a Fit Test at the JIBC Police Academy consisting of:

- Bar hang (to failure)
- Timed sit-ups (60 seconds)
- Push-ups to cadence (to failure)
- 20-metre Beep Test

After a review of the resume and Fit Test scores, successful candidates will be invited to the mandatory two-day certification (paid) training course.

Interested applicants are invited to submit a cover letter addressed to Supt. Jenn Keyes, Director, BC Police Academy, along with a current resume to controltactics@jibc.ca



Thank you to all our sponsors and partners!



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