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30Forward Insights: Research Progress & What's Next
Presenter
Valarie Gates, Kirk Luther, Craig Bennell, Barrie Police, Carleton University

Description
This session provides an information regarding the first year of 30Forward, a national initiative focused on advancing women in policing. Presenters will share key accomplishments, emerging research findings, national survey insights, and future priorities. Participants will have an opportunity to contribute feedback through digital interactive audience engagement and help inform the next phase of research, programming, and organizational support initiatives.

30 Years of Civilianization in Canadian Policing: Developments, Trends, and Policy Implications
Presenter
Mavrick Langlois, Vincent Mousseau - Queen's University, Univeristé du Québec à Trois-Rivières

Description
Drawing on Statistics Canada data (1993-2023), this study examines three decades of police civilianization in Canada. It identifies national and provincial trends, regional variations, and changes in the pace and extent of civilianization. These findings are interpreted in light of broader developments in policing governance, public policy, and the literature to provide a comprehensive overview of police civilianization in Canada and contribute to ongoing discussions about its future directions.

Accord for Action: A Framework for Strategic Alignment
Presenter
Adrian Bhatti, Ontario Provincial Police

Description
This presentation outlines an evidenced based strategic framework intended to harmonize four critical organizational functions: evidence-based research, foresight, strategy, and innovation. By integrating these pillars, an organization creates an Accord for Action, which ensures that decisions are grounded in data and prepared for future uncertainties. Strategic project coordination is introduced as a central hub that facilitates this alignment, transforming raw insights into measurable operational impact. Ultimately emphasizing that true organizational effectiveness requires connecting what is known with what is prioritized. Through this synchronized approach, we can ensure that efforts and resource allocations are both purposeful and future ready.

Addressing Bias in Facial Recognition
Presenter
Oluwasola (Mary) Adedayo, University of Winnipeg

Description
Facial recognition systems are increasingly deployed in high-stakes environments where errors can have life-changing consequences. This work challenges the assumption that balanced demographic representation alone ensures fairness, demonstrating through controlled experiments and multiple fairness metrics that demographic balance is necessary but insufficient. The study introduces strategic asymmetry as a new approach to improving fairness in facial recognition systems.

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Advancing Crime Management: Evaluation and Implementation Driving System Change

Presenter

Annah Jaricha - Edmonton Police Service

Description

Crime management models are being reshaped by increasing operational complexity and demands for integration. This presentation synthesizes evaluation findings across that evolution - from decentralized and centralized approaches to shared services and an emerging integrated model within a major urban police service. Using utilization-focused evaluation and an implementation science lens, it identifies key drivers, barriers, and practical lessons for implementation and system change.

Advancing Evidence-Informed Policing: the CACP Research Advisory Committee and Collaboration

Presenter

Simon Baldwin & Rich Johnston, CACP RAC

Description

This presentation will outline the CACP Research Advisory Committee's (RAC) mandate and its role in advancing evidence-based policing in Canada. It will highlight key activities, including reviewing resolutions, supporting committees through environmental scans, endorsing research, and developing the Problem Book for Policing. It will also showcase RAC's collaboration with other committees to strengthen evidence-based approaches across the CACP.

Albertan Gun and Gang Activity: Research into Current Interdiction Strategies

Presenter

Daniel Alati & William Schultz, MacEwan University

Description

In this session, we present preliminary findings from interviews with Albertan police officers on gun and gang interdiction strategies. Focusing on 'what works,' we detail front-line officer perceptions of gang problems and the effectiveness of common interventions. In addition, we present initial findings from a comprehensive evaluation of publicly-available data on policing gang strategies from across Canada. We will also welcome feedback to help guide the next stages of this project.

An Evaluation of a Crisis Call Diversion Program in London, Ontario

Presenter

Craig Bennell, Genevieve Brook, Zachary Lair- Carleton University

Description

In some jurisdictions, mental health professionals are being embedded in 911 call-centres to receive calls from (or about) people in crisis and divert those people to non-police supports and services. Given we know little about such initiatives, we evaluated a program in London, Ontario. The evaluation was based on analyses of call volume, diversion activities, and surveys of 911 call-takers, diversion staff, and actual callers. The results reveal tangible benefits associated with the program.

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An Evidence-Based Tool for Police PPE Positioning, Injury Prevention and Operational Readiness

Presenter

Émilie Bouchard, Miro Fleury, Martin Lavallière, Jerome Range, Hugo-Pier Simard, Emy Pelletier - Université du Québec à Chicoutimi, Service de police de Saguenay, Université du Québec à Rimouski

Description

This partnership between the Saguenay Police Service, UQAC, and APSAM aims to develop an evidence-based tool to help officers optimize the placement and adjustment of personal protective equipment (PPE), including duty belts, body armor, and attached gear. By reducing discomfort and musculoskeletal strain, particularly in the lower back, the tool will provide personalized guidance and a decision tree to enhance health, safety, readiness, and operational efficiency.

Automated Crime Trend Detection: Catching Emerging Hotspots Before They Become Obvious

Presenter

Zeljko Bavcevic, Conglian Pan, & Lis Bromley, Calgary Police

Description

Most hotspot analysis begins after a trend is already obvious. This presentation introduces an automated crime trend monitor that continuously evaluates every combination of crime type and operational spatial unit against a three-year baseline, flagging emerging anomalies at weekly, monthly, and yearly intervals. The system is backwards-looking, not predictive, and is designed to get resources moving while a trend is still early rather than obvious.

Behind the Screen: Mapping Technology-Facilitated Gender-Based Violence Among Youth

Presenter

Kirsten Fantazir & Sierra Stumborg, Lethbridge Polytechnic

Description

Youth-targeted technology-facilitated gender-based violence (TF-GBV), including sextortion and online sexual violence, is rapidly increasing in Canada, yet prevalence data remain limited. This collaborative mixed-methods study engaged 170 youth and community partners to develop a trauma-informed, youth-informed 32-item TF-GBV prevalence instrument. Findings will support evidence-based prevention, community intervention, and policing responses to online harms affecting youth.

Blueprint for Violence Prevention- Edmonton's long-term strategy to reduce and stop violence

Presenter

Kayla Blackadar, Dr. Rodrigue Deuboue, City of Edmonton

Description

BVP is Edmonton's long-term strategy to reduce and prevent violence before it starts. The BVP emphasizes broad-based collaboration through the Violence Reduction Network (VRN). This session will explore the VRN Data and Evaluation Working Group's evidence-informed development of an Indicator Framework for Local Needs Assessment. This process involved identifying and narrowing 112 indicators and conducting convergence analysis to identify priority areas for the VRN across Edmonton.

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Bridging Divides We No Longer Need: New Knowledges and the Future of Evidence-based Policing

Presenter

Isabelle Bartkowiak-Theron, University of Tasmania

Description

This keynote challenges key assumptions underpinning evidence-based policing by examining the efficacy and potential of co-producing evidence. It highlights the opportunities for law enforcement and public health to rethink both evidence and impact, while underscoring the critical, yet persistently undervalued, role of police tertiary education. The notion of "building bridges" is compelling; however, those bridges were built long ago. What remains is the confidence to use them.

Bridging the Continuum: Reimagining Care Across a First Responder's Career

Presenter

Suzette Bramault-Phillips, Colleen Mooney, Warren Driechel, Phil Sevigny - University of Alberta, Edmonton Police Service

Description

Edmonton Police Service's Reintegration Program was built 17 years ago, well before it had research backing. A partnership with the University of Alberta's HiMARC (Heroes in Mind, Advocacy & Research Consortium), now in its ninth year, added the evidence base behind it. That evidence is now reshaping EPS's approach to Early Intervention. This session presents the resulting continuum of care: what nearly two decades of reintegration data reveal, an internationally accessible reintegration curriculum, and how 3MDR (Multi-Modal Motion-Assisted Memory Desensitization and Reconsolidation) is being piloted as an early-processing tool grounded in that same research partnership.

Calgary's Response to Violent Youth Crime Trends

Presenter

Mark Ehrmantraut, Chris Warren, & Chunbo Yu, Calgary Police

Description

This presentation examines post-pandemic trends in youth crime within Calgary, highlighting a shift toward violence, increased repeat involvement, and demographic disparities. It introduces a replicable analytical framework to support evidence-based decision-making, prevention, and equity-informed approaches across policing, research, and public safety sectors.

Can Virtual Investigations Improve Police Efficiency? Evidence from a Quasi-Experimental Evaluation

Presenter

Wijaya Dassanayake & David Crisp, Edmonton Police Service

Description

This presentation examines the impact of a Virtual Investigations (VRTL) model on police service delivery. Using interrupted time series analysis, the evaluation assessed changes in response times, patrol workload, and officer-generated activity. Results indicate improvements in selected response-time measures and significant increases in proactive policing activity across all divisions, suggesting that virtual response models can enhance operational efficiency.

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Comparing Civilian and Police Officer Perceptions of Police Use of Force

Presenter

Mary Ann Campbell, Emma Gray - University of New Brunswick

Description

Our study is the first that we know of to directly compare civilian and police officer perceptions of a real lethal UoF incident. Community members and Canadian police officers watched then evaluated a lethal UoF incident. Community members had significantly less favourable perceptions of the force, as compared to police officers. There were also several thematic differences between the officer and community membersâ€™ opinions about the incident.

Crime Rates and Population Structure

Presenter

Rémi Boivin - Universite de Montreal

Description

The crime rate is by far the most frequently cited indicator when discussing the crime situation in a given place or time. Thus, the crime rate is regularly used for comparative purposes, for example, to state that crime is more frequent in city A than in city B, or that crime is increasing or decreasing compared to the previous year. This presentation shows a test of the assumption that the population age structure is roughly constant over time and space.

Defining and Measuring Revictimization: Current Practices and Insights for Evidence-Based Policing

Presenter

Miro Fleury, Pier-Luc Langlais, Martin Lavallière, Emy Pelletier, Hugo-Pier Simard - Université du Québec à Rimouski, Université de Montréal, Service de police de Saguenay, Université du Québec à Chicoutimi

Description

Revictimization is a term widely used in policing but rarely defined in practice, creating challenges for measurement and interpretation. As police services increasingly rely on indicators to advance evidenceâ€‘based practices, this lack of clarity becomes critical. Drawing on a literature review and survey of Ontario police services, this study examines the range of definitions used to conceptualize revictimization, how they are operationalized, and the implications of measurement choices.

Demand, Not Ratios: A Case Study of Two Police Services' EBP Approach to Frontline Staffing

Presenter

Madison Charman & Hector Perez, Barrie Police, Niagara Police

Description

This presentation examines how two police services used workload-based modelling to assess frontline staffing needs. Moving beyond traditional population-based ratios, both services used data on demand and complexity (attendance metrics, calls, and on-scene time) to clarify actual service demand. The analysis identified significant resource pressures, like a proactivity deficit, providing evidence-based findings for board discussions to improve transparency and resource planning decisions.

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Educating the Future of Policing: Pathways, Partnerships, and Practice

Presenter

Tim Williams, Gerald Grobmeier, Kirsten Fantazir, Breah McGladdery, Sierra Stumborg - MacEwan University, Lethbridge Police Service, Lethbridge Polytechnic

Description

As policing responds to increasingly complex social, technological and organizational challenges, what role should post-secondary education play? This panel brings together educators, police leaders and students to explore how interdisciplinary learning, applied research, and work integrated learning can connect theory with practice, strengthen professional judgment, and prepare current and future police professionals to lead, adapt and better serve their communities.

Effectiveness of Youth Diversion on Recidivism: Evidence from Ottawa Police Service

Presenter

Jennifer Rovt, Ottawa Police Service

Description

This study evaluates the Ottawa Police Service Youth Diversion Program (2020–2025) using administrative data. Recidivism is defined as any post-diversion charge (excluding Highway Traffic Act offences) or suspect involvement. Survival analysis models time to reoffending and compares outcomes by compliance, identifying factors linked to successful diversion to inform policy and operations.

Embedding Organizational Justice into Operational Frameworks for Police Managers and Supervisors

Presenter

Mary Ann Campbell, University of New Brunswick

Description

This workshop will focus on developing effective management and supervision practices that support both the operational functionality and the psychological health of contemporary police organizations. Specific learning objectives are to understand organizational justice and its value to an organization; learn how to apply organizational justice practices; and engage in critical analysis of organizational alignment with organizational justice.

Enhancing Police Documentation of Strangulation Investigations in Intimate Partner Violence

Presenter

Amanda McCormick & Irwin Cohen, University of Fraser Valley

Description

Strangulation is a high-risk form of intimate partner violence and a strong predictor of future lethality. While strangulation is a criminal offence in Canada, poor quality documentation by police poses challenges for effective prosecution, resulting in limited accountability for perpetrators and victims-survivors remaining at risk. The presenters will discuss a police-based strangulation supplement piloted with two police agencies to enhance the documentation of strangulation investigations.

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Evaluating Eyewitness Identification Evidence: Challenges and Potential Solutions
Presenter
Jamal Mansour, University of Lethbridge

Description
An eyewitness' certainty is used to evaluate their reliability, but certainty is expressed in varied ways and the same words may indicate different things. I will discuss 1) how Canadians commonly express certainty in a lineup decision and the level of certainty they intended to communicate, 2) how people interpret these certainty expressions, and 3) how we can leverage knowledge of the use and interpretation of certainty to improve communication between eyewitnesses and the justice system.

From Interaction to Insight: Trends in Race-Based Officer Contact Analysis
Presenter
Gopal Bhatta, Rebecca Davidson, Chunbo Yu - Calgary Police Service

Description
This study advances evidence-based policing by analyzing Officer Contact data using disproportionality, disparity, and trend analysis. Findings show persistent but shifting racial inequities, with declining Indigenous over-representation in public-initiated calls and increasing disparity in officer-initiated contacts with Black individuals. Results highlight the role of structural vulnerability and inform data-driven, equity-focused policing strategies.

From Research to Application: Generative AI Speech Coaching for Police BDI Preparation
Presenter
Brenda Bryson, Connie Lyon, James Pura - Lethbridge Polytechnic & Edmonton Police Service

Description
This presentation examines the use of an AI speech coaching tool to support Behavioural Descriptive Interview (BDI) preparation. Using a four-week, mixed-methods design, applicants engaged in AI-supported mock interviews with real-time feedback. Findings show increased confidence and improved communication skills, including clarity and fluency. Results suggest AI tools offer scalable, accessible solutions for enhancing applicant readiness and communication performance.

From Research to Decision: Evidence Based Policing Support at the Calgary Police Service Library
Presenter
Kimberly Feher, Candace Turner - Calgary Police Service

Description
The Calgary Police Service Library has supported policing research for over 45 years. As a centralized resource, it provides academic literature, current awareness, and a 5,000â€‘volume collection on law enforcement issues. Supporting 3,000+ members, it assists units from recruit training to executive leadership, answering operational, legal, and academic questions while strengthening practice, policy, and risk mitigation.

How Many Officers Do We Need on Patrol? Using Simulation Modelling to Right-Size Frontline Policing
Presenter
John Fast, Mandy Williams, & Jon Mobbs, Waterloo Police, Operational Research in Health

Description
This presentation will show how a successful industry-police service partnership has used simulation modelling and detailed quantification of true officer workload to provide robust and defensible evidence for identifying officer requirements and understanding the impacts of differing frontline staffing levels on performance. Moving beyond the numbers, the presentation focuses on implementation, including organizational challenges and lessons learned.

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Identifying when Police Presence is Required in Mental Health Crisis Response

Presenter

Anita Grace - Carleton University

Description

Should police be involved in mental health crisis response? How can you tell the difference between a crisis that requires police presence and one that does not? This presentation offers a first look at findings from an expansive research project identifying factors and decision points contributing to police involvement in mental health crises. The aim is to advance evidence-based efforts to improve safe and effective mental health crisis responses.

Improving the Public's Understanding of Police Use of Force

Presenter

Ariane Khanizadeh, RCMP, Carleton University

Description

This presentation outlines a series of three studies that examined public misconceptions of police use force and whether it is possible to improve understanding and correct misconceptions through educational interventions, and the impacts this may have on perceptions of police legitimacy. The implications of these findings for police services in their efforts to increase transparency will be discussed.

Interview: Why Evidence Based Practice Fails to Stick: What it Really Takes to Change Policing

Presenter

Mark Langhorn & Patricia Misutka, Victoria Police, Edmonton Police Service

Description

Evidence-based policing often fails not for lack of proof, but because change does not take hold. This presentation reframes evidence-based practice as an adoption challenge, showing why proven initiatives fade when they add complexity, clash with police identity, or lack visible value. It offers practical principles for fit with real work, simplicity under pressure, local trials, and designing EBP initiatives so that evidence moves from endorsement to everyday use.

Leadership in Evidence-based Policing

Presenter

Cynthia Lum, George Mason University

Description

What sets exceptional police leaders apart? This keynote explores the defining characteristics of members of the Evidence-Based Policing Hall of Fame, including trailblazers from the Canadian Society of Evidence-Based Policing. By examining their collective achievements, attendees will discover how these innovators are redefining leadership and shaping the future of public safety, while offering valuable lessons for the next generation of policing professionals.

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Mental Health Programs for Public Safety Personnel: A Continuum of Care

Presenter

Bailey Puchyr-Chartier - Private Practice

Description

This presentation examines mental health challenges faced by public safety personnel through the lens of allostatic stress load theory and the public health continuum. Key findings reveal barriers to engaging with mental health services, issues of trust and agency, and the impact of cumulative stress in endurance cultures. The study identifies gaps in prevention and highlights how organizations and providers can implement dynamic, continuum-based support programs.

More Than a Wearable: Next-Generation Physiological Monitoring for Agency-Wide Police Wellness

Presenter

Jami Albright-Tolman, Kirsten Fantazir, Gerald Grobmeier - Lethbridge Polytechnic, Lethbridge Police Service

Description

This presentation shares Lethbridge Police Service's experience implementing the Resilience Blueprint, a sustainable wellness model for mid-sized agencies. Integrating brief psychological self-assessments and daily cardiac monitoring, the approach provides shared physiological and psychological data. Preliminary findings show relationships between measures and identifiable stress periods, supporting early intervention and data-informed decision-making.

Moving Beyond Enforcement: Bridging Call Data and Frontline Experience in PwPMI Calls

Presenter

Gerald Grobmeier, Kirsten Fantazir - Lethbridge Police Service, Lethbridge Polytechnic

Description

Police are increasingly responding to mental health crises, yet frontline perspectives are often absent from research and policy discussions. This mixed-methods study examined mental health-related calls identified within 250,081 Lethbridge Police Service records (2018-2024), alongside officer surveys and focus groups. Findings revealed gaps between statistical trends and lived experience, leading to six evidence-based recommendations for improving responses to PwPMI calls.

Not All Coping is Equal: Evidence-Based Perspectives on Coping Patterns & Work Climate in Policing

Presenter

Maxime Bolduc, Andrée-Ann Deschênes, Mylène Trépanier- Université du Québec à Trois-Rivières, Sûreté du Québec

Description

Police work exposes officers to trauma and stressors affecting psychological health. This study examines how coping strategies relate to well-being and distress among 643 Québec police officers while controlling for work climate. Action-oriented strategies (e.g., reframing, planning) were linked to better outcomes and used more often, whereas maladaptive strategies predicted poorer health. Work climate remained significant, highlighting combined organizational and individual prevention levers.

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Psychological Support Service Program in a Municipal Policing Service: A roadmap to program success

Presenter
Rose Ricciardelli, Memorial University of Newfoundland

Description
Despite all the advocacy and support for psychological services within policing and public safety organizations, there is no roadmap or best practice to optimize program effectiveness or explain what the role should entail. In response, we evaluate the grassroots implementation of the Psychological Support Service Program at a police service drawing on data from 128 interviews with civilian and sworn members.

Public Housing, Social Disorder and Policing in Ottawa

Presenter
Danielle Mayer, Ottawa Police

Description
Previous research has established a relationship between public housing and social disorders. The current study will examine the relationship between Calls for Service, building features and neighborhood characteristics in Ottawa using OLS regression analysis. This study mobilizes a variety of data including Ottawa Police Call for Service data, Ottawa Community Housing data and data from the Ottawa Neighborhood Study. A discussion on policing strategies and policy implications will follow.

Public Safety in Transit Systems: Operationalizing Spatial-Temporal Data for Policing

Presenter
Reuben Straatsma, Roger Caracciolo, & Michael Cali, Toronto Police

Description
This presentation details a transit safety platform designed to bridge data science and frontline deployment. By blending an acute 72-hour operational view, subway line profiles, and a 5-year historical trend matrix, the platform turns fragmented data into actionable field intelligence. We will demonstrate how analysts and investigators co-designed this tool to optimize Neighborhood Community Officer (NCO) placement at high-risk stations and build specialized seasonal safety plans.

Race and Identity-Based Data in Policing: Hamilton Police Service Strategy and Empirical Insights

Presenter
Daniel Mosannef, Hamilton Police

Description
This presentation examines how a police service can move from race and identity-based data collection to meaningful analysis, community accountability, and organizational learning. It shares lessons from developing a comprehensive RIBD strategy and presents empirical findings from use-of-force data, including how advanced analytical techniques can support more responsible interpretation of racial disparities.

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Reliable Data for Smarter Policing: Governance, Ownership, AI-Ready Decisions via Shared Data Trust

Presenter

Gunveet Arora, Rob Morrone - Peel Regional Police Service

Description

This presentation showcases how strong data governance enables reliable, secure, and standardized data in policing environments. It highlights practical experience in establishing governance frameworks, onboarding data owners and stewards, and aligning project teams to ensure transparent, accountable, and approved data use including governance of AI-enabled solutions—organizations can produce more accurate, trusted insights and build safer, data-driven products.

Rethinking Police Involvement in Child Welfare: Pathways, Impacts, and Practice Implications

Presenter

Kathy Hogarth, Shante Ho Sue, Jada Renee Koushik - Wilfrid Laurier University; Family and Children's Services of Waterloo Region

Description

This study examines how police involvement in child welfare shapes experiences and outcomes for youth and families. Drawing on interviews with caregivers, child welfare workers, and police, as well as youth focus groups and policy analysis, it explores pathways into police involvement and identifies opportunities for more equitable, trauma-informed practice.

Real-Time Evaluations of De-Escalation Using the DePICT

Presenter

Craig Bennell, Carleton University

Description

Do officers use the sorts of de-escalation strategies focused on in training? To answer this question, we conducted a study using the DePICT to assess de-escalation in real-time (during ride-alongs and through analysis of body-worn camera footage). The findings demonstrated that the sampled police officers did well in using de-escalation strategies, but item-level analysis identified certain deficiencies that could be focused on in training.

Slow Down! Evaluating the Impacts of Police Initiatives on Speed(ing) in London, Ontario

Presenter

Sarah Harmer, Aaron Dartch, & Rylan Simpson, London Police Service, Simon Fraser University

Description

This field study evaluates the impact of various police initiatives on speed(ing) in a mid-sized, urban city in Ontario. During the study, the collaborating police agency deployed marked and unmarked police vehicles, sometimes with officer enforcement, to five different locations within the city. The research team then analysed motorist speed at each location across conditions and against baseline patterns when no police were present. We discuss our results with respect to research and practice.

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Tactical Resilience & Precision Health Monitoring

Presenter

Heather Armstrong, Jonathan Janveaux, Andrew Martin, & Scott Jones, University of Alberta, St. Albert Fire

Description

The EMMrGNSi program focuses on shifting health from reactive, symptom-focused care to a proactive model that treats first responders like elite athletes. We aim to (1) describe the EMMrGNSi program and findings to date, (2) educate officers on identifying early physiological markers of cumulative strain, (3) demonstrate precision mitigation strategies for at home and on shift, and (4) teach officers how to read their own data (HRV, resting heart rate, sleep quality) to track long-term recovery.

The Cases That Never Come Forward: Rethinking Sexual Violence Response

Presenter

Jami Albright-Tolman, Kristine Cassie, Breah McGladdery - Lethbridge Polytechnic; Arora

Description

Hidden in plain sight, most sexual violence in Canada never enters the justice system. This poster presents findings from an Alberta-based environmental scan and needs assessment, revealing critical gaps in restorative justice (RJ) responses. We outline limits in current programs and make a compelling, evidence-informed case for a survivor-centered sexual violence RJ model, with practical insights for frontline policing.

The Future of Policing: Emerging Crime, Artificial Intelligence and Evidence-Based Decision-Making

Presenter

Alex Murray - PoliceAI & National Crime Agency

Description

Explore the evolving threat landscape facing communities, with a focus on emerging crime and serious organized crime. This keynote examines how evidence-based policing can help agencies better understand these challenges while critically assessing the growing role of artificial intelligence. Attendees will gain a balanced perspective on the opportunities, limitations, and risks of AI, along with practical insights into how emerging technologies can support informed decision-making in modern policing.

The Strategic Intelligence Matrix: Data-Driven Target Prioritization

Presenter

Ben Hayes & Samantha Scott, Barrie Police

Description

How can intelligence teams eliminate subjectivity to prioritize targets? This presentation introduces a weighted matrix that aggregates data streams, including harm scores, solvability, and regional priorities, into a single score. This presentation will discuss how this matrix is operationalized, helps identify intelligence gaps, and how it compares to traditional prioritizing.

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Top 100 Policing: Offenders, Victims, Places, and Recruiters

Presenter

Lawrence W. Sherman - Cambridge Centre for Evidence-Based Policing Ltd & University of Cambridge

Description

Reactive policing leaves little opportunity to prioritize scarce police resources, while proactive policing makes precision both possible and powerful. This keynote explores how police agencies are using evidence-based approaches to identify and prioritize the highest-harm offenders, victims, places, and recruiters. Drawing on pioneering work in the United Kingdom and emerging applications in Canada, attendees will discover how crime severity scoring can support more focused policing strategies and improve the return on investment for proactive policing initiatives.

Walking Into It: An Early Processing 3MDR Protocol for Public Safety Personnel

Presenter

Suzette Bramault-Phillips, Colleen Mooney, Warren Driechel, Phil Sevigny, University of Alberta, Edmonton Police

Description

Occupational stress in policing accumulates - across shifts, incidents, years - until what began as a blip becomes harder to move. 3MDR is an innovative brief exposure-based psychotherapy for PTSIs that uses treadmill walking, music, and self-selected, stress-related images. Public safety personnel (PSP) who received 3MDR for early processing saw lasting mental health improvements. ROI was notable. Early findings and the trust infrastructure that makes early processing viable will be presented.

Walking in Two Worlds: Facilitators and Barriers to Effective Indigenous Policing

Presenter

Davut Akca, Mustafa Mohammad - Lakehead University

Description

This study draws on qualitative interviews with 16 police officers and 8 Indigenous Elders to examine effective Indigenous policing in Canada. Guided by a Two-Eyed Seeing lens, it integrates both perspectives to map facilitators (community connection, trust, humanized practice, cultural responsiveness) and barriers (underfunding, recruitment crises, colonial legacies, and socio-economic harm). Findings inform evidence-based pathways to reconciliation and culturally grounded public safety.

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Walking Into It: An Early Processing 3MDR Protocol for Public Safety Personnel

Presenter

Warren Driechel Colleen Mooney, Suzette Brémault-Phillips, Phil Sevigny - University of Alberta, Edmonton Police Service

Description

Occupational stress in policing accumulates - across shifts, incidents, years - until what began as a blip becomes harder to move. 3MDR is an innovative brief exposure-based psychotherapy for PTSIs that uses treadmill walking, music, and self-selected, stress-related images. Public safety personnel (PSP) who received 3MDR for early processing saw lasting mental health improvements. ROI was notable. Early findings and the trust infrastructure that makes early processing viable will be presented.

What predicts Use of Force Decisions?

Presenter

Hasan Siddiqui, Waterloo Police Service

Description

The current study benchmarks Use of Force incidents against all police calls to assess what factors predict force decisions. We found that Weapons and Warrant calls strongly predict force, but only when charges were laid. We also found that key psychological variables, like urgency and cognitive demand, predicted use of force. As officers' cognitive resources deplete, they are more likely to lean on force options to support de-escalation.

When the Curtain Falls, Prevention Continues: After the IMPACT Play, What Comes Next?

Presenter

Marie-Laurence Dufour, Lenna Métayer - Université du Québec à Chicoutimi, Université de Sherbrooke

Description

A facilitators guide was developed to help teachers support students after viewing IMPACT, a play addressing impaired driving. Based on survey findings and police-academic collaboration, the guide offers discussion tools and resources to help youth process emotions, reinforce prevention messages, and promote safer choices.

Why Officers Leave Policing: A Study of a Large Agency's Loss of Officers Between 2018-2025

Presenter

Wei-Gin Lee, George Mason University

Description

Police retention and turnover have become major challenges for U.S. law enforcement agencies. Several sentinel events in 2020, including the COVID-19 pandemic and the murder and protests of George Floyd, have been linked to increasing officers' resignations. However, research on why officers leave policing prematurely remains unclear. This study explores reasons why officers leave prematurely, drawing on 136 surveys and 296 exit interviews.

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Whole-of-System Approach to Advance Equitable Police Responses for Racialized People in Crises

Presenter

Mihaela Dinca-Panaitescu, Toronto Police

Description

Mental health crises sit at the intersection of multiple systems, requiring a whole-of-system approach to design relevant solutions to advance equitable police responses for racialized individuals in crises. This presentation shares the Toronto Police Service's complex approach to create solutions that span the entire response continuum, from prevention and diversion to officer intervention and post-crisis supports, together with examples of solutions to illustrate a clear path to action.

Women's Leadership Pathways in Policing

Presenter

30Forward, CPKN, OPP, Moderated by EPS

Description

This session presents evaluation findings from a Canadian leadership cohort to examine how leadership development initiatives intersect with organizational realities. Grounded in research on women's leadership in policing, the session explores supports and gaps shaping women's career progression. Insights from participants are used to identify evidence-informed approaches to mentorship, allyship, and retention.

Quebec Crime Severity: Public MaxDiff Rankings and Canada's Crime Severity Index

Presenter

Tom Verstichel, Université du Québec à Trois-Rivières

Description

This research compares public perceptions of crime seriousness in Québec with Canada's official Crime Severity Index. Using a Best–Worst Scaling survey approach, it examines how citizens rank the seriousness of different criminal scenarios and how these rankings align, or diverge, from institutional severity weights. The study highlights areas of convergence and tension between public judgments, official crime measurement, and the social meaning of harm.