



2025 BCAPB *Conference*

May 7 – 9, 2025
Delta, BC

Hosted by:



**DELTA
POLICE
BOARD**



scəwəθən məsteyəx^w

TSAAWASSEN FIRST NATION

We gratefully acknowledge the privilege to host BCAPB's 2025 Conference on the shared, traditional, ancestral, and unceded territories of the scə́waθən (Tsawwassen), xʷməθkʷəy̓əm (Musqueam), and other Coast Salish Peoples.



BCAPB Conference **table of contents**

Welcome messages

From our Hosts ... 2

From our President ... 3

Conference agenda

Day 1: Wednesday, May 7, 2025 ... 4

Day 2: Thursday, May 8, 2025 ... 6

Day 3: Friday, May 9, 2025 ... 8

Meet our speakers

List of speakers following the schedule ... 10

AGM Agenda ... 24

With endless gratitude

Acknowledgements ... 26



A message from our hosts



sx^wamisaat
Chief Laura Cassidy

Tsawwassen First Nation

On behalf of Tsawwassen First Nation, I extend a warm welcome to all of you attending BCAPB's Conference and AGM.

We are a self-governing Nation, proud of our deep connection to these lands and waters that have sustained us for generations. As the first urban Treaty Nation in British Columbia, our journey toward self-determination is ongoing, and our relationships, with local governments, law enforcement, and community leaders, are essential to our collective success.

We recognize the importance of gatherings like this, where dialogue, learning, and collaboration can take place in the spirit of respect and shared responsibility. Public safety is a shared goal, and we deeply value the opportunity to work together to ensure all communities feel safe, supported, and heard.

As you begin your AGM, I encourage you to listen with open hearts, speak with clarity and care, and remain grounded in the shared values of justice, accountability, and reconciliation.

Once again, welcome to Tsawwassen Lands. We are honoured by your presence here today.

hay čx^w qə
Thank you

On behalf of the Delta Police Board, and myself, I am pleased to welcome you to the 2025 BC Association of Police Boards Conference.

This year's program highlights the important role that police boards play in supporting modern, responsive, and accountable policing. From governance to evolving public safety needs, the sessions ahead reflect the importance of working together to ensure our police services have the tools, support, and direction they need to serve our communities effectively.

As civilian board members, we are tasked with both oversight and partnership. This conference provides an opportunity to reflect, learn, and collaborate, strengthening our shared commitment to good governance and community safety.

Thank you for being part of this important gathering. I wish you a meaningful and engaging conference.



Ian Tait
stél'mexw siiyá'y

Chair, Delta Police Board

The President's welcome

May 7, 2025

Greetings!

Welcome to the 2025 BCAPB Conference. We are privileged to have the opportunity to gather for this conference on the shared, traditional, ancestral, and unceded territories of the scəwəθən (Tsawwassen), xʷməθkʷəy̓əm (Musqueam), and other Coast Salish Peoples.

We are also tremendously grateful to Delta Police Board for hosting this conference this year. Tsawwassen First Nation is one of Delta Police Department's most valued partners and stakeholders in community policing. Given this strong relationship, we are grateful to receive and share Tsawwassen First Nation's traditional hospitality with you at this conference, through Delta Police Board.

One of the most remarkable features of this conference is that it has been informed by you and designed for you, from the feedback, requests and suggestions received from previous conference attendees, as well as current members. For example:

- We learned that conference attendants enjoyed visits outside of closed rooms to add to their conference experience. So, this year we are honoured to share the most generous invitation from Tsawwassen First Nation to visit their lands on Day 1 itself.
- On Day 2, you will hear from, and engage with industry experts and thought leaders on topics that are at the forefront of policing and police governance today.
- We added a third day to the conference this year to include a training component related to police governance that was specifically requested by police board members.

Additionally, I am delighted to share that the discussions and presentations at this conference are all member-led topics of interest. Through our consultation process, it was evident that while police boards are interested in current matters influencing public safety, they are particularly keen to understand what that would mean for policing, and therefore, police governance in the future. This therefore became our theme for the conference: "Focus Forward: The evolving role of Police Boards". We hope that each of the topics discussed or presented at this conference will serve as food for thought to guide and inform your perspectives for your roles in public safety in the future.

Finally, I must acknowledge that a conference like this, that is textured with experiences to learn and engage is only possible with the time, effort and contributions from our hosts, sponsors, the uncompromised engagement of our BCAPB directors, and a super-star team on the Conference Planning Committee. Of course, bushels of gratitude are owed to you, as well. It is because of your participation in this conference after all, that perspectives will be informed to shape the future of policing and police governance in BC.

Therefore, on behalf of BCAPB's Executive Board, it is my distinct honour and pleasure to welcome you to the 2025 BCAPB Conference. Together, let's pave the path forward, now!

Lara Victoria

President, BCAPB

Board Member, Delta Police Board

BCAPB Conference **agenda**

Wednesday, May 7, 2025

Welcome!

8:15 a.m.	Conference Registration and breakfast	
9:30 a.m.	Welcome from Tsawwassen First Nation: <ul style="list-style-type: none">• Opening Prayer by TFN elder <i>qw'estanya</i>, Ruth Adams• Ceremonial Song by Executive Council Member <i>təx'wīləm</i>, Bryce Williams• Traditional Welcome by TFN Chief <i>sx'amisaat</i>, Laura Cassidy	
10:00 a.m.	Welcome from Delta Police and BCAPB <ul style="list-style-type: none">• Chief Constable Harj Sidhu, Delta Police Department• Lara Victoria, BCAPB President	

Catching up...

10:15 a.m.	Requirements for Disclosure Statements - an update <ul style="list-style-type: none">• Trevor Shaw, Assistant Deputy Attorney General (Acting)	<u>Pg. 10</u>
10:45 a.m.	Coffee/tea break with refreshments	
11:00 a.m.	PPSM:101 (Policing and Public Safety Modernization) <ul style="list-style-type: none">• Nimmi Thakkar, Director of Policy & Engagement, Policing and Public Safety Modernization (PPSM)• Ireland Bellsmith, Research and Engagement Officer, Policing and Public Safety Modernization (PPSM)	<u>Pg. 10</u> <u>- 11</u>

BCAPB Conference agenda

Wednesday, May 7, 2025

A visit to Tsawwassen First Nation

12:00 noon	Boarding buses to visit Tsawwassen First Nation	
1:00 p.m.	<p>Lunch at the Longhouse on Tsawwassen First Nation</p> <ul style="list-style-type: none">• Cultural presentation by <i>siyaltena:t</i> Kayleigh Meredith and Jesseca Adams <p>Tour of TFN lands</p> <ul style="list-style-type: none">• ləqʷiyə Chrystalynn Gurniak• Andrew Bak	
4:15 p.m.	Boarding buses back to Cascades Casino Conference Centre	

... and a toast to the conference!

5:30 p.m. to 7:00 pm	Welcome Reception	
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BCAPB Conference agenda

Thursday, May 8, 2025

Engage in Discussion

8:15 a.m.	Breakfast	
9:15 a.m.	<p>Unveiling the Face of Policing Today <i>A discussion regarding the challenges and opportunities to which police boards and services are responding</i></p> <p>Guest speakers:</p> <ul style="list-style-type: none"> • Chief Constable Donovan Fisher, Nelson Police Department • <i>l̓aqʷiyə</i>, Chrystalynn Gurniak, Director of Member Services, Tsawwassen First Nation • Inspector James Sandberg, Delta Police Department • Dr. Rylan Simpson, Assistant Professor, School of Criminology, Simon Fraser University <p>Moderator: Murray Dinwoodie, Board Member, Metro Vancouver Transit Police Board & Director, Executive Board, BCAPB</p>	<p><u>Pg. 12</u> <u>- 15</u></p>
10:15 a.m.	Coffee/tea break with refreshments	
10:30 a.m.	<p>Public Safety, Social Policies and Justice <i>A symposium covering current topics like random acts of violence, decriminalization, and what unbiased policing looks like.</i></p> <p>Guest speakers:</p> <ul style="list-style-type: none"> • Alison Carstairs, Director, Port Moody Police Board • Glen Lewis, Assistant Deputy Minister and Director of Police Services • Fiona Wilson, Deputy Chief Constable, Vancouver Police Department <p>Moderator: Mayor Kevin Murdoch, Chair, Oak Bay Police Board & Director, Executive Board, BCAPB</p>	<p><u>Pg. 16</u> <u>- 18</u></p>
12:00 noon	Lunch	

BCAPB Conference agenda

Thursday, May 8, 2025

Get informed

1:00 p.m.	BCAMCP Discussion Paper on Regionalization A report <ul style="list-style-type: none">Chief Constable John Lo, West Vancouver Police Department	<u>Pg. 18</u>
1:30 p.m.	Policing the Overdose Crisis A presentation on the rise of fentanyl, and changes in drug use and trafficking trends contributes to overdose deaths <ul style="list-style-type: none">Inspector Conor King, Victoria Police Department	<u>Pg. 19</u>
2:30 p.m.	Coffee/tea break with refreshments	
2:45 p.m.	Protecting the public interest – OPCC Priorities, Systemic Approaches, and the Service and Policy Complaints Process A presentation from the Office of the Police Complaint Commissioner (OPCC): <ul style="list-style-type: none">Prabhu Rajan, CommissionerAndrea Spindler, Deputy CommissionerCameron Loveless, Executive Director, Oversight Operations	<u>Pg. 20</u> <u>- 21</u>
4:00 p.m.	Debrief of the day	

Time to celebrate!

6:00 p.m.	Conference Banquet <ul style="list-style-type: none">Delta Pipe BandThe National Anthem - Warren Dean Flandez, Vice-Chair, Delta Police BoardHost address - Ian Tait, Chair, Delta Police Board	
8:00 p.m.	Hospitality Suite - sponsored by British Columbia Police Association @ Match Eatery and Public House	

BCAPB Conference **agenda**

Friday, May 9, 2025

Closing priorities

8:15 a.m.	Breakfast	
9:00 a.m.	Annual General Meeting <i>Open to all conference delegates.</i>	
10:00 a.m.	BCAPB Executive Board Meeting	Networking hour for conference delegates
10:45 a.m.	Coffee/tea break with refreshments	
11:00 a.m.	Coffee with Honourable Garry Begg, Minister of Safety and Solicitor General	<u>Pg. 22</u>
12:00 noon	Lunch and closing message	

Police Board Training

1:00 p.m. to 3:00 p.m. <i>A coffee/tea break with refreshments will be provided</i>	<p>Police governance training provided by the Policing and Security Branch, Public Safety and Solicitor General for police board members. Conference delegates interested in this training are welcome to attend.</p> <ul style="list-style-type: none">• Role of Chair and Vice-Chair (a presentation)• Chief Constable: Hiring, Evaluation and Succession Planning (a workshop)• Board Meetings: Who owns the Agenda? (a workshop)	
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Meet our
speakers

Wednesday, May 7

BCAPB Conference speakers



Trevor Shaw

*Assistant Deputy Attorney General (Acting)
BC Prosecution Service*

Trevor Shaw is a career prosecutor with 30 years experience and is the acting Head of the BC Prosecution Service. After police complete their investigation, Crown Counsel at the BCPS are responsible for charge approval and disclosure of the evidence to the accused. By virtue of his position, he is the Co-Chair of the Crown Police Liaison Committee which is responsible for the Memorandum of Understanding on Disclosure.

Ireland Bellsmith is a dedicated public servant based in Port Coquitlam, on the traditional territory of the Kwikwetlem First Nation. With a strong background in investigations, community engagement, and research focused on public safety and justice reform, Ireland is committed to fostering a public safety landscape rooted in equity, integrity, accountability, and meaningful collaboration.

Ireland currently serves as a Research and Engagement Officer with the Policing and Public Safety Modernization Initiative, where she supports policy and legislative co-development efforts. Outside of work, Ireland enjoys making the most of living in B.C. through outdoor activities and visiting her family in Canada's wine capital of Oliver.



Ireland Bellsmith

*Research and Engagement Officer
Policing and Public Safety Modernization (PPSM)
Ministry of Public Safety and Solicitor General*

Wednesday, May 7

BCAPB Conference speakers



Danielle Johnston

*Senior Manager, Diversity and Partner Relations
Policing and Public Safety Modernization (PPSM)
Ministry of Public Safety and Solicitor General*

Danielle Johnston (she/her) is a seasoned public sector leader based in Victoria in the traditional territory of the Lekwungen-speaking peoples of the Songhees Nation and Xwsepsum Nation, and W̱SÁNEĆ peoples. She brings over a decade of experience in civic engagement, policy development, and systems change. Currently serving as the Senior Manager of Partnerships and Diversity with the Ministry of Public Safety and Solicitor General in British Columbia, Danielle leads province-wide engagement and co-development efforts help shape the future of public safety in BC.

With a career spanning community-led policy development, philanthropic strategy, and international advocacy, Danielle is committed to building inclusive systems that reflect the voices and priorities of diverse communities. She is known for her collaborative approach, ability to navigate complexity, and commitment to inclusive, community-informed policy. Outside of work, she enjoys travel, planning her next hike, and creating new recipes to share with family and friends.

Nimmi Takkar is a strategic public sector leader based in Vancouver, on the traditional territories of the Musqueam, Squamish, and Tsleil-Waututh Nations. She brings over a decade of experience in engagement, policy development, and systems transformation. In her current role as Director of Engagement and Policy for BC's Policing and Public Safety Modernization initiative, Nimmi leads complex consultations, cross-government collaboration, and policy co-development.

She is known for building strong partnerships, navigating complex systems, and advancing inclusive, evidence-informed change. Outside of work, Nimmi enjoys walking her Labradoodle Sonah along the seawall with her husband and finding the best local spots for good food and conversation.



Nimmi Takkar

*Director of Policy & Engagement
Policing and Public Safety Modernization (PPSM)
Ministry of Public Safety and Solicitor General*

Thursday, May 08

BCAPB Conference speakers



Donovan Fisher

*Chief Constable
Nelson Police Department*

Chief Fisher joined the RCMP in 1995 and was posted to K Division (Alberta), working in several rural and First Nations detachments as a constable supervisor and detachment commander.

In 2004, he joined the Integrated Response to Organized Crime (IROC), a unit made up of members from the RCMP, Calgary and Edmonton Police Services. There he worked in key roles in many national and international organized crime investigations. In 2010, he transferred to the Financial Integrity Program, being part of the Integrated Market Enforcement Team, investigating stock market manipulation, insider trading and investor fraud. In 2012, Sgt. Fisher was put in charge of the International Anti-Corruption Unit (IACU). This unit investigated offences under the Corruption of Foreign Public Official Act and he had the opportunity to travel to and conduct investigations in several countries in Europe and Asia and worked with numerous international law enforcement and government partners on various investigations and was a member of the International Foreign Bribery Task Force.

In June 2013, then Sgt Fisher had the privilege of representing the RCMP and Canada's anti-corruption initiatives, as he was requested to give the opening presentation at the Organization for Economic Cooperation and Development (OECD) 4 conference in Paris, France. This presentation was on Multi-Jurisdictional Foreign Bribery investigations and given to 43 delegations of high ranking Justice Department and Law Enforcement Officials from 26 countries. In May 2014, S/Sgt. Fisher travelled to London, England as a member of the International Foreign Bribery Task Force for operational meetings with other task force members from the United Kingdom, Australia and the United States.

In November of 2014, he was commissioned to Inspector and transferred to F Division (Saskatchewan) and became the OIC of the Integrated Organized Crime North unit. This included several integrated investigative units and undercover street teams, made up of RCMP, Saskatoon and Prince Albert Police Services members. In 2017, Inspector Fisher became the OIC of Federal Operations and National Security for F Division. working closely with CSIS, the FBI, Homeland Security and various US Border Services.

In December 2018, he was promoted to the rank of Superintendent, District Commander for Central District Saskatchewan, overseeing 28 detachments in a busy district. In March 2021, he became the Chief Constable for the Nelson Police Department, where there are 23 sworn officer positions and a total of 50 employees and volunteers.

Chief Constable Fisher has been with his wife Debra for over 30 years, married for 22 and has three children, a son Kiernan 21, and two daughters Riordan 19 and Avran, 16.

Thursday, May 08

BCAPB Conference speakers

Born and raised on Tsawwassen lands, Chrystalynn Gurniak has dedicated her life to serving her community, bringing a wealth of experience, compassion, and leadership to her role as Director of Member Services for Tsawwassen First Nation (TFN).

Chrystalynn oversees a broad and vital portfolio that includes health, family services, education, culture, and community well-being. She is responsible for administering critical health services to TFN members, ensuring culturally grounded care and advocating for holistic, community-driven wellness approaches. She also leads TFN's family services department, supporting members through some of life's most difficult moments and championing programs that promote safety, healing, and resilience.

Her passion for language and culture is woven throughout her work, Chrystalynn is a strong advocate for cultural revitalization, supporting language programming and cultural learning opportunities that reconnect TFN members with traditional knowledge and practices.

She also works closely with the Delta Police Department to build a more culturally safe and informed approach to law enforcement on TFN lands, helping ensure that policing reflects the values and realities of the Tsawwassen community.

Chrystalynn was instrumental in the opening of the TFN daycare in 2008, serving as construction manager for the project and helping create a space where the Nation's youngest citizens can grow and thrive. Her dedication to education extends far beyond early learning, she has worked tirelessly to advocate for First Nations representation in the broader education system, developing a strong partnership with the Delta School District and ensuring TFN parents have a voice in shaping their children's learning environments. Through all aspects of her work, Chrystalynn remains deeply rooted in community. Her lived experience, combined with her education at Douglas College, continues to guide her commitment to serving TFN members with compassion, accountability, and heart.



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Chrystalynn Gurniak

*Director of Member Services,
Tsawwassen First Nation*

Thursday, May 08

BCAPB Conference speakers



James Sandberg

*Inspector
Delta Police Department*

James Sandberg joined the Delta Police Department (DPD) in 2002. He began his career in the Patrol Division, and has also worked in Strike Force, Major Crimes, Corporate Communications, and Community Services. James was the primary investigator on multiple homicide files and was the affiant for the Laura Szendrei homicide investigation. He led the DPD's HealthIM implementation and was also involved in the development of a youth hub in Delta. James is currently the Inspector in charge of Community Support Services, and is the DPD's Public Affairs Manager. James remains dedicated to strengthening trust, modernizing policing strategies, and building meaningful relationships within the community. He holds a Master of Science in Law Enforcement and Public Safety Leadership from the University of San Diego.

Dr. Rylan Simpson is an Assistant Professor in the School of Criminology at Simon Fraser University. He received his Ph.D. in Criminology, Law and Society from the University of California, Irvine in 2019. As a court-recognized expert in policing, Dr. Simpson conducts research related to public perceptions of police, police organizations, and police effectiveness. He approaches his research using a variety of different methodologies, including experimental and quantitative analyses. He is the recipient of numerous awards for his policing scholarship and engagement with policing officials. He is also the Chair of the American Society of Criminology's Division of Experimental Criminology, a member of the International Association of Chiefs of Police's Research Advisory Committee, a member of the Canadian Association of Chiefs of Police's Research Advisory Committee, and a former mentor for the Canadian Society of Evidence-Based Policing's Virtual Scholar Program. Motivated by frontline experiences, Dr. Simpson has participated in more than 1,600 hours of ride-alongs with police agencies from around the world and worked as a police dispatcher since 2012.



Dr. Rylan Simpson

*Assistant Professor
School of Criminology
Simon Fraser University*

Thursday, May 08

BCAPB Conference speakers



Murray Dinwoodie

*Board Member
Metro Vancouver Transit Board
Director, Executive Board, BCAPB*

Murray Dinwoodie has been a director on the Board of the Metro Vancouver Transit Police (MVTP) since 2016. He is also a member on each of the MVTP Finance Committee and the MVTP Governance and Community Engagement Committee.

Mr. Dinwoodie held the position of City Manager (Chief Administrative Officer) with the City of Surrey from 2006 until his retirement in 2014. As City Manager he interacted regularly with the Officer in Charge of the Surrey RCMP detachment, the largest RCMP detachment in Canada with over 750 police officers. Between 2010 and 2012 Mr. Dinwoodie was appointed by the UBCM as a member of the Provincial team that negotiated a new agreement with the Federal government to allow for the continued delivery of police services by the RCMP for the Province of BC and for the majority of local governments in BC. Between 1998 and 2006 Mr. Dinwoodie held the position of General Manager of Planning and Development with the City of Surrey.

Prior to working for the City of Surrey Mr. Dinwoodie held a variety of increasingly more responsible positions with each of the Township of Langley and prior to that with the City of Winnipeg.

Mr. Dinwoodie was a director on the TransLink Board from 2015 to 2021 and during that time was a member of each of the TransLink Board's Finance Committee and the Planning and Stakeholder Engagement Committee. Between 2007 and 2014, as Surrey City Manager, he served as a director on the Board of the Surrey City Development Corporation, a subsidiary development company that was established by the City of Surrey. Also as City Manager, he was a founding member of the Surrey Housing and Homelessness Society, and was a member of the Advisory Council of the Sophie's Place Child Advocacy Centre in Surrey. He also served as a member of the Simon Fraser University President's Advisory Council between 2006 and 2014. Likewise during his term as Surrey City Manager, Mr. Dinwoodie served as a member of the Metro Vancouver Regional Administrators Advisory Committee, a committee of all of the City Managers in the Metro Vancouver Region. He was also a member on the B.C. Provincial Development Finance Review Committee which provided advice to the Provincial Department of Municipal Affairs regarding land development policies, procedures and costs. Mr. Dinwoodie has a Bachelor of Science degree in Civil Engineering and a Master of Business Administration degree both from the University of Manitoba and is a non-practicing Professional Engineer.



Thursday, May 08

BCAPB Conference
speakers



Alison Carstairs

*Board Member
Port Moody Police Board*

Alison is a Métis lawyer and was initially called to the Bar of England and Wales in 2015 and, more recently, to the Bar in British Columbia.

Alison became a General Law Practice partner at CarstairsLaw, the Law Office of M.J. Carstairs, K.C., and A.J. Carstairs LLP, in 2022 and practises law in several areas, including: Wills, Estates and Trusts, Indigenous legal issues, business law, and not-for-profit organizations. Alison also enjoys legal writing, research, and legislative design.

Alison was a UK police officer for 25 years in the UK, most of it as a murder detective. During this time, she also served the New Scotland Yard in London, as Detective Chief Inspector for over four years. Alison also served as an officer in charge of a police station. In 2012, Alison returned to New Scotland Yard and was given the privilege of serving the public during the Olympic Games in charge of the desk for the UK airports, the London underground and the roads and railways within

the Olympic Games footpath. She retired from her police duties in London in 2013, after suffering serious injury in the line of duty. Alison also had the honour of serving at Her Majesty's Inspectorate of Constabulary, assessing the performance of chief officer groups in police forces across Great Britain.

In Canada, Alison initially worked for the provincial government investigating tax fraud and then spent several years as Director of Investigations at the IIOBC before she achieved the National Canadian Accreditation examinations in Law through the Federation of Law Societies of Canada, including Aboriginal Law, Canadian Constitutional Law, Contract Law, Criminal Law, and Tax Law, in 2019.

Alison read Law at the University of Law and London South Bank University after reading police studies and criminology at the University of Portsmouth. More recently, Alison read advanced writing and critical reasoning at the University of Oxford.

On a more personal note, Alison is a mother and a bronze and silver medalist in the Karate World Open Cup and is the author of a book for Self Defence and Protection Awareness for Women. Finally, Alison has been a police use of force expert since the early 1990's, recently being called to give use of force expert evidence in the Supreme Court of British Columbia.



Thursday, May 08

BCAPB Conference speakers

Glen has over thirty years of criminal justice experience and is the Assistant Deputy Minister and Director of Police Services at Policing and Security Branch. His background includes serving as the first civilian director of policing in Manitoba. Glen has extensive experience working with Indigenous, Municipal, Provincial and Federal policing leaders, elected officials and senior justice officials on law enforcement, justice, and Criminal Code reforms.



Glen Lewis

*Assistant Deputy Minister and
Director of Police Services
Ministry of Public Safety and Solicitor
General*



Fiona Wilson

*Deputy Chief Constable
Vancouver Police Department*

Deputy Chief Fiona Wilson oversees the Investigation Division at the Vancouver Police Department. Deputy Wilson joined the VPD in 1999 and has worked in Patrol, in various investigative units, and has led sections within the VPD as well as at the Combined Forces Special Enforcement Unit in British Columbia.

Deputy Wilson sits on a variety of Committees and Boards including Co-Chair of the Canadian Association of Chiefs of Police Drug Advisory Committee, and Past President of the British Columbia Association of Chiefs of Police.

Deputy Wilson is a provincially accredited Team Commander, holds Bachelor and Master of Arts degrees in Criminology from Simon Fraser University, and has been the recipient of numerous awards. She is a Member of the Order of Merit of the Police Forces.

Kevin Murdoch has served as Chair of the Oak Bay Police Board since 2018 when he was elected Mayor of the District of Oak Bay. Mayor Murdoch is currently a Director for the Capital Regional District Board, the Capital Regional Housing Corporation Board, the Alliance to End Homelessness in the Capital Region Board, and the Victoria Regional Transit Commission. Mayor Murdoch currently serves as Chair for Integrated Police Unit Regional Governance Council, the Capital Regional Hospital District Board, and the Greater Victoria Labour Relations Association Board. Over the last 20 years Mayor Murdoch has served on over 20 Board and Committees, and completed his ICD Certification in Police Board Governance in 2020. Mayor Murdoch has worked in the Information Technology industry for over 25 years in both engineering and management roles.



Mayor Kevin Murdoch

*Chair, Oak Bay Police Board
Director, Executive Board, BCAPB*



John Lo

*Chief Constable
West Vancouver Police Department*

Chief Lo was raised on the North Shore and has been a member of the West Vancouver Police since 1996. He has worked on Patrol, Surveillance, Information Services, Major Crime Investigations, the Vancouver Police Homicide Team, Professional Standards, Operations and Administration.

Chief Lo holds a Bachelor of Arts Degree in Psychology from Simon Fraser University, a Certificate in Management Essentials from the University of British Columbia Sauder School of Business, and a Master of Arts in Conflict Analysis and Management through Royal Roads University.

Thursday, May 08

BCAPB Conference speakers

Inspector Conor King has been a police officer for 27 years. He specializes in organized crime and drug investigations, addiction issues and the intersection of public safety and public health. He's worked in frontline policing and major crime investigations, as well as covert operations including criminal intelligence, surveillance and undercover operations.

Inspector King has been qualified as an expert witness in Provincial and Supreme Court of British Columbia on the trafficking of heroin, cocaine, fentanyl, oxycodone, cannabis, MDMA, Psilocybin, methamphetamine, LSD and GHB.

Inspector King is an educator in the police and medical community, teaching at the Justice Institute of British Columbia and Canadian Police College. He's been a guest lecturer for the University of British Columbia's Faculty of Pharmaceutical Science, Faculty of Medicine, and Faculty of Psychiatry, as well as the British Columbia College of Pharmacists. He serves on the advisory board of the Canadian Institute for Substance Use Research at the University of Victoria and is a member of the Canadian Association of Chiefs of Police - Drug Advisory Committee, and the Geneva based Global Initiative Against Trans-National Organized Crime. In 2021, the Governor General of Canada inducted Inspector King as a member of the Order of Merit of Police Forces. He is currently the officer-in-charge of the Victoria Police Department - Investigative Services Division.



Conor King

*Inspector
Victoria Police Department*

Thursday, May 08

BCAPB Conference speakers



Prabhu Rajan

*Police Complaint Commissioner
Office of the Police Complaint Commissioner*

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.



Thursday, May 08

BCAPB Conference speakers



Andrea Spindler

*Deputy Police Complaint Commissioner
Office of the Police Complaint Commissioner*

Andrea Spindler is the current Deputy Police Complaint Commissioner and has been in this role since 2019. Ms. Spindler has spent much of her career focused on police accountability, identifying ways to improve public confidence in policing and the police complaints system in BC. Ms. Spindler is the strategic lead for the OPCC's operations and is responsible for transforming the OPCC's mandate to proactively address systemic causes or concerns about municipal police. In her work at the OPCC, she has successfully led the implementation of changes to legislation governing the police complaints system and has prioritized the incorporation of restorative approaches to addressing police complaints and improving accessibility to the complaints process.

Ms. Spindler has a graduate degree in Criminology from Simon Fraser University where she authored several research articles examining the effects of organizational structures on offending patterns in youth gangs.

Ms. Spindler looks forward to drawing on her research background to improve the OPCC's data and research capacity to better identify trends and recommendations with the aim of preventing the recurrence of police misconduct and improving police training, education, and public confidence in the police complaints system.

Cameron is the Executive Director of Oversight Operations at the OPCC. He comes from a background in academia and is an experienced leader in the area of civilian oversight of police in British Columbia. Cameron has significant experience leading large and diverse teams in the oversight of every aspect of the Police Act. As the Executive Director, he is responsible for directing staff in areas such as Intake of complaints, Admissibility, Investigative Oversight, Service and Policy, Dispute Resolution, and Reportable Injuries. Cameron has a passion for this line of work and cherishes the many trusting relationships he has made in his role as the conduit between the numerous Professional Standards Sections across BC and the Office of the Police Complaint Commissioner.



Cameron Loveless

*Executive Director of Oversight Operations
Office of the Police Complaint Commissioner*



Friday, May 9

BCAPB Conference speakers



**The Honourable
Garry Begg**

*Minister of Public Safety and
Solicitor General*

Garry Begg was first elected as the MLA for Surrey-Guildford in 2017 and then in 2020 and 2024 representing the BC NDP.

Garry is the Minister of Public Safety and Solicitor General.

Before being elected, Garry was a career RCMP Officer serving in various locations and in a wide variety of duties for over 38 years, the last eight in Surrey, where he was a District Commander, Watch Commander, and Operations Support Officer. His years of service and involvement in Surrey left him with a deep understanding of the issues facing the community.

Garry is married, with two adult children and two grandchildren.

He was born and raised in Ontario.



the
Annual General
meeting



BCAPB Conference AGM agenda

Friday, May 9, 2025

All conference delegates are welcome!

9:00 a.m.	Welcome	Lara Victoria
9:05 a.m.	Adoption of AGM Agenda - May 9, 2025 Adoption of AGM Minutes - April 12, 2024 Adoption of SGM Minutes - September 20, 2024	Lara Victoria
9:10 a.m.	Ratification of 2024-2025 Directors' Actions	Lara Victoria
9:15 a.m.	Resolutions for adoption	Murray Dinwoodie
9:25 a.m.	Treasurer's Report	Yang Wang
9:30 a.m.	President's Report	Lara Victoria
9:40 a.m.	Election - Executive Committee	Mandy Padda
9:50 a.m.	2026 BCAPB Conference	Micayla Hayes
9:55 a.m.	New business	All BCAPB members
10:00 a.m.	Adjourn meeting	Lara Victoria

with endless
gratitude



BCAPB Conference acknowledgements

BCAPB is grateful to our conference host:



with:



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BCAPB Conference acknowledgements

BCAPB is grateful for the following support:

Towards venue and catering facilities:



*Policing and Security Branch,
Ministry of Public Safety and Solicitor General*

Towards the Welcome Reception:



Delta Police Board



Oak Bay Police Board



Axon Enterprise, Inc.

BCAPB Conference acknowledgements

BCAPB is grateful for the following support:

Towards coffee breaks and refreshments:



Central Saanich Police Board



Nelson Police Board



Port Moody Police Board



Saanich Police Board



Saanich Police Association



New Westminster Police Board

BCAPB Conference acknowledgements

BCAPB is grateful for the following support:

Towards luncheons:



**METRO VANCOUVER
TRANSIT
POLICE**

Metro Vancouver Transit Police Board

Towards dinner:



West Vancouver Police Board

BCAPB Conference acknowledgements

BCAPB is grateful for the following support:

For the Hospitality Suite on May 8, 2025:



BC Police Association

Towards miscellaneous costs:



Victoria and Esquimalt Police Board



Vancouver Police Board

BCAPB Conference acknowledgements

The 2024-25 BCAPB Executive Board

Mandy Padda	Abbotsford Police Board
Rene Johansson	Central Saanich Police Board
Lara Victoria	Delta Police Board
Lena Horswill	Nelson Police Board
Patrick Lalonde	New Westminster Police Board
Mayor Kevin Murdoch	Oak Bay Police Board
	Port Moody Police Board
Jim Cambridge	Saanich Police Board
Murray Dinwoodie	Metro Vancouver Transit Police Board
Jordan Point	Vancouver Police Board

The 2024-25 BCAPB Executive Committee

Lara Victoria - President
Micayla Hayes - Vice-President
Mandy Padda - Secretary
Jim Cambridge & Yang Wang - Treasurers

BCAPB Conference **acknowledgements**

The 2025 BCAPB Conference Planning Committee

- **Veronica Bandet**, *Administrator, BCAPB*
- **Courtney Chambers**, *Senior Executive Assistant & Office Supervisor, Tsawwassen First Nation*
- **Micayla Hayes**, *Vice-President, BCAPB and Chair, Victoria & Esquimalt Police Board*
- **Mandy Padda**, *Secretary, BCAPB and Director, Abbotsford Police Board*
- **Jassie Padda Ram**, *Executive Director, Delta Police Board and Corporate Services Manager, Delta Police Department*
- **Inspector James Sandberg**, *Delta Police Department*
- **Lara Victoria**, *President, BCAPB and Director, Delta Police Board*



thank you

We are grateful for your participation in the 2025 BCABP Conference and for the dedicated work you do in policing and police governance to support public safety in BC.

See you next year!



