



OACUSA - ACSCUO

Ontario Association of College and University Security Administrators
L'association des chefs de sécurité dans les collèges et universités de l'Ontario



2024 EQUITY-DIVERSITY-INCLUSION

Fostering a Sense of Value, Empowerment and Potential

CONFERENCE PRESENTATIONS

May 13 – 16, 2024 – London, Ontario

Devon Clunis

CEO, Clunis Consulting

'The Power of Knowing . . . Examining Our Lives Through an EDI Lens'

What comes to mind as you read the words Equity, Diversity, and Inclusion (EDI)? EDI can do for society what salt does for a meal. The right amount of salt makes for a great, consumable meal. Too little or too much, the meal is unappetizing. We appear to be pouring on EDI without much consideration of the outcome we want to achieve. Do we have a shared understanding or appreciation of the purpose of EDI? Are we aligning our actions to achieve that purpose? In our session, we will strive to develop a shared understanding and appreciation of EDI and align our actions in achieving its purpose in every facet of Canadian society.

Amira Elghawaby

Canada's Special Representative on Combatting Islamophobia

'Compassionate Approaches to Emergency Responses'

Compassion necessitates knowledge and understanding of those we live and work with. This talk will explore the impacts of Islamophobia on the everyday lives of Muslims in Canada. Along with understanding the biases and misinformation that fuels Islamophobia, the discussion will include ways we can collectively work to combat this dangerous and harmful phenomenon in our workplaces, schools, universities, and in the broader society.

Kristen Ziman

Former Police Chief of the Aurora IL Police Department (Ret.)

Speaker | Author | Leader | Change Agent

Discover innovative strategies and gain insights into fostering a workplace where every voice is heard, and every individual feels valued. Join us for a dynamic keynote presentation as we explore actionable strategies to create equitable, diverse, and inclusive environments within government agencies. This keynote is an essential experience for all looking to champion change and lead with inclusivity, diversity, and equity at the forefront. Transform your approach, empower your people, and set the stage for a future where everyone in your organization can thrive.



OACUSA - ACSCUO

Ontario Association of College and University Security Administrators
L'association des chefs de sécurité dans les collèges et universités de l'Ontario



2024 EQUITY-DIVERSITY-INCLUSION

Fostering a Sense of Value, Empowerment and Potential

Gerry Almendrades

National Director of Security – The Centre for Israel & Jewish Affairs

‘How the Outside Affects the Inside’

Panel Discussion – to include audience participation

Jacqueline Edwards – President Association of Black Law Enforcers (A.B.L.E.)

Julie Craddock – Deputy Chief Sarnia Police Service

Vicki Monto – Equity, Diversity & Inclusion Staff Sgt. - Sault Ste. Marie Police

Amanda Pfeffer – Staff Sergeant – Western Special Constable Service

‘Practicing Authentic Inclusion’

Practicing authentic inclusion is ensuring we encourage ideas that are different than ours and we’re interested in including them in what we’re doing. It means we seek out differences in opinion and we listen to other perspectives. Trust can only happen if we are unafraid to have uncomfortable conversations. Authentic inclusion is when everybody feels free to bring their voices to the table and trusts that the organization will use the ideas that have value. You know authentic inclusion is happening at your organization when broad arrays of perspectives are considered before decisions are made.

Panel Discussion – to include audience participation

Chief Jim MacSween – York Regional Police Service

Chief Nishan Duraiappah – Peel Regional Police Service

Mr. Jason Fraser – Co-Chair – OACP Police Legal Advisors Committee

Mike Munroe – Director – Campus Safety - University of Toronto

NEW ‘Community Safety and Policing Act, 2019 – Regulations’

All delegates in attendance will benefit from the knowledge that will be shared by this experienced panel who will give insight into the regulations that will be in place when the new ‘Community Safety and Policing Act, 2019’ comes into effect.



OACUSA - ACSCUO

Ontario Association of College and University Security Administrators
L'association des chefs de sécurité dans les collèges et universités de l'Ontario



2024 EQUITY-DIVERSITY-INCLUSION

Fostering a Sense of Value, Empowerment and Potential

Police Constable Zelda Elijah – Anishinabek Police Service

‘Let’s Begin With The Truth’

Canada’s History on attempts to assimilate Indigenous People before the measures taken to the extreme of Residential Schools needs to be understood. We are taught the history, so convoluted that it is just speaks to fractures of information that holds no meaning. We can’t start to reconcile Canada’s History if we aren’t going to be truthful about why this all happened. Constable Elijah’s experiences and candid discussions of those experiences will help all to feel what took place.

Sam Erry – CEO, former Deputy Solicitor General

Matt Torigian – Chief Strategy Officer – Public Safety- Niche Technology

Nishan Duraiappah – Chief of Police – Peel Regional Police Services

Lynn Logan – Vice President Operations & Finance – Western University

‘Inclusive Leadership to Enable Transformation’

Through a moderated panel discussion with seasoned executive leaders from diverse sectors, this highly interactive session will explore: key inclusive leadership principles; the benefits and challenges of inclusive leadership in the workplace; and concrete examples of inclusive leadership in action. The session will identify a strong baseline for inclusive leadership and explore in depth the highly desirable qualities of inclusive leaders. Please note that the audience will also be actively engaged in this thought leadership dialogue.

Sergeant Robert Chevalier – Toronto Police Service

Co-Chair – ‘Serving With Pride’

‘Adding Colour to the Blue Line - Representing the 2SLGBTQIA+ Community’

In 2017 the relationship between the 2SLGBTQ+ Community and the Toronto Police Service was at its the loose, a well-known gay cruising spot was raided by undercover officers, and a Transman; Boyd Kodak took the Toronto Police Service to task for their handling and lack of training upholding the Ontario Human Rights code. It was during this time Robert Chevalier started as a Neighbourhood Community Officer in the Church Wellesley Village (the Village is the Historic home of the 2SLGBTQ+ Community in Toronto) Robert will discuss relationship building and partnerships with those in our care, businesses, and community-based organizations to address disorder and community safety issues.



OACUSA - ACSCUO

Ontario Association of College and University Security Administrators
L'association des chefs de sécurité dans les collèges et universités de l'Ontario



2024 EQUITY-DIVERSITY-INCLUSION

Fostering a Sense of Value, Empowerment and Potential

Inspector Jack Gurr – Toronto Police Service

‘Managing the Protests and What We Have Learned’

Since the Hamas attack on Israel on October 7th, there has been a heightened sense of fear in Toronto, particularly within the Muslim and Jewish communities. Reported hate crimes are at an all-time high. Toronto Police have responded very quickly and created a robust plan which continues to evolve. Thus far, we have had to manage hundreds of protests, and over 1000 calls for hate crimes. I plan to discuss how TPS has responded to help create an increased sense of community safety and wellbeing during this time.

Barry Horrobin, B.A., M.A., CLEP, CMM-III Director of Planning & Physical Resources Windsor Police Service

‘Leveraging Inclusivity to Design Safer Learning Facilities and Spaces’

The presentation will examine how incorporating Crime Prevention Through Environmental Design (CPTED) subject matter expertise, that leverages diversity and a fully inclusive approach, can achieve improvements in the overall safety and security of our learning spaces and educational environments. Presented material will reference case examples of projects and initiatives undertaken that espouses this philosophy, using plenty of photographic illustrations to help bring forth concepts and ideas.