



Leading the Change

***Navigating an increasingly complex
social and cultural environment***

“Enhancing Police Legitimacy with a Community Safety and Well-Being Focus”



Thank You!



Questions for You???

1. How many of you are satisfied with the state of civility in the world?
2. How many of you are satisfied with the state of police and community relationships?
3. How many of you are optimistic that things will change for the better?



Leading the Change

A Personal Perspective:

1. We are operating in an increasingly divisive cultural paradigm.
2. We must be courageous in tackling the prevailing socio-cultural narrative - destructive to all.
3. We must address current challenges from a constructive, collaborative, people-centric perspective.

Since Retiring in 2016...

Canadian Police Services

- Edmonton, Alberta
- Kawartha Lakes, Ontario
- Winkler, Manitoba
- Morden, Manitoba
- Manitoba First Nations Police
- Government of Manitoba

U.S. Police Departments

- Kansas City, Missouri
- Madison, Wisconsin
- Columbus, Ohio
- Cincinnati, Ohio
- Richmond, California
- Everett, Washington
- San Carlos, Arizona
- Chandler, Arizona
- Los Angeles, California
- Upper Macungie, Pennsylvania

Leadership Development

- Ottawa Police Service
- Guelph Police Service
- RCMP
- MACP
- Canada School of Public Service
- JIBC
- Canadian Police College
- Service Canada West
- Association of Manitoba Municipalities
- Transport Canada
- Correctional Service Canada
- CAPG
- Skip The Dishes
- Western School Division, MB
- Investors Group
- TD Bank
- Great West Life



Why is Policing Important to Community Safety and Well-Being?





July 9th 2020 Quote from an RCMP Officer

“With all of the negativity portrayed in the media towards police these days, what used to be a highly rewarding profession, for some has become difficult,”

“Police officers are human, we make mistakes. We recognize we are not perfect even when we strive for perfection. We work for you, the public, and we do our very best to keep you safe.”

<https://globalnews.ca/news/7155497/rcmp-negative-media-coverage-b-c/>



The Canary in Our Cold “Minds”

- 6 months
- 8 police officers killed on duty in Canada

How many are dying from suicide?





Tell us What Concerns You!

What are your **top 3** policing/community safety concerns?



Words to live by

MARGARET MEAD



Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has.

Some Themes in Society → Policing

1. Equity, Diversity, Inclusion (EDI)
2. Allyship
3. White privilege
4. Anti Racism



We have lost sight of people

People First Inside-Out





What Can You Do?

1. Know your purpose Personally and Professionally
2. Confront the negatives, without losing sight of the positives
3. Lead constructive dialogue on challenging issues
4. Help people find a common purpose
5. Empower people to find solutions
6. Be accountable for your actions
7. Don't be swayed by the popular narrative – stand up for what you believe in





Our Achilles Heel





My Hope

**You will become a purposeful agent of change,
Personally and Professionally, to transform the
prevailing sociocultural narrative of our time.**



Your Questions?

