



*'stronger together'*

# ADVANCING "WE" IN POLICING ONTARIO WORKING GROUP

*Presents the*

## 2024 AWIP ON CONFERENCE

**Leadership of Self - Creating Brave & Inclusive Culture in Policing** ~ We all know that how you show up and hold space for yourself and others is where change truly begins, and new police culture authentically arises.

Advancing WE in Policing – Ontario (AWIP ON) is proud to announce it's 3rd conference, supported by Peel Regional Police.

This four-day conference will be delivered true to AWIP ON standard with executive guest speakers, fireside chats, panel discussions, daring conversations, and our popular raffle with many prizes to be won. We invite you to participate in listening to experts discussing "Leadership of Self", "Toxic Workspaces", "Psychological Safety in the Workplace", "Inclusive Leadership", "Allyship", and "Organizational Change". Learn what is currently being implemented in organizations that are experiencing positive growth and creating brave cultures, listen to lived experiences and toxic culture survivors, discuss existing research validating the need for culture change, and meet the policing diversity support groups as well as mental health supports for first responders and their families.

**Cultivating brave and inclusive workspaces** ~ How do we accomplish this? Show up and find out!

We look forward to seeing you at the 3rd AWIP ON conference.

Please direct any inquiries to [awip.on2020@gmail.com](mailto:awip.on2020@gmail.com).

AWIP ON is supported by the Ontario Association of Chiefs of Police, Police Association of Ontario, Association of Black Law Enforcers, Serving with Pride, and the Canadian Association of Latino Peace Officers.

**#leadershipofself #Ibelong #curiosityoverjudgement #strongertogether2024 #IAMthechange**

With respect and friendship,

Tammy Fryer Inspector (Ret.)  
Chair, Advancing WE in Policing

[awip.on2020@gmail.com](mailto:awip.on2020@gmail.com)

Executive Director Lisa Darling  
Ontario Association of Police Services Boards  
Co-Chair, Advancing WE in Policing  
[lisadarling@oapsb.ca](mailto:lisadarling@oapsb.ca)

### CONFERENCE DETAILS



February 13-16, 2024

Mississauga Grand Banquet Hall  
and Event Centre  
35 Brunel Road, Mississauga, ON



Mississauga Hilton Garden Inn  
100 Traders Blvd. E.  
Mississauga, ON

**[RESERVE YOUR ROOM NOW!](#)**

**REGISTRATION**



Early Bird Rate before Jan 14, 2024:  
\$625.00

Registration Rate after Jan 14,  
2024: \$725.00

**[REGISTER NOW!](#)**



[WEpolice.ca](http://WEpolice.ca)



## Advancing **WE** in Policing – Ontario 2024 Conference Agenda

Mississauga Grand Banquet & Event Centre

Registration – Monday, February 12<sup>th</sup> ~ 5pm – 8pm  
35 Brunel Rd., Mississauga

Tuesday, February 13 <sup>th</sup>	
6:30 am – 8:00am	Registration <b>Breakfast – 7-800am Breakfast</b>
8:00am	Welcome & Opening Remarks <b>(Lisa Darling &amp; Tammy Fryer – AWIP ON committee intro)</b> OACP Chair – Chief MacSween
8:30am – 9:30am	<b>Leadership of Self Workshop Mark Gasparotto</b> “to lead others effectively starts with leading yourself”  Developing Your Inner Game Competencies to Lead Through the Complexity and Chaos of the Modern World
9:30am – 9:50am	Morning Break
9:50am – 12:00pm	<b>Leadership of Self Workshop continued</b>
12:00pm – 12:45pm	Lunch Break
12:45pm – 1:15pm	<b>The Power of Mindfulness Dr Sarah Hunter</b>
1:00pm – 2:15pm	<b>The Power of Cultivating Safe Spaces Workshop</b> <b>Lisa Darling and Tammy Fryer</b>
2:15pm – 2:35pm	Afternoon Break
2:35pm – 3:30pm	<b>The Power of Cultivating Safe Spaces Workshop Continued</b>
3:30pm – 4:45pm	<b>Brave Leadership, Brave Allyship, Barriers, Challenges, Successes &amp; Sustainability</b> <b>Halton Deputy Chief Hill and Supt. Susan Biggs</b>
5:00pm – 7:00pm	Meet & Greet onsite

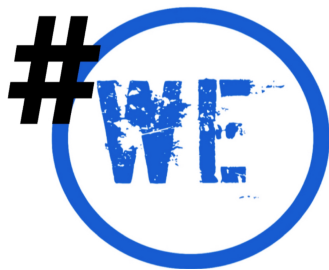
**This will also be Booth Day – where we will welcome various Mental Health and Diversity supports in policing to attend and educate attendees on their organizations and services/supports available as a member of the policing profession.**





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Wednesday, February 14 <sup>th</sup>	
7:00am – 8:30am	<b>Breakfast</b>
8:30am – 8:45am	<b>Welcome to Day Two</b> A Moment To Arrive
8:45am – 10:15am	<b>The Value of Character Strengths</b> <b>Irene Barath</b>
10:15am – 10:45am	Morning Break
10:45am – 12:00pm	<b>Panel Discussion</b> Leading Through Change ~ Female Leadership in Policing
12:00pm – 1:00pm	Lunch
1:00pm – 2:30pm	<b>Are You A Narcissist? How Do I Work With You?</b> <b>Dr Sonja Grbevski</b>
2:30pm – 3:00pm	Afternoon Break
3:00pm – 4:30pm	<b>Panel Discussion</b> What Do Your Employees Think About Police Culture & Cultivating Safe, Inclusive Work Spaces <b>Chief Rich Johnston</b>
5:30pm – 7:30pm	<b>Fireside Chats</b> <b>Dismantling Toxic Workspaces</b> You will select a room to visit and engage with current brave police leaders in a safe space.  <b>Peel Regional PS</b> <b>Ontario Provincial Police</b> <b>RCMP, London PS, Cornwall PS</b>



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Thursday, February 15th	
7:00am - 8:30am	Breakfast
8:30am - 8:45am	<b>Welcome to Day Three</b> A Moment To Arrive
8:45am - 9:45am	<b>Provincial Healthy Workplace Team - Creating Best Practices and Address Incivility, Harassment, &amp; Discrimination in Ontario Police Services</b> <b>Joy Hulton &amp; Laura Flyer</b>
9:45am - 10:15am	Morning Break
10:15pm - 12:15pm	<b>Discussion &amp; Presentation on Cultivating Member Wellness and Safe Work Spaces</b> <b>Toronto Police Service</b>
12:15pm - 1:00pm	Lunch
1:00pm - 2:30pm	<b>Discussion on People Centered Leadership &amp; Cultivating Sustainable Culture Change</b> <b>Ontario Provincial Police</b>
2:30pm - 3:00pm	Afternoon Break
3:00pm - 4:00pm	<b>Unpacking Leadership Stigma and What It Takes to Be Brave</b> <b>Chief and Deputy Chief</b>
5:00pm - 6:30pm	<b>Dinner with Keynote Speaker</b> Authentically, Brave Leadership During Trying Times <b>Ottawa Police Service Deputy Chief Patricia Ferguson</b>
7:00pm - 10:00pm	<b>Chief Duraiappah and band &amp; Raffle Prizes drawn</b>



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Friday, February 16th	
7:00am – 8:30am	Breakfast
8:30am – 9:45am	<b>Welcome to Final Day – A Moment To Arrive</b>  <b>Panel Discussion</b> <b>What are the requirements for Executive Leadership in Policing and how to ensure Boards are making the proper choices</b> <b>OAPSB Executive Director Lisa Darling, Police Association President Mark Baxter, Chief Johnston, + 2 more</b> <b>Joe Couto</b>
9:45am – 10:00am	Morning Break
10:00am – 11:30am	<b>Slaying the Toxic Dragon – How to Avoid Becoming a Toxic Leader</b> <b>Brad McKay, Syd Gravel</b>
11:30am – 12:15pm	<b>Being and Becoming The Change</b> <b>Dr Sarah Hunter and Karen Noakes</b>
12:15pm – 12:30pm	<b>Mindful Moment &amp; Thank You</b> <b>Lisa Darling and Tammy Fryer</b>
12:30pm – 1:00pm	Safe Travels Home