
CONFERENCE SPEAKERS

Inspector Cathy Bawden



Cathy is an accomplished police officer and leader. Now in her 27th year, Cathy has broad experience in uniform, investigative and administrative roles and is currently an Inspector for the Diversity, Equity and Inclusion Unit for the Durham Regional Police Service (DRPS) in Ontario, Canada.

Cathy has faced many personal and professional obstacles, including cultural and gender barriers. Rather than allowing these challenges to thwart her ambitions, she has used each experience as a source of learning and inspiration and to champion diversity, inclusion and equity efforts in the workplace. Her willingness to share these experiences and her lessons learned with others has earned her national and international recognition as a leader.

Cathy continues to actively mentor and coach dozens of women and men within the policing profession and maintains a strong professional network to support her both internal and external to the DRPS. In addition to her work with the DRPS, Cathy supports the development of police leaders internationally through a fellowship programs provincially and internationally.

Bev Busson (Retired RCMP)



Beverley Ann Busson was born in Halifax, Nova Scotia and attended Nova Scotia Teachers' College, graduating in 1974. She joined the Royal Canadian Mounted Police in September of the same year, with the first class of female members for the Force. After training at Depot Division, she was posted to a number of Detachments within British Columbia where she was employed in general duty and later in plainclothes, investigating frauds, and other serious crimes including homicide. During this time, she studied Criminology at Simon Fraser University.

She attended the University of British Columbia, Faculty of Law, from 1986 to 1990, graduating that year and was transferred to RCMP Headquarters, Ottawa, where she worked primarily in internal affairs prosecutions for the Force. She was the first female in the Force promoted to Inspector in 1992, and was later transferred back to Vancouver British Columbia in 1995, in charge of the elite surveillance unit there.

Bev Busson was promoted to Superintendent in 1996 in charge of the Administration of the Force in BC. In July 1997 she was transferred to Regina, Saskatchewan, in Charge of Criminal Operations. The following year, she was placed in charge of the Province, the Force's first female Commanding Officer.

In May 1999, Bev Busson returned to B.C. to head British Columbia's Organized Crime Agency and in March of 2000 she became the Commanding Officer of the RCMP in British Columbia. In 2001 her responsibilities were expanded to include the Yukon.

In May of 2004, Bev Busson was made an Commander of the Order of Police Merit and in June of the same year, she was awarded an Honorary Doctor of Laws by the University College of the Fraser Valley for fostering a longstanding partnership with the UCFV and its Criminology and Justice Departments. In May of 2006 she was named as one of the Top 100 of Canada's Most Powerful Women.

In June of 2006, Bev Busson was awarded the Order of British Columbia, the only police officer to be so honoured. In December of 2006, she became the 21st Commissioner of the RCMP, the first female in that position. She retired from the Force in November of 2007. She received recognition as an Officer of the Order of St. of John of Jerusalem in 2008, and was awarded an Honorary Doctor of Laws from Simon Fraser University in 2010. During that period, she served on the Reform Implementation Council for the RCMP, as well as the Privy Council Office's Advisory Council for National Security. She received an Honorary Fellowship from Okanagan College in 2011, and in June of 2017, she was awarded an Honorary Doctor of Laws from the University of Regina, in part, for her work in supporting their advanced Police Studies Program.

She has served on the Board of Governors for the Justice Institute of British Columbia and was a member of the Premier's Blue Ribbon Council on Crime Reduction from 2013 to 2015. Bev was appointed by all parties of the BC Legislature as a Commissioner for the 2015 British Columbia Electoral Boundaries Commission. She recently completed her eight year term as the Vice-President of Governance for the Okanagan College Foundation. She presently consults on issues of Leadership and Workplace Wellness and enjoys being involved in mentoring future leaders.

Brigadier-General M.A.J. Carignan



Brigadier-General Carignan enrolled in the Canadian Armed Forces (CAF) in 1986. She obtained a degree in Fuels and Materials Engineering from the Royal Military College of Canada and was commissioned into the Canadian Military Engineers in 1990.

Brigadier-General Carignan's command appointments include Commanding Officer of 5 CER, and commanding the Task Force Kandahar Engineer Regiment. In July 2013, she was appointed as the Commandant of the Royal Military College in Saint-Jean.

Serving in a variety of staff assignments over the course of her career, Brigadier-General Carignan held the position of Chief Engineer for the Multinational Division South-West (MND (SW)) in Bosnia-Herzegovina, and was an instructor at the Canadian Land Force Command and Staff College. More recently, she held the position of Chief of Staff of Land Force Central Area/Joint Task Force Central (now 4th Canadian Division).

Brigadier-General Carignan's overseas assignments include deployments to Bosnia-Herzegovina, the Golan Heights, and Kandahar, Afghanistan.

Brigadier-General Carignan is a graduate of the United States Army Command and General Staff College and the School of Advanced Military Studies, where she earned a master's degree in Military Arts and Science. In 2016, she graduated from the National Security Studies Programme. In addition, she holds a master's degree in business administration from Université Laval. In December 2011, Brigadier-General Carignan was presented the Meritorious Service Medal by the Governor General of Canada. She has also received the Major-General Hans Schlup Award for excellence in international relations as well as being ranked amongst Canada's 2011 Top 100 Most Powerful Women. Brigadier-General Carignan recently received the prestigious medal Gloire de l'Escolle which recognizes graduates from Université Laval who have distinguished themselves professionally and in service to their communities.

Brigadier-General Carignan was promoted to her current rank in June 2016 and is currently the Chief of Staff of Army Operations at the Canadian Army Headquarters.

Cst. Chris Fader



Cst Chris FADER has been a member at Codiac since graduating Depot in 2008. In 2012 Cst FADER began investigating graffiti offences. Cst FADER's first major success came while investigating the HCV Crew which was responsible for creating graffiti in all of the Atlantic Provinces. Cst FADER has written multiple graffiti search warrants and has successfully prosecuted several prolific graffiti writers resulting in multiple charges and having thousands of dollars in restitution recovered for the victims. Cst FADER has spoken at several national graffiti conferences and is one of the few Graffiti Subject Matter Experts in Canada.

Superintendent Janis Gray



Superintendent Janis Gray is a serving police officer with the Royal Canadian Mounted Police and has 31 years of service. She currently holds the position of Director of the RCMP's Canadian Air Carrier Protective Program and is the Chair of the International In-Flight Security Officer Committee. Supt Gray has served in three Provinces and is an accomplished police leader. Most of her experiences as a police officer has been in operational roles, including undercover operations, investigating abuses at residential schools, child exploitation, major investigations and, general duty (patrol) in small and large communities in both Newfoundland and British Columbia. As a serving police officer, she has extensive experience in leadership. In 2003, she was selected to lead the first RCMP Internet Child Exploitation Team established in British Columbia. From 2009 until 2012, researched and established a business case to create a Child Protection Centre in the Lower Mainland of British Columbia and in 2011, her vision of a multi-agency Child Protection Centre became a reality with the opening of "Sophie's Place." She has been an Accredited Team Commander since 2009 and has extensive experience teaching nationally and internationally on investigative techniques and Major Case Management.

Assistant Commissioner Jennifer Strachan



Assistant Commissioner Jennifer Strachan assumed the role of “O” Division (Ontario) Commanding Officer in February, 2016.

Assistant Commissioner Strachan joined the Royal Canadian Mounted Police in Vancouver B.C. on June 3rd, 1988. As a non-commissioned officer, she undertook ten years of operational postings in “E” Division, including general-duty policing and highway patrol. In 1996, A/Commr. Strachan completed a Peacekeeping Mission in Haiti. She also carried out administrative postings within “E” Division Human Resources, and as the Desk Officer responsible for Peacekeeping Deployment to the Former Yugoslavia while posted at International Peacekeeping Operations Branch in Ottawa.

She was Commissioned in 2002 to the role of Executive Officer to the Deputy Commissioner of Corporate Management & Comptrollership and since then her postings have included: Officer in Charge of the National Child Exploitation Coordination Centre; D/Insp in Charge of Montreal Drug Section; Officer in Charge of Operational Support Services in “C” Division; and as Officer in Charge of Operational Policy and Programs at National Headquarters.

In June of 2009, A/Commr. Strachan transferred to “O” Division and served as a District Commander, and the Division Criminal Operations Officer, prior to her appointment as the Commanding Officer.

Born and raised in the Okanagan Valley, British Columbia, A/Commr. Strachan has completed undergraduate and graduate studies in the field of Social Sciences at the University of Ottawa and at Royal Roads University in Victoria, B.C.