5TH WORLD 2SLGBTQ+ CONFERENCE FOR CRIMINAL JUSTICE PROFESSIONALS

ATTENDEE

Justification Toolkit

Make the case for participation
and bring the learning back to your organization.

Vancouver, British Columbia
July 27–30, 2027

Vancouver Pride Parade
August 1, 2027

PRIDE ACROSS BORDERS
LEADING THROUGH INCLUSION

CO-HOST

Out On Patrol

CO-HOST

British Columbia Association of Chiefs of Police

HOST AGENCY

Vancouver Police Department

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PART ONE / ATTEND THE CONFERENCE

About the Conference

The 5th World 2SLGBTQ+ Conference for Criminal Justice Professionals brings colleagues from around the world together to exchange practical ideas, examine inclusive leadership, and build professional relationships across jurisdictions.

Co-hosted by Out On Patrol and the British Columbia Association of Chiefs of Police (BCACP), with the Vancouver Police Department as Host Agency, the conference takes place in Vancouver from July 27 to 30, 2027.

2027 Conference Theme

Pride Across Borders: Leading Through Inclusion

Criminal justice organizations share challenges involving workforce needs, employee wellbeing, recruitment and retention, and public trust. The conference theme invites delegates to learn from different countries, cultures, and disciplines and consider approaches they can adapt within their own organizations.

Who Should Attend

The conference welcomes professionals from policing, corrections, courts, probation, border services, military policing, oversight agencies, government, the legal field, academia, and community organizations. You do not need to identify as 2SLGBTQ+ to attend. Allies are encouraged to participate, and the conference welcomes leaders, supervisors, and employees of all backgrounds.

Your 2027 Co-Hosts

Out On Patrol is a British Columbia-based non-profit supporting 2SLGBTQ+ members of law enforcement through peer support, education, charitable initiatives, and community engagement. www.outonpatrol.ca

BCACP represents senior police leadership from municipal police services, the RCMP, First Nations police services, and partner organizations across British Columbia. It promotes collaboration, professional excellence, ethical leadership, and innovation. www.bcacp.ca

An International Conference Series

Year	Host City and Organization
2016	Amsterdam, Netherlands | Dutch National Police
2019	Toronto, Canada | Toronto Police
2023	Melbourne, Australia | Victoria Police
2025	Austin, USA | Austin Police and Austin Lesbian & Gay Peace Officers Association
2027	Vancouver, Canada | Out On Patrol and BCACP (VPD - Host Agency)

PART ONE / ATTEND THE CONFERENCE

The Value of Participation

Connect participation to an organizational priority and explain how the learning will benefit both the employee and the organization.

Leadership Development

Explore approaches to leading diverse teams, managing organizational change, and supporting respectful, psychologically safe workplaces.

Recruitment and Retention

Learn how other agencies approach mentoring, employee support, and inclusive workplace practices that can help attract and retain talented people.

Organizational Culture and Wellbeing

Consider practical ways to strengthen employee engagement, support colleagues, and build a workplace where people can contribute effectively.

Community Relationships and Public Trust

Learn from partnerships between criminal justice organizations and 2SLGBTQ+ communities, with attention to communication, collaboration, and local application.

International Collaboration

Build relationships across legal systems and professional disciplines. Compare approaches, share lessons, and identify potential partners for future work.

Conference Learning Outcomes

The conference will explore organizational culture, employee wellbeing, recruitment and retention, psychological safety, community relationships, inclusive leadership, operational best practices, and unique ideas. Delegates will be able to:

- Apply practical strategies that foster inclusive workplaces and enhance public trust.
- Examine inclusive leadership, compare operational best practices, and assess unique ideas for the criminal justice sector.
- Identify leadership approaches that promote psychologically safe, respectful, and high-performing workplaces.
- Share international perspectives and strengthen partnerships between criminal justice organizations and 2SLGBTQ+ communities.

PART ONE / ATTEND THE CONFERENCE

Build Your Business Case

Build your request around a current organizational priority, a clear learning objective, and a practical benefit. The examples below show how to make that connection.

Connect Attendance to an Organizational Priority

Explain the goal or challenge your attendance will support. Refer to a current plan, initiative, or responsibility in your role.

- Mentoring: Our team is reviewing its employee mentoring programme. I will compare inclusive mentoring approaches and recommend ideas for our review.
- Operational improvement: We are assessing how teams share successful practices. I will seek examples from other jurisdictions that could inform our approach.

Choose a Specific Learning Objective

Describe what you want to learn and how you will use it. The next page offers examples across leadership, wellbeing, recruitment, community relationships, operations, and collaboration.

- Instead of “learn about leadership,” propose: Identify two approaches to leading diverse teams and assess how they could support our supervisors.
- Instead of “network,” propose: Connect with two agencies addressing a similar challenge and arrange a follow-up exchange of resources.

Identify an Opportunity for Improvement

Show where the learning could be applied, while allowing time to assess whether it fits your organization.

- Compare peer-support models and identify one practice to discuss with our employee wellbeing team.
- Explore a community partnership or operational idea and outline its benefits, resource needs, and local considerations.

Explain the Organizational Return

Commit to a useful output and an achievable follow-up date. Make the benefit available to colleagues who cannot attend.

- Within 30 days, brief the team, share relevant resources, and recommend two ideas for further assessment.
- Within 90 days, meet with the relevant programme lead to assess one proposed improvement and agree on next steps.

PART ONE / ATTEND THE CONFERENCE

Learning Objective Examples

Select two or three objectives that match your role. Adapt the scope, deliverable, and timing to your organization and the sessions available.

Inclusive Leadership

- Identify two approaches to leading diverse teams and share their potential applications at a supervisor briefing.
- Compare methods for managing organizational change and recommend one approach for a current initiative.

Organizational Culture and Employee Wellbeing

- Compare peer-support or mentoring models and identify one practice for our wellbeing team to assess.
- Learn how agencies strengthen psychological safety and suggest two actions supervisors could consider.

Recruitment and Retention

- Compare inclusive recruitment practices and identify improvements to our candidate outreach.
- Explore mentoring and career-development approaches and recommend one option to support employee retention.

Community Relationships and Public Trust

- Examine partnerships with 2SLGBTQ+ communities and propose one opportunity for local collaboration.
- Compare approaches to community engagement and share lessons relevant to our current outreach work.

Operational Best Practices and Unique Ideas

- Identify two operational best practices from other jurisdictions and assess their relevance, resources, and local requirements.
- Explore a unique service-delivery, training, or problem-solving idea and prepare a short feasibility summary.

International Collaboration and Knowledge Sharing

- Connect with two agencies working on a similar challenge and arrange a follow-up exchange of resources.
- Prepare a briefing within 30 days that compares international approaches and recommends two ideas for further assessment.

PART ONE / ATTEND THE CONFERENCE

Plan Your Budget

Prepare an estimate in the currency required by your organization. Include the number of travel days and hotel nights, and use your employer's travel and reimbursement policies.

Expense	Estimate
Conference registration	
Airfare or intercity transportation	
Hotel accommodation _____ nights × _____ per night	
Meals or per diem	
Local ground transportation	
Parking	
Incidentals and other approved expenses	
Total estimated cost	
Less confirmed funding or contributions	
Net amount requested	

Currency: _____ Estimated travel dates: _____

Registration Reference

Early-bird registration is $715 CAD and regular registration is $900 CAD, plus taxes and surcharge. Confirm the applicable registration deadline and inclusions before submitting your request.

Conference Hotel

A conference hotel rate of $389 CAD per night is available at the Sheraton Vancouver Wall Centre. Include the number of nights and confirm booking terms and any additional charges.

Air Canada Discount

Use Air Canada promo code **YR6ZET31** for 5%–12% off. Terms and conditions apply.

Include approved travel days, meals not already provided, ground transportation, and other applicable expenses. For international travel, state the exchange-rate assumption.

Vancouver Pride Parade

We hope to participate in the Vancouver Pride Parade on August 1, 2027, subject to approval by the Pride Society. Consider extending your Vancouver trip through August 1 and allow for any additional leave, accommodation, and travel costs.

PART ONE / ATTEND THE CONFERENCE

Request Approval to Attend

SAMPLE LETTER • Replace bracketed text before sending.

[Date]
[Supervisor's Name]
[Rank / Position]
[Organization]

Re: Approval to attend the 5th World 2SLGBTQ+ Conference for Criminal Justice Professionals

Dear [Name],

I request approval to attend the 5th World 2SLGBTQ+ Conference for Criminal Justice Professionals in Vancouver, British Columbia, from July 27 to 30, 2027. My proposed travel dates are [dates], and the estimated cost is [amount and currency], as outlined in the attached budget.

Co-hosted by Out On Patrol and the British Columbia Association of Chiefs of Police, with the Vancouver Police Department as Host Agency, the conference brings together criminal justice professionals from around the world to share knowledge and practical approaches to leadership and inclusion.

The conference will explore organizational culture, employee wellbeing, recruitment and retention, psychological safety, community relationships, inclusive leadership, operational best practices, and unique ideas. These areas are relevant to our organization's work on [specific strategic priority, initiative, or challenge].

My learning objectives are to [objective one] and [objective two]. I will seek approaches that can be adapted to [specific program, policy, team, or service]. Learning from colleagues in other jurisdictions will allow me to compare practices and build professional relationships that support ongoing information sharing.

To extend the value beyond my own development, I propose to provide a written summary and deliver a [team briefing / leadership presentation / Lunch and Learn] by [date]. I will identify [number] practical recommendations and meet with [supervisor or team] to assess which ideas warrant further work.

I have considered registration, accommodation, transportation, meals, and other anticipated expenses. I will use available conference rates and follow our organization's travel policies. Any additional activities or travel time will be identified separately for approval.

I believe this opportunity will support my professional development while contributing to [specific organizational outcome]. Thank you for considering my request. I would welcome the opportunity to discuss the proposed learning objectives, budget, and plan for sharing the results.

Respectfully,
[Name]
[Rank / Position]
[Organization]

PART ONE / ATTEND THE CONFERENCE

Turn Learning Into Action

Agree on a small number of useful deliverables before attending. This gives the delegate and supervisor a shared basis for assessing the value of participation.

Before the Conference

- Confirm two or three learning objectives linked to organizational priorities.
- Identify relevant sessions as the program becomes available.
- Agree on who will receive a briefing and when it will take place.

During the Conference

- Record practical ideas, resources, and lessons that relate to your objectives.
- Build professional contacts who can support further information sharing.
- Consider local requirements before recommending an approach from another jurisdiction.

After the Conference

Share a written summary, team briefing, leadership presentation, training session, or Lunch and Learn. Identify recommendations for policies, employee support, training, or community engagement and discuss the next steps with your supervisor.

Examples of a Knowledge Sharing Plan

- Team briefing: Within 30 days, deliver a 20-minute briefing to supervisors on two relevant leadership or operational practices and share the supporting resources.
- Practical review: Within 60 days, prepare a short options paper for the relevant programme lead comparing one conference idea with our current approach.
- Peer learning: Arrange a follow-up discussion with a conference contact and invite colleagues working on the same challenge.

Measure the Value After Six Months

Review what happened after the learning was shared. Focus on useful decisions and actions rather than attendance alone.

- Has a team used a resource or changed a practice following the briefing?
- Has a proposed improvement been assessed, piloted, or incorporated into a current initiative?
- Has an international contact helped answer a question, compare approaches, or develop a partnership?

Example: Our programme lead reviewed two options, agreed to pilot one improvement, and assigned a date to assess the results.

5TH WORLD 2SLGBTQ+ CONFERENCE FOR CRIMINAL JUSTICE PROFESSIONALS

PRESENTATION

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HOST AGENCY

Vancouver Police Department

Present at the Conference

Presenting offers an opportunity to share your organization's work with an international audience and learn from colleagues facing related challenges.

What You Could Contribute

The conference welcomes perspectives from agencies of different sizes and disciplines, including community organizations and academia. Potential topics include employee wellbeing, recruitment, organizational change, community partnerships, operational innovation, and research.

A useful proposal explains the challenge, the approach taken, what was learned, and what delegates can apply. International perspectives, evidence-informed practices, measurable outcomes, and practical takeaways are encouraged.

Benefits for You and Your Organization

- Showcase successful programs, innovation, and lessons learned.
- Contribute knowledge that may help other criminal justice organizations.
- Develop presentation skills and demonstrate subject matter expertise.
- Receive feedback that can strengthen your work.
- Build professional relationships and potential international partnerships.

Presenter Registration

Accepted presenters receive complimentary conference registration for up to two presenters. Confirm the terms with the organizers and budget separately for travel, accommodation, and other expenses.

Before Requesting Approval

- Identify the proposed topic, intended audience, and practical learning outcomes.
- Explain how presenting supports your organization's priorities.
- Confirm any internal review needed for research, privacy, confidentiality, or public communications.
- Prepare an estimated budget and a plan to share conference learning.

Use the sample letter on the next page to request approval to submit a proposal and represent your organization if accepted.

Vancouver Pride Parade

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PART TWO / PRESENT AT THE CONFERENCE

Request Approval to Present

SAMPLE LETTER • Replace bracketed text before sending.

[Date]
[Supervisor's Name]
[Rank / Position]
[Organization]

Re: Approval to submit a conference presentation proposal

Dear [Name],

I request approval to submit a presentation proposal for the 5th World 2SLGBTQ+ Conference for Criminal Justice Professionals, taking place in Vancouver, British Columbia, from July 27 to 30, 2027. If accepted, I also seek approval to represent [Organization] at the conference, subject to the attached budget and proposed travel dates.

The conference brings together professionals from across the criminal justice sector to exchange practical approaches to leadership, inclusion, organizational culture, employee wellbeing, and community engagement.

My proposed presentation, [working title], would focus on [topic or initiative]. Through our work on [program, policy, partnership, or research], we have developed [practical approach or key learning]. The presentation would explain [challenge], describe [response], and share [outcomes or lessons] that other organizations may be able to apply.

Presenting would highlight our organization's work, contribute to professional knowledge sharing, and create opportunities for feedback from colleagues in other jurisdictions. It would also support our priorities relating to [specific organizational goal].

Accepted presenters receive complimentary conference registration for up to two presenters. My estimated remaining expenses for travel, accommodation, and related costs are [amount and currency]. I will follow our organization's travel policies and use conference rates where available.

Before submission and delivery, I will obtain the required internal approvals and ensure the presentation complies with applicable confidentiality, privacy, research, and public communications requirements. After the conference, I will share key learning with [audience] through [format] by [date].

Thank you for considering this request. I would welcome the opportunity to discuss the proposed presentation, its organizational value, and the resources required.

Respectfully,
[Name]
[Rank / Position]
[Organization]

5TH WORLD 2SLGBTQ+ CONFERENCE FOR CRIMINAL JUSTICE PROFESSIONALS

HOST

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Consider Hosting the 6th Conference

Tentatively 2029, with timing negotiable. Hosting the 6th World 2SLGBTQ+ Conference for Criminal Justice Professionals is an opportunity to bring international colleagues to your community and contribute to the next stage of the conference series.

Showcase Your Organization and Community

A host can highlight its people, successful initiatives, local partnerships, and community strengths. Welcoming delegates creates opportunities to demonstrate inclusive leadership and share approaches to public service.

Build Partnerships That Continue Beyond the Event

Planning brings together criminal justice organizations, community partners, government, educational institutions, tourism organizations, and local businesses. International contacts may lead to continued information sharing, research, and professional collaboration.

Develop People Through the Planning Process

Committees, volunteer teams, communications, logistics, sponsorship, protocol, and event management provide opportunities for employees to build leadership and project skills.

Support the Local Visitor Economy

Delegates use local accommodation, transportation, restaurants, and attractions. Hosting can introduce international visitors to the community and encourage extended stays.

Understand the Expression of Interest Stage

An Expression of Interest indicates an organization's desire to be considered as a host. The process requires an official endorsement letter from the Chief, Commissioner, Director, or Agency Head.

If selected to proceed, a comprehensive proposal would address governance, financial planning, partnerships, venue selection, sponsorship, and operational considerations. Internal approval should define who may submit the expression of interest and what further approvals will be needed.

Use the next page to request leadership support for an expression of interest to host the 6th Conference. The conference is tentatively planned for 2029, with timing negotiable.

Vancouver Pride Parade

We hope to participate in the Vancouver Pride Parade on August 1, 2027, subject to approval by the Pride Society. Consider extending your Vancouver trip through August 1 and allow for any additional leave, accommodation, and travel costs.

PART THREE / HOST THE 6TH CONFERENCE

Request Approval to Explore Hosting

SAMPLE LETTER • Replace bracketed text before sending.

[Date]
[Chief / Commissioner / Director / Agency Head]
[Organization]

Re: Expression of Interest to host the 6th World Conference

Dear [Name],

I request approval to submit an Expression of Interest on behalf of [Organization] to host the 6th World 2SLGBTQ+ Conference for Criminal Justice Professionals, tentatively in 2029, with timing negotiable.

The conference brings together professionals from policing, corrections, courts, probation, border services, military policing, oversight agencies, government, academia, the legal field, and community organizations. It provides a forum to exchange ideas, share evidence-informed practices, and build partnerships focused on leadership, inclusion, employee wellbeing, and community relationships.

Hosting would provide an opportunity to showcase [Organization] and [community], including our work on [specific initiative or strength]. It would support our priorities relating to [strategic goal] and create opportunities to work with [potential local partners].

The planning process would also provide professional development opportunities for employees through committee work, communications, logistics, volunteer coordination, and event management. Welcoming international delegates could strengthen professional networks and bring visitor activity to local businesses.

At this stage, an Expression of Interest indicates our desire to be considered as a future host. If selected to proceed, we would develop a comprehensive proposal addressing governance, financial planning, partnerships, venue selection, sponsorship, and operational requirements, subject to the necessary internal approvals.

An official endorsement letter from the Chief, Commissioner, Director, or Agency Head is required for the Expression of Interest. I request your endorsement and authorization for [person or team] to prepare and submit the expression of interest on behalf of [Organization].

Thank you for considering this proposal. I would welcome the opportunity to discuss the potential benefits, planning requirements, and next steps.

Respectfully,
[Name]
[Rank / Position]
[Organization]

Questions for Supervisors

Why Support Attendance?

Participation offers leadership development, international perspectives, and practical ideas relating to workplace culture, employee wellbeing, recruitment and retention, and community relationships. Ask the delegate to identify the specific priorities their attendance will support.

Is the Conference Relevant Only to 2SLGBTQ+ Employees?

No. Delegates do not need to identify as 2SLGBTQ+. Allies are encouraged to attend. The leadership, organizational, and operational themes are relevant across the criminal justice sector.

How Does This Differ From Other Professional Development?

The conference combines inclusive leadership and organizational culture with perspectives from different countries and criminal justice disciplines. Its value should be assessed against the delegate's role and learning objectives.

How Can We Assess the Return on Investment?

Set learning objectives in advance, request a short report with practical recommendations, and schedule a follow-up discussion. Review progress on agreed actions after six months.

What If Professional Development Funding Is Limited?

Compare the total cost with the expected organizational benefit. Consider early registration, conference accommodation rates, and a clear plan for sharing the learning across a team.

Why Support an Employee Presenting?

Presenting shares organizational experience, invites feedback, and builds professional relationships. Accepted presenters receive complimentary registration for up to two presenters; other expenses should be budgeted separately.

Why Consider Hosting a Future Conference?

Hosting can showcase the organization and community, strengthen partnerships, and develop employees through planning roles. It also requires a careful assessment of resources, governance, financial commitments, and capacity.

How Can a Supervisor Support Follow Through?

Agree on the learning objectives, a knowledge sharing format, audience, and delivery date. After the conference, discuss recommendations and identify who will take ownership of approved next steps.

REFERENCE / QUESTIONS FOR SUPERVISORS

Example Answers for Approval Requests

These sample responses show how an applicant or supervisor could support a proposal. Adapt them to the organization's priorities, resources, and approval process.

How Does Attendance Support Our Priorities?

Example answer: Our team is working on [priority]. I will compare relevant leadership and operational practices, identify two ideas for local assessment, and brief the programme lead within 30 days.

What Will Colleagues Gain From One Person Attending?

Example answer: I will deliver a team briefing, share a concise resource summary, and recommend two practical follow-up actions. Colleagues working on the same challenge will be invited to assess the ideas with me.

How Will We Manage Cost and Time Away?

Example answer: I will submit an itemized budget covering registration, hotel, travel, and other approved costs, using the conference hotel rate and Air Canada offer where applicable. My proposed leave and coverage plan will be agreed before booking.

What Will Success Look Like?

Example answer: Within 30 days, I will share the learning. Within 90 days, the relevant lead and I will assess one proposed improvement. At six months, we will review whether it informed a decision, pilot, resource, or partnership.

Why Is This Relevant for an Ally?

Example answer: Allies are encouraged to attend. The learning will help me support colleagues, lead inclusively, strengthen community relationships, and consider operational ideas relevant to my role.

Why Support a Presentation Proposal?

Example answer: The proposal would share our work on [initiative], invite feedback from other jurisdictions, and develop presentation skills. Any delivery would follow internal approvals, and I would share useful feedback with the team.

Does Exploring Hosting Commit Us to Running the Event?

Example answer: The request is for approval to explore and submit an Expression of Interest, with the required leadership endorsement. Any later proposal, budget, or commitment would return for the necessary approvals.