



2025 CATAP ANNUAL WORKSHOP & CONFERENCE

OCTOBER 26 to 30, 2025 | WHISTLER, BC

WORKSHOP & CONFERENCE FULL PROGRAMME



WWW.CATAP.CA



GENERAL EVENT INFORMATION

WORKSHOP & CONFERENCE DETAILS

Dates: Sunday, October 26 – Thursday, October 30, 2025
Location: Fairmont Chateau Whistler – Frontenac Ballrooms A/B/C
4599 Chateau Blvd
Whistler, BC V8E 0Z5 Canada

Event Registration: www.catap.ca/events

FAIRMONT CHATEAU WHISTLER & WHISTLER SHUTTLE RESERVATIONS

HOTEL Online: <https://book.passkey.com/go/CATAPO1025>

Reservations can also be made by contacting the Fairmont directly at 1-800-441-1414, using reservation code “CATAP 2025”.

SHUTTLE Service: www.ridebooker.com/events/catap-2025

Discounted travel between Vancouver Airport (YVR) and Whistler is available. From YVR, the shuttle meets flights from 10am until 8pm. For returns to YVR, we suggest you choose a departure time at least 5 hours prior to your flight departure time, or longer, based on your recommended airport arrival time for your departure destination.

PLEASE BOOK AT LEAST 72 HOURS PRIOR TO TRAVEL - ANY LAST-MINUTE BOOKINGS ARE SUBJECT TO AVAILABILITY.

HEALTH, SAFETY & SECURITY

Attendee Health

The CATAP Conference Committee is committed to the safety and well-being of our attendees. Our venue, the Fairmont Chateau Whistler, operates under the strictest health and safety protocols. The CATAP Conference Committee and the Fairmont Chateau Whistler will closely follow the advice of BC’s Ministry of Health in lead up to, and during, our event.

Attendee Food/Dietary Needs

A survey will be sent to all registered attendees prior to the event to confirm any dietary allergies/restrictions; requests or changes may not be able to be accommodated during the conference.

Attendee Safety & Security

CATAP values your security and personal safety. Approved and paid pre-registration is required for all 2025 CATAP Annual Workshop & Conference attendees. CATAP-issued name badges must be worn during all workshops, conference sessions, and social events. If you have specific personal safety or security concerns we should be aware of, please contact info@catap.ca.

CANCELLATION & REFUNDS

Cancellation and Refund Policy

- For cancellation prior to October 1, 2025 - Full (100%) Refund
- For cancellation from October 1 to October 10, 2025 - 50% Refund
- For cancellation after October 10, 2025 - No Refund

If you are unable to attend but have fully paid your registration, attendance is permitted to be transferred to another eligible person. Please contact us at info@catap.ca to facilitate this. Cancellation of any and all other logistics such as hotel room, flights, transportation, etc. are the full responsibility of the attendee. Late notice cancellation due to illness (e.g., COVID-19) must be received in writing to info@catap.ca. The attendee registration amount will then be applied to the 2026 Workshop and Conference registration.

SESSION INFORMATION



WORKSHOP PROGRAMMING

The registration desk will be available from 6:00 to 7:00 pm on Saturday October 25 outside Frontenac Ballrooms ABC

TIME	SUNDAY OCT 26	MONDAY OCT 27
7:00 am	REGISTRATION & CONTINENTAL BREAKFAST (7:00 to 8:30 am)	
8:30 am	MORNING WELCOME	
	<p>Workshop Stream 1 Interviewing and Consultancy Skills for Direct and Indirect Assessments by Threat Assessment Professionals</p> <p>Workshop Stream 2 Between Diagnosis and Behaviour: What threat assessment professionals need to know about psychiatric illness, neurodivergence, substance use, and personality</p>	
10:00 am	BREAK	
	<p>Workshop Stream 1 Interviewing and Consultancy Skills for Direct and Indirect Assessments by Threat Assessment Professionals</p> <p>Workshop Stream 2 Between Diagnosis and Behaviour: What threat assessment professionals need to know about psychiatric illness, neurodivergence, substance use, and personality</p>	
12:00 pm	LUNCH (ON OWN)	
1:00 pm	<p>Workshop Stream 1 Interviewing and Consultancy Skills for Direct and Indirect Assessments by Threat Assessment Professionals</p> <p>Workshop Stream 2 Between Diagnosis and Behaviour: What threat assessment professionals need to know about psychiatric illness, neurodivergence, substance use, and personality</p>	
2:30 pm	BREAK	
	<p>Workshop Stream 1 Interviewing and Consultancy Skills for Direct and Indirect Assessments by Threat Assessment Professionals</p> <p>Workshop Stream 2 Between Diagnosis and Behaviour: What threat assessment professionals need to know about psychiatric illness, neurodivergence, substance use, and personality</p>	
4:30 pm	DAY END	
	EVENING EVENTS	
	Certification Q&A 4:45 to 5:15 pm	Women in Threat Mingler 5:00 to 6:00 pm
	Social Night #1 6:45 to 10:00 pm	Conference Registration Desk 6:15 to 7:00 pm

Attendees will have the choice of one of the two streams. Switching between streams is not permitted

CONFERENCE PROGRAMMING*

TIME	TUESDAY OCT 28	WEDNESDAY OCT 29		THURSDAY OCT 30
7:00 am	REGISTRATION & CONTINENTAL BREAKFAST: 7:00 to 8:30 am			
8:30 am	MORNING WELCOME			
8:45 am	TRADITIONAL OPENING	Proximal Warning Behaviours for Targeted Attacks: A decade of advances		The Evolution of Organized Crime: Notes & guiding principles for threat assessment professionals
9:00 am	KEYNOTE			
9:15 am				
9:30 am				
9:45 am				
10:00 am	Effects of Stress, Trauma & Betrayal; and Enhancing Care for the Sentinels	BREAK		BREAK
10:15 am		Managing Threats of Self-directed Violence within a Post-Secondary Environment: Responding to a cry for help and criminal harassment	Interdisciplinary Teams: Challenging issues and possible solutions	
10:30 am				
10:45 am				
11:00 am				
11:15 am	The Convergence of Conspiracism, Christian Fundamentalism, and Anti-Government Ideology: An examination of the 2022 Wieambilla police shooting			
11:30 am				
11:45 am				
12:00 pm	LUNCH (Provided)	LUNCH (Provided)		LUNCH (Provided)
		STREAM 1	STREAM 2	
1:00 pm	Autism Spectrum Disorder and Violence Risk: Case studies	RCMP Protective Behavioural Analysis Unit: An overview	Interviewing Lone Actors	Using Threat Assessment to Assist with Managing High-Conflict Individuals
1:15 pm				
1:30 pm				
1:45 pm				
2:00 pm		BREAK		
2:15 pm	BREAK	Threat Assessment on Trial: The case of a mall mass shooting	Preventative Protection: A new approach to dignitary protection in the UK	BREAK
2:30 pm	Life's Seasons of Change: The impact of loss on behavioural threat assessment and management			Mass Killers with Links to Domestic Violence: Excerpts from JS Cree and Portapique
2:45 pm				
3:00 pm				
3:15 pm	BREAK			
3:30 pm	Radicalized Communities: Decoding digital leakage to prevent real-world tragedy	Current and Trending Threats in North America: Mitigation through the NORCAL Threat Management Group	From Instagram to the Hilltop: A university stalking case study	
3:45 pm				
4:00 pm				
4:15 pm				
4:30 pm	DAY END	DAY END		
	EVENING EVENTS			
	Fireside Chat featuring Dr. Bonnie Henry 5:45 to 6:45 pm	Book Signing with Dr. Nathan Brooks 4:30 to 5:00 pm	Certification Q&A 4:30 to 5:00 pm	
	Social Night #2 7:00 to 10:00 pm	Annual General Meeting *CATAP Members Only* 5:00 to 6:00 pm		

*Programming subject to change

2-DAY WORKSHOPS

WORKSHOP STREAM 1

Interviewing & Consultancy Skills for Direct & Indirect Assessments by Threat Assessment Professionals

Facilitated by Caroline Logan, PhD

Threat assessment professionals require skills in the direct assessment of people who may be at least anxious if not ambivalent or even reluctant to engage in such an investigative process. The core skills required are those relating to interviewing. In addition, enhanced interviewing skills are required by threat assessment professionals when persons of interest have difficulties relating to others – such as when they have mental health or personality problems, social communication difficulties linked to neurodiverse presentations, or complex presentations linked to the presence of multiple problems and areas of need.

This intensive and participatory two-day workshop will cover the range of core and enhanced interviewing skills that threat assessment professionals should at least be familiar with.

Day one will focus on the core interviewing skills all threat assessment professionals require for their direct assessment work. Skills include interview preparations and planning, managing initial contacts and endings, and rapport building – or enhancing the conditions of cooperation - throughout. Specific techniques then will be examined, illustrated and practiced, such as enquiring and changing topics (or conversational facilities), probing, observing, managing and riding resistance, and detecting and challenging anomalous accounts. At the end of day one, a personality-based approach to interviewing will be described and discussed.

Day two will focus on how to adapt existing and new skills to more challenging interview situations, namely the direct assessment of people with mental health problems, including personality difficulties, and people who are neurodivergent. Case studies and exercises will be used to illustrate and enhance learning and test skills.

The Facilitator:

Dr. Caroline Logan is a Consultant Forensic Clinical Psychologist. She has worked as a lead consultant in high and medium secure forensic mental health services in the north of England, and as a consultant/contractor with law enforcement and threat assessment and management agencies in the UK and elsewhere for almost 30 years.

She is an honorary senior lecturer at the University of Manchester (from 2009, and before that, a senior research fellow then an honorary research fellow at the University of Liverpool between 1996-2009) and a scientist at the Kompetansesenter at Helse Bergen in Norway. Dr Logan has ongoing clinical and research interests in personality disorder and psychopathy, mental disorder and comorbidity, risk and threat assessment and management, violent extremism, and forensic clinical interviewing, and she has a special interest in gender issues in the range of offending and harmful behaviour.

She has published five books and over 80 articles on these subjects, including *Violent Extremism: A Handbook of Risk Assessment and Management*, a book co-edited with Randy Borum and Paul Gill, published in November 2023, and a second edition of *Managing Clinical Risk: A Guide to Effective Practice*, co-edited with Lorraine Johnstone, published in December 2023. She has commenced work on a new book on violent extremism in youth with Professors Borum and Gill, and a book on personality problems and risk is in the pipeline.



2-DAY WORKSHOPS, cont.

WORKSHOP STREAM 2

Between Diagnosis and Behaviour: What threat assessment professionals need to know about psychiatric illness, neurodivergence, substance use, and personality

**Facilitated by Jack Rozel, MD &
Tony Thrasher, D.O.**

In this two-day, highly interactive workshop, participants will learn how psychiatrists think about understanding and managing violence risk. Just as not all “bad” behaviour is criminal, not all “different” behaviour is due to psychiatric illness. And, even when there is a psychiatric diagnosis, it may not be relevant or useful to the threat management plan.

This presentation will help threat management professionals understand what behavioural health professionals consider when they are evaluating and managing violence risk including diagnoses, treatment options, and the spectrum of normal and abnormal behaviour. Particular attention will be paid to traditional psychiatric disorders, autism spectrum, dementias, personality disorders, and medical disorders that can cause psychiatric illnesses.

This training will be led by Dr. Tony Thrasher and Dr. Jack Rozel, both experienced threat professionals and both past presidents of the American Association for Emergency Psychiatry.

The Facilitators:

Dr. Rozel has been working in emergency mental health since 1990 and has been the medical director of resolve Crisis Services of UPMC Western Psychiatric Hospital since 2010. He is a Past President of the American Association for Emergency Psychiatry, the leading national organization dedicated to the improvement of compassionate, evidence-based care for people with psychiatric emergencies. He divides his time between emergency psychiatry and violence work. Dr. Rozel trains and consults with teams across UPMC and the country on projects related to violence and threat management, staff injury prevention, firearm injury prevention, and crisis and emergency psychiatry.

He has served as an incident commander for mass shootings and been involved in the behavioural health response to several mass casualty events. He is a member of the Regional Gun Violence Research Consortium at the Rockefeller Institute of Government and has contributed to major policy efforts including the National Council for Mental Wellbeing’s reports on Mass Violence, the National Suicide Prevention Lifeline’s violence management guidelines, and the AMA et al’s Amici brief for the NYSRPA v Bruen case before the Supreme Court. He is the co-director of the UPMC Systemwide Threat Assessment and Response Team. Dr. Rozel is board certified in general, child, and forensic psychiatry. He earned a bachelor’s in Biomedical Ethics and an MD at Brown University and a Master of Studies in Law from the University of Pittsburgh where he also completed his general psychiatry residency and child and forensic psychiatry fellowships at Western Psychiatric Institute and Clinic of UPMC. Dr. Rozel is a Distinguished Fellow of the American Psychiatric Association and an Honorary Member of the American College of Emergency Physicians. He is currently a Professor of Psychiatry and Law at the University of Pittsburgh.



2-DAY WORKSHOPS, cont.

Dr. Tony Thrasher is a board-certified psychiatrist employed as the medical director for the Milwaukee County Crisis Services. He received his psychiatric training from Washington University in St. Louis at Barnes Jewish Hospital, and he is a Past President of the American Association for Emergency Psychiatry (AAEP). He is a Distinguished Fellow of the American Psychiatric Association (APA), and he currently serves as the Immediate Past President for both the Wisconsin Psychiatric Association (WPA) and the Wisconsin Association of Osteopathic Physicians and Surgeons (WAOPS).

In 2023, he is also proud to have served as the Editor for the Oxford Press Primer on Emergency Psychiatry as well as being the Editor for the American Psychiatric Association's Maintenance of Certification FOCUS journal centering on the core curriculum of Emergency Psychiatry. In 2024, he was fortunate enough to participate on the ABEM task force that resulted in the creation of a Focused Practice Designation in Emergency Behavioural Health, a unique collaboration through ABMS between the AAEP, ABEM, and ABPN.

In recent years, he was inducted into the American College of Psychiatrists, was named a Top Doctor by Milwaukee Magazine, earned his accreditation as a Certified Physician Executive (CPE), and he received an Exemplary Psychiatrist Award from National NAMI (National Alliance on Mental Illness).



CONFERENCE: TUESDAY OCTOBER 28 SESSIONS

TRADITIONAL OPENING CEREMONY

Provided by the Squamish Lil'Wat Cultural Centre



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SQUAMISH LIL'WAT CULTURAL CENTRE
WHISTLER

KEYNOTE

Featuring Nathan Brooks, PhD

New Zealand-based forensic psychologist and senior lecturer, Nathan Brooks, PhD is increasingly recognized for his expertise in high-stakes behavioural assessment and intervention, and work with government and law enforcement throughout the world on sensitive threat and risk cases featuring complex behavioural patterns. As an Operational Psychologist with the New Zealand Police, host of The Target Violence Podcast and Author of *Mass Casualty: The Rise of Lone Actors* (August 2025), Dr. Brooks' thought leadership provides insights on psychopathy, personality disorders, and behavioural risk indicators, equipping professionals to better understand and respond to the evolving challenges of behavioural risk in today's dynamic world.

Effects of Stress, Trauma & Betrayal; and Enhancing Care for the Sentinels

Speakers – Gene Deisinger, PhD & Jeffrey R. Cugno

This presentation will discuss how the varied roles of threat assessment professionals can contribute to stress and trauma, provide an overview of the factors affecting the well-being of Behavioural Threat Assessment and Management professionals, summarize warning signs of diminished or neglected well-being, and discuss strategies to support the health and well-being of threat assessment professionals and their respective teams.

The Convergence of Conspiracism, Christian Fundamentalism, and Anti-Government Ideology: An examination of the 2022 Wieambilla police shooting

Speaker – Amanda Thompson, PhD

The Wieambilla police shooting was declared Australia's first Christian terrorist attack. In December 2022, officers from Queensland Police were ambushed as they conducted a routine enquiry which ended in the deaths of 2 officers, a civilian, and the 3 perpetrators. This presentation will explore the confluence of factors culminating in this incident, including anti-government, conspiratorialist and fundamentalist Christian beliefs set against the broader social-political backdrop of the Covid-19 pandemic. The event will be discussed through the lens of BTAM principles, and explore the perpetrators respective radicalization trajectories as they mobilized to violence. Implications for reform will also be discussed.

TUESDAY OCTOBER 28 SESSIONS

Autism Spectrum Disorder and Violence Risk: Case studies

Speakers – Kelly Watt, PhD & Stephen Hart, PhD, CTAP(C)

There is intense debate at present concerning whether there is a direct or strong association between Autism Spectrum Disorder (ASD) and violence. On the one hand, the existing research suggests that the majority of people with ASD do not engage in violence, but on the other hand, it also suggests that a substantial minority of them do engage in violence, their violence is under-reported, and their ASD may interact with other risk factors to increase violence risk. Drs. Watt and Hart will begin by outlining the key features of ASD and discussing how those features may play a causal role with respect to violence. Next, they will present three case studies involving people with ASD that illustrate the complexity of the disorder and the challenges it can pose for threat assessment and management.

Life's Seasons of Change: The impact of loss on behavioural threat assessment and management

Speaker – Nancy Kelley, EdD

This presentation explores the complex relationship between loss, grief, and potential aggression and violence. Moreover, it highlights the need for those in the field of safety to advocate for the appropriate use of trauma and grief-based interventions in their casework. The interaction between loss, grief, bereavement, and worldview will be linked to relevant literature from both the US and Canada to discuss unresolved grief and the use of unhealthy strategies, including violence, to cope with loss. Lastly, the presentation will offer specific interventions to use when assisting individuals navigating a loss to prevent violence.

Radicalized Communities: Decoding digital leakage to prevent real-world tragedy

Speaker – Steven MacDonald

As online use and communities expand, so does their potential to influence high risk individuals along the pathway to violence. Extremist spaces like True Crime Communities (TCC), Terrorgram, and WatchPeopleDie can foster radicalization, reinforce harmful ideologies, and escalate individuals toward real-world violence. This session explores the connection between online radicalized communities and violent behaviour, highlighting key patterns, warning signs, and digital leakage. This session will include recent case-walkthroughs handled by the SST Threat Analyst team this last year, affording attendees the opportunity to gain valuable tools and insights into the Behavioural Digital Threat Assessment (BDTA) process, along with strategies for early intervention and prevention. Join us for a critical discussion on disrupting the cycle of online radicalization before it escalates into violence, utilizing evolving strategies in threat assessment and prevention.

FIRESIDE CHAT (5:45PM - 6:45 PM)

Featuring Bonnie Henry, MD, MPH, FRCPC

In conversation with CATAP Vice President Andrea Ringrose

Join us for candid reflection with Dr. Bonnie Henry, British Columbia's Provincial Health Officer. Dr. Henry's guiding message "Be Kind. Be Calm. Be Safe." became the daily affirmation promoting resiliency and shared compassion for the people of B.C. during the height of the pandemic period, all the while quietly navigating building vitriol and dangerous online and offline rhetoric, and the subsequent introduction of protective security measures deemed necessary to keep her and those around her safe. In conversation, we'll explore the impact of being B.C.'s highest profile female public service leader at the forefront of a global crisis, the intense public scrutiny, and the experience of being the target of deeply troubling harassment and threats necessitating protection.

WEDNESDAY OCTOBER 29 SESSIONS

Proximal Warning Behaviours for Targeted Attacks: A decade of advances

Speakers - Reid Meloy, PhD & Molly Amman, JD, CTM

In 2012 Meloy, Hoffmann, Guldemann and James published a suggested typology of proximal warning behaviours for targeted violence. Significant updates have occurred since the typology was introduced. Meloy and Amman will discuss the most current understanding of each of the eight proximal warning behaviours, as well as advancements in our understanding of the would-be offenders pre-attack mindset. Tangible advancements in operational and research findings have been made related to the pathway to violence, fixation, identification, last resort, energy burst, novel aggression, leakage, and directly communicated threats.

Managing Threats of Self-directed Violence within a Post-Secondary Environment: Responding to a cry for help and criminal harassment

Speakers – Brianne Layden, PhD & Kirsten McMenamie

Self-directed violence (SDV) and communications regarding intent to engage in SDV can be challenging to manage in higher education, as universities owe a general duty of care to both the person expressing intent to harm and those exposed to such communications. In some cases, communication regarding SDV can amount to intimidation or harassment of others (R v. Lofstrom, 2018). This presentation will utilize a case study to highlight the complexity of managing threats of SDV within the post-secondary context, including balancing support and intervention needs of the individual and potential impacts on the community, including harassment or intimidation of others.

AFTERNOON SESSIONS:

Stream 1: RCMP Protective Behavioural Analysis Unit: An overview

Speaker – Gabriel Letourneau

The RCMP Protective Behavioural Analysis Unit is a young team with the mandate to complete behavioural analysis and recommends management strategies for individuals who are at risk for violence or are pathologically fixated towards protected persons, in support of our protective policing partners. In this presentation, we will go over its beginnings, its structure, its objectives and then explore a series of cases of threats, violence and stalking towards protected persons.

Stream 2: Interviewing Lone Actors

Speaker – Nathan Brooks, PhD

Lone actor violence is often underpinned by a blend of personal grievances and extreme ideologies, also called Lone Actor Grievance Fueled Violence (LAGFV). The unique nature of this offending presents numerous challenges for police interviewers, as most interviews are conducted with limited preparation or insight into the motivations for offending. The talk will examine the role of grievances, ideology and rapport when interviewing lone actors, drawing on numerous case examples. Recommendations for police interviewing and also engagement within threat assessment contexts will be explored.

WEDNESDAY OCTOBER 29 SESSIONS

Stream 1: Threat Assessment on Trial: The case of a mall mass shooting

Speakers – Russel Palarea, PhD & Alka Ramchandani-Raj, JD

On October 25, 2021, a suspect opened fire inside a mall, killing two and injuring others. The suspect had been cautioned several times by mall security about the mall's open-carrying prohibition. OSHA cited the security company, claiming the act was foreseeable, and requiring the company to create a BTAM team based on the ASIS-SHRM Standard. The judge's decision hinged on the threat assessment expert testimony of the suspect's mindset and behaviour preceding the attack. The presenters will discuss the threat assessment, legal strategy, and precedent-setting implications of the judge's decision.

Stream 2: Preventative Protection: A new approach to dignitary protection in the UK

Speaker – Sammi Elfituri

Preventative Protection is the UK response to a new threat landscape encompassing political violence, grievance and fixation, often interlinked with mental illness all of which is challenging public figure and dignity protection. The Royalty and Specialist Protection Command (RaSP) of the Metropolitan Police Service (MPS), is leading this work to identify, assess and mitigate threats and intervene early using a powerful collaboration of innovative and specialised teams. Sitting alongside the traditional mechanisms of protection, our teams work together to reduce the risk. The Fixated Threat Assessment Centre (FTAC), intelligence, open source, behavioural detection and investigation teams all work to achieve our gold standard protection aspiration; prevention. This presentation will introduce the new and refreshed way that dignity protection in the UK has undergone a culture shift to focus on prevention and early intervention.

Stream 1: Current and Trending Threats in North America: Mitigation through the NORCAL Threat Management Group

Speakers – Greg Concepcion & Nick Silva

The presentation will focus and provide an overview of all the current threats that currently impact Canada and the U.S, and mitigation efforts to counteract these threats. Threats presented include domestic and foreign terrorism entities, domestic violent extremists, criminal gangs, among others. After the threats are covered, a real-world case study where multi-agency collaboration was lifesaving. The structure of our threat assessment team, the protocols we use to share information legally and ethically, and the operational framework that allows us to act swiftly when a potential threat emerges will be discussed.

Stream 2: From Instagram to the Hilltop: A university stalking case study

Speaker – Malcolm McGuire

This case study will cover the four-year investigation into an individual who began harassing and stalking multiple female students online via fake social media accounts, before switching to stalking students and their families in-person. The subject was identified, subsequently arrested, and sentenced to state prison. Upon release he began to stalk the same victims and was imprisoned again.

THURSDAY OCTOBER 30 SESSIONS

The Evolution of Organized Crime: Notes & guiding principles for threat assessment professionals

Speaker – Caroline Logan, PhD

Organised crime is a global and evolving threat involving activities like trafficking, fraud and cybercrime enabled by corruption, weak governance and crisis government. Traditional groups like the Yakuza and Triads are increasingly experimenting with the decentralised online networks favoured by modern organised crime groups, using encryption, cryptocurrencies and automation. Worryingly, some groups are merging with extremist entities, complicating threat identification. Threat assessment and management professionals face challenges in detecting and disrupting these groups, but tools exist for prevention, disruption and resilience-building. This presentation outlines those tools and guiding principles on their application and uses case studies to illustrate their application.

Interdisciplinary Teams: Challenging issues and possible solutions

Speakers – Jim Cawood, PhD & Kelly Watt, PhD

Interdisciplinary Teams are highly recommended when assessing and managing violence risk and other diverse behaviours and situations of concern. They are an essential means of maximizing the skills and knowledge of team members, facilitating information sharing within and outside teams, and improving collaborative case management. Even though taking a multidisciplinary approach to assessing and managing violence risk is considered best practice, little is known about the challenges teams face and even less is known about possible solutions. This presentation will present case illustrations of challenging issues faced by teams and propose solutions for consideration. This presentation will have implications for diverse teams within and across different sectors (e.g., law enforcement, education, health, government and workplaces).

Using Threat Assessment to Assist with Managing High-Conflict Individuals

Speakers – Darren Balsom, CTAP(C) & Carlos de Menezes

This presentation will highlight an approach developed by the Calgary Police Service, created by the Behavioural Analysis Team and the Professional Standards Section which focuses on comprehensive complaint handling and investigation while considering employee welfare. They will conclude with a case study that provides insights and best practices learned from their experiences. The discussion aims to highlight effective strategies for managing complaints and ensuring thorough investigations that balance the well-being of employees involved in the process.

Mass Killers with Links to Domestic Violence: Excerpts from JS Cree and Portapique

Speaker – Matt Logan, PhD

We often hear about an individual who had “suddenly gone completely berserk, with no warning to his family or friends” or the quiet neighbour man who suddenly “snapped” and killed his entire family. Intimate partner violence (IPV) is often a precursor to a mass casualty attack. 59.1% of mass shootings between 2014 and 2019 were domestic-violence (DV)-related, and in 68.2% of mass shootings, the perpetrator either killed at least one partner or family member, or had a history of DV. This majority of mass killers are not turning violent but switching the target of their violence from known victims to random members of the public.

SPEAKER BIOGRAPHIES



Molly Amman, JD, CTM



Former FBI profiler and CATAP member Molly Amman is an internationally recognized expert in threat assessment and management. Prior to retiring from the FBI in 2020, Ms. Amman worked at the Behavioural Analysis Unit (BAU) in Quantico, Virginia, developing her expertise and experience as a targeted violence profiler. Ms. Amman's case work at the BAU focused on school and workplace violence, threatening communications, public figure threats, stalking and extortion, active crisis incidents, domestic terrorism, and more. Prior to joining the BAU as a profiler, Ms. Amman served as a faculty member at the FBI Academy, teaching communications, investigative interviewing, and detection of deception. She also served as a supervisor in the FBI Special Events Management Program, which managed public safety assets for crisis response and management, intelligence, and investigations in relation to major special events such as professional sports championships and Olympic games.

Ms. Amman completed numerous long-term overseas deployments to further US and allied threat mitigation and anti-radicalization efforts. She has collaborated extensively with law enforcement and public safety partners both at home and abroad, intelligence agencies, professional organizations, members of academia, and private sector partners, in assessing threats of violence posed by individuals and groups. She has conducted training around the world, has authored several publications on topics related to threats and targeted violence, extremism, and the law, and has appeared in a number of television news and documentary projects. After practicing law as a prosecutor, Ms. Amman joined the FBI in 1998. Since retiring from FBI service, she is now engaged in private practice threat assessment and management focusing largely on workplace violence and domestic extremism, and currently serves as the national Certification Chair for the US Association of Threat Assessment Professionals. Ms. Amman is an ongoing contributor to the body of research and knowledge in behavioural threat assessment and has authored numerous publications in the field, such as the well-known how-to guide, *Making Prevention a Reality: Identifying, Assessing, and Managing the Threat of Targeted Attacks*.

Darren Balsom, CTAP(C)



Darren Balsom has been a Threat Assessment Specialist with the Calgary Police Service for ten years and is currently assigned to the Behavioural Sciences Unit (BSU). In 2017, Darren completed the RCMP Threat Evaluation and Management understudy and is presently enrolled in the Criminal Investigative Analysis (Criminal Profiling) Understudy program also with the RCMP. Before the BSU, Darren worked in the High-Risk Offender Program, Serious Habitual Offender Program, and general analysis section.

Darren is a former member of The Association of Treatment of Sexual Abusers, The Association of Threat Assessment Professionals, and is the current Past President of the Canadian Association of Threat Assessment Professionals. Darren has conducted Threat and Risk Assessment training for various government and non-governmental agencies such as the Parole Board of Canada, the Correctional Services of Canada, Alberta Child and Family Services, the Calgary Police Service Child Abuse Unit, Calgary Catholic School District, the Calgary Board of Education, the Calgary John Howard Society, the Circles of Support and Accountability and the RCMP. Darren is a graduate of the psychology and criminology programs of Memorial University of Newfoundland.

Nathan Brooks, PhD



Dr. Brooks is a Consultant Forensic Psychologist and has broad experience pertaining to risk and threat assessment, along with having worked in both the private and public sectors. As a member of the Behavioural Science Unit within New Zealand Police, Nathan has provided consultancy on security matters and a variety of threat situations and events and advised on numerous serious and major crime investigations. Across his career, he focused primarily on high-risk and high-harm matters, particularly in respect to personality and behavioural risk indicators.

Nathan has conducted lectures and workshops on leading matters in the field, delivering these services nationally and internationally. He has produced a variety of peer-reviewed articles and publications on a range of topics, including lone actor violence, psychopathic personality, personality disorders, criminal profiling, sexual offending, cold case investigations, targeted violence, investigative practices, grievance-fueled violence, and stalking. He is also the joint editor of a book focusing on psychopathic personality within the workplace and he is about to publish a new book on Mass Casualty Violence.

Jim Cawood, PhD

Dr. Cawood is President of Factor One which is a California based corporation specializing in threat assessment and management, violence risk assessment, behavioural analysis, security consulting, and investigations. He has worked in the area of threat and violence risk assessment and management, behavioural analysis, violence prevention, security analysis, and incident resolution for more than 30 years. He has successfully assessed and managed over 5000 violence related cases for federal and state government agencies, universities and colleges, public and private corporations, and other business entities throughout North America and has provided consultation and training to these same types of organizations on the design and implementation of threat assessment, violence risk assessment, and incident response protocols and programs. This has included the creation and implementation of dozens of threat management teams and participation in the development of the original P.O.S.T. (Peace Officers Standards and Training) telecourse for Workplace Violence for California and Arizona law enforcement, California P.O.S.T., development of a Fear and Anger Control telecourse, Association of Threat Assessment Professional's Risk Assessment Guideline Elements for Violence (R.A.G.E.-V), ASIS International's Workplace Violence Prevention and Response guideline, the ASIS/SHRM Workplace Violence Prevention and Response Standard (ANSI), the ASIS Workplace Violence and Active Assailant-Prevention, Intervention, and Response Standard (ANSI), and participation in the development of a threat assessment protocol by the California District Attorney's Association for use in training judges, District Attorneys, and others in the California justice system. He also has served as an expert witness in dozens of cases involving questions concerning investigative and security issues, including threat and violence risk assessment and management in the workplace.

Dr. Cawood is currently serving as an Associate Editor of the Journal of Threat Assessment and Management (American Psychological Association), as the Vice-Chairman of the Certification Committee which is responsible for the ATAP Certified Threat Manager program, and he is also serving on the Professional Certification Board (PCB) of ASIS International. He is the former Association President of the Association of Threat Assessment Professionals (ATAP) and has also served as Association 2nd Vice President and the President of the Northern California Chapter; on the ASIS International Foundation Board and was Secretary of the Board; as the Chairman of the Board of the California Association of Licensed Investigators (CALI) and has served as Chairman of their Legislative Committee; and as a Board member for the Association of Workplace Investigators (AWI).

Dr. Cawood is a graduate of U.C. Berkeley, holds a Master's degree in Forensic Psychology from Argosy University, and a Ph.D. in Psychology from Northcentral University. He is a licensed Private Investigator and Private Patrol Operator in CA. He previously served as an Assistant Part-Time Professor for Northcentral University, now National University, creating curriculum for their Forensic Psychology Master's program specialization in Threat Assessment and Management; on the faculties of Golden Gate University, in their Security Management degree program, and was an instructor for the University of California, Santa Cruz extension program, teaching Threat Management.

He is a Certified Threat Manager (CTM), Certified Protection Professional (CPP), Professional Certified Investigator (PCI), Physical Security Professional

(PSP), and Certified International Investigator (CII). He has written articles, book chapters, and books, and published research. These works include being the original author of A Plan for Threat Management (Chapter 40) of the Protection of Assets Manual, a co-authored chapter: Threat Management of Stalking Cases in The Psychology of Stalking: Clinical and Forensic Perspectives, published by Academic Press in 1998.; contributed to Ending Campus Violence: New Approaches to Prevention, by Brian Van Brunt, Routledge, August 2012; contributed a chapter on Threat Assessment and Management to Applied Crime Analysis: A Social Science Approach to Understanding Crime, Criminals, and Victims(Elsevier), Edited by Wayne Petherick, July 2014; and contributed a chapter on Threat and Violence Intervention: Influenced by Victim and Offender Perspectives to The Psychology of Criminal and Antisocial Behaviour: Victim and Offender Perspectives(Elsevier), Edited by Wayne Petherick and published in January of 2017; he co-authored the book, Violence Assessment and Intervention: The Practitioner's Handbook, CRC Press. The First Edition was published in 2003, the Second Edition in 2009, and the Third Edition in November of 2019; his most recent book, Threat and Violence Interventions: The Effective Application of Influence was released by Academic Press in November of 2020.

Greg Concepcion



Special Agent Greg Concepcion is assigned to the FBI San Francisco Field Office and is the Primary Behavioural Analysis Unit Coordinators and the Primary Threat Management Coordinator. He began his career with the FBI in 1997 and has been assigned to work within the Criminal, Counterintelligence, and Cyber Divisions. Previous assignments included Supervisory Special Agent positions within the New York Field Office and FBIHQ Counterintelligence Division. He is a certified Special Weapons and Tactics (SWAT) Operator and a former member of the Washington Field Office Evidence Response Team.

SA Concepcion is a Co-Founder and Co-Chair of the Northern California Threat Management Group, a collaboration with the Northern California Regional Intelligence Center and the FBI San Francisco Field Office to create a Regional Threat Assessment and Threat Management consortium for the 15 Counties within the San Francisco Bay Area. SA

Concepcion also served on the Chapter Board of the Northern California Chapter of the Association of Threat Assessment Professionals (ATAP).

Mr. Concepcion earned a Bachelor of Science in Criminal Justice and a Bachelor of Arts in Psychology from the California State University of Long Beach and attended the Master's in Forensic Psychology Program at John Jay College of Criminal Justice. SA Concepcion is a certified FBI BAU Threat Management Coordinator and has been trained on the use of the WAVR-21, NCBIO-25, the Critical Pathway of Insider Risk, and is a graduate of the Gavin de Becker & Associates Advanced Threat Assessment Academy.

Jeffrey Cugno



Jeffrey R. Cugno is the Chief Executive Officer and Founder of SOS Global Consulting, Inc., established to create strategic partnerships with private and public sector stakeholders to manage risks of harm through consultative assistance. Mr. Cugno and his clients collaborate to design and implement holistic initiatives, including foundational and advanced curriculum, to educate and safeguard any given environment. Mr. Cugno served as a Special Agent with the Federal Bureau of Investigation (FBI) for over two decades. He worked on the FBI's Los Angeles Field Office (FBILA) Cyber Crime Squad and was a Team Leader of the FBILA's Evidence Response Team (ERT). As an ERT Team Leader, Mr. Cugno led crime scene investigators in the collection of evidence for a variety of investigations, including bank robberies, kidnappings, homicides, Agent-involved shootings, and airplane disasters.

For over 17 years, Mr. Cugno maintained the position of the FBI LA's Primary Behavioural Analysis Unit (BAU) Coordinator until his retirement in October 2023. In this role, Mr. Cugno assisted with the investigation of repetitive and violent crimes, counterterrorism, and threatening communications. In addition to his primary role as the BAU Coordinator, Mr. Cugno also provided leadership and consultation in the following five specialized areas concurrently: Threat Management Coordinator, Child Abduction Rapid Deployment Team – West Team Leader, Adjunct Faculty Instructor, Crisis Negotiator, and Threat Assessment Regional Evaluation Team (TARGET) Working Group – Director.

Mr. Cugno was the founder of the TARGET Working Group and served as the Director from 2011-2023. TARGET was created to develop best practices in the identification, assessment, and management of threats to K-12 schools, college and university campuses, houses of worship, healthcare facilities, and other critical infrastructures. This was accomplished through the identification of subject matter experts, the sharing of information, and the facilitation of training. Subsequently, Mr. Cugno collaborated with local communities to expand TARGET's education and liaison capabilities into four geographically located threat assessment and threat management teams serving Southern California.

Mr. Cugno was a dedicated FBI Adjunct Faculty Instructor and routinely provided training to domestic and international participants in the following topics: situational awareness, verbal de-escalation, behavioural indicators of targeted violence, crisis/hostage negotiations, interview and interrogation strategies, mass casualty response, cybercrime investigations, evidence collection techniques, counterterrorism, violent crime matters, and threat assessment and threat management principles.

In 2022, Mr. Cugno was selected to be a member of the Los Angeles County's Veteran Suicide Review Team. Mr. Cugno was elected to the position of Secretary of the Association of Threat Assessment Professionals (ATAP), Los Angeles Chapter, for the 2025-2026 term. Mr. Cugno holds a Master of Science Degree in Justice, Law, and Society from The American University.

Carlos de Menezes

Detective Carlos de Menezes is currently a member of the Calgary Police Service's Behavioural Sciences Unit and is an understudy in the RCMP's Threat Evaluation and Management Program. As a 20-year member of the Calgary Police Service, he has spent time on frontline patrol, General Investigations, and Professional Standards with secondments to drug and targeted enforcement units during that tenure.

Gene Deisinger, PhD



Dr. Gene Deisinger is President of Deisinger Consulting, LLC, specializing in operational psychology, protective intelligence, and behavioural threat assessment & management for an international base of clients in business, education, healthcare, government, military, law enforcement, non-profit organizations, and security & protective operations. Dr. Deisinger helps clients develop, implement, and operate comprehensive, holistic & collaborative programs to prevent & mitigate harm, sustain continuity of operations, and enhance the safety & well-being of the organization and its members.

In June 2022, the U.S. Department of Justice appointed Dr. Deisinger to serve as a subject matter expert on the Critical Incident Review Team regarding the mass casualty incident at Robb Elementary School in Uvalde, TX.

Since 2021, Dr. Deisinger has served as a founding member and subject matter expert for the Mass Violence Advisory Initiative, a joint project of the International Association of Chiefs of Police and the U.S. Department of Justice Bureau of Justice Assistance.

Since February 2015, Dr. Deisinger has been retained as the Threat Management Consultant for the Virginia Center for School & Campus Safety. Dr. Deisinger provides threat management training and consultation for schools, campuses, and government & law enforcement agencies across Virginia.

Until his retirement in December 2014, Dr. Deisinger served as Deputy Chief of Police & Director of Threat Management Services for Virginia Tech, positions to which he had been recruited following the 2007 mass casualty incident at that campus. As executive officer for the Virginia Tech Police Department, Dr. Deisinger provided leadership for law enforcement operations to support a safe and secure campus environment and directed the university's multi-disciplinary threat management functions across its global facilities.

Dr. Deisinger earned his doctorate in psychology from Iowa State University. He is a licensed psychologist, a certified health service provider in psychology, and, until his retirement, a certified law enforcement officer.

Dr. Deisinger was a founding member of the Iowa State University Critical Incident Response Team, a multi-disciplinary team that conducted pro-active planning and coordinated institutional responses during crisis situations. As part of that initiative, Dr. Deisinger developed and directed the Threat Management Team for Iowa State from the team's inception in 1993, until accepting his position at Virginia Tech in 2009.

Since 1994, Dr. Deisinger has provided threat assessment & management consultation and training to organizations across the United States and abroad, assisting hundreds of organizations in developing, implementing, and refining their threat management processes. He has provided consultation on a broad range of cases, helping organizations to implement integrated case management strategies. Dr. Deisinger has been an invited speaker for numerous national & international professional and government organizations.

In 2008, Dr. Deisinger was the lead author of *The Handbook for Campus Threat Assessment & Management Teams*, which is recognized by the American National Standards Institute as exemplifying the standard of practice for implementing and operating campus threat assessment and management teams. Several campuses, corporations and healthcare systems have adopted the Handbook as an operating guide.

Since 2012 he has served as a subject matter expert for the White House, and the US Departments of Justice, Homeland Security, and Defense, in their efforts to prevent targeted violence and other insider threats. From 2009-2011, Dr. Deisinger served as a subject matter expert and primary trainer for the national Campus Threat Assessment Training initiative, a program offered through the US Department of Justice, Office of Community Oriented Policing Services. From 2009-2012, Dr. Deisinger was appointed as a Fellow of the US Department of Education's Higher Education Center for Alcohol, Drug Abuse and Violence Prevention. From 2008 to 2010, Dr. Deisinger was appointed as a subject matter expert for a joint project by the US Department of Education, US Secret Service and Federal Bureau of Investigation that resulted in a monograph entitled *Campus Attacks: Targeted Violence Affecting Institutions of Higher Education*.

In 2009, following the tragedy at Fort Hood, the US Army requested Dr. Deisinger's assistance in enhancing force protection and threat management capabilities. He subsequently served as a subject matter expert for the Defense Science Board, providing briefings to enhance understanding of targeted violence and application of threat management methodologies in military settings. His contributions were included in the Board's 2012 publication entitled *Task Force Report: Predicting Violent Behaviour*.

He has been featured in *Nature - International Weekly Journal of Science*, and in the American Psychological Association *Monitor on Psychology*, and the PBS Special, *The Path to Violence*.

Sammi Elfituri

Chief Inspector Sammi Elfituri is a police officer in the Metropolitan Police Service in London and currently works in protection operations within RaSP. He commenced his career in the London Borough of Brent as an emergency response officer and then neighbourhood officer. From 2018 he led all frontline police operations as a BCU Duty Officer before taking over partnership and neighbourhood teams in Harrow. He holds a first degree in Chemistry and an MSc in Countering Organised Crime from University College, London, where he undertook a major research project into the organised theft of ~£5M worth of metal from the BT telecommunication network across London. He is a Fellow Practiser of the Police Foundation and a member of the Security Institute.

Stephen Hart, PhD, CTAP(C)



Stephen Hart, PhD, CTAP (C), obtained his BA, MA, and PhD in psychology at the University of British Columbia. He is a Professor of Clinical and Forensic Psychology at Simon Fraser University and a Director and Threat Assessment Specialist at Protect International. His work focuses on the development, implementation, and evaluation of decision support aids for violence risk assessment and management. He has consulted for government agencies around the world and led more than 600 training workshops for professionals. His decision support aids are widely used and have been translated into more than three dozen languages. He has authored more than 275 books, chapters, and articles and presented more than 600 conference papers.

He is President of the Canadian Association of Threat Assessment Professionals (CATAP) and previously served as President of both the American Psychology-Law Society and the International Association of Forensic Mental Health Services. He was Founding Editor of the International Journal of Forensic Mental Health and the Journal of Threat Assessment and Management. He maintains an active practice related to violence risk at Protect International. He is recognized as a Certified Threat Assessment Professional in Canada and has been qualified to give expert evidence before courts, tribunals, review boards, inquests, and parliamentary committees in Canada, the United States, and the United Kingdom.

Bonnie Henry, MD, MPH, FRCPC



Dr. Bonnie Henry was appointed as British Columbia's Provincial Health Officer in 2018. As BC's most senior public health official, Dr. Henry is responsible for monitoring the health of all British Columbians and undertaking measures for disease prevention and control and health protection. Most recently Dr. Henry has led the province's response on the COVID-19 pandemic and drug overdose emergency.

Dr. Henry's experience in public health, preventive medicine and global pandemics has extended throughout her career. She served in a number of senior roles at the BC Centre for Disease Control and Toronto Public Health, including as the operational lead in the response to the SARS outbreak in Toronto.

She has worked internationally with the WHO/UNICEF polio eradication program in Pakistan and with the WHO to control the Ebola outbreak in Uganda and has been actively involved in mass gathering health planning in Canada and internationally.

Nancy Kelley, EdD



Dr. Kelley is a member of the Walmart Threat Management Team after spending 28 years in education, holding various positions such as a teacher, school counselor, district supervisor, instructor for the University of Memphis, and a School Safety Mentor for Tennessee, US. She has been instrumental in formulating policies, procedures, programs, and educational training for behavioural threat assessment, mental health, counseling, bullying/harassment, suicide awareness, and emergency operations. Dr. Kelley spent 20 years responding to crises such as death and natural disasters, designing and facilitating management plans to address grief and loss. Leading over 300 presentations for educators, community members, and Walmart associates throughout the United States and abroad, Dr. Kelley's "why" is to use education and awareness as a platform to prevent violence and promote physical and emotional safety.

Brianne Layden, PhD



Dr. Brianne Layden obtained BA, MA, and PhD degrees in psychology at Simon Fraser University. She is a clinical and forensic psychologist specializing in the assessment and management of risk for violence toward the self and others. She works as a Threat Assessment Specialist at Protect International Risk and Safety Services Inc., is a contract psychologist with Forensic Psychiatric Services Commission of British Columbia, is an Adjunct Professor of Psychology at Simon Fraser University, and is the associate editor of *Intelligence*, an e-newsletter that keeps professionals up to date about recent advances in threat assessment around the globe. She also serves as a Member-at-Large for the International Association of Forensic Mental Health Services.

Her expertise involves the assessment and management of self-directed violence and personality disorders, particularly borderline personality disorder, and intersecting risks (e.g., general and self-directed violence). She has provided training workshops and presentations for forensic mental health, law enforcement, corrections, security, victim services and higher education, and has co-authored over 50 articles and conference presentations. Finally, she is the lead author on a set of structured professional judgment guidelines for the assessment and management of self-directed violence.

Gabriel Letourneau

Sgt. Gabriel Letourneau joined the RCMP in 2009 and was posted to the East Prince detachment, Prince Edward Island. Sgt. Letourneau served in general duty policing with involvement with the Emergency Medical Response Team, supporting various critical incidents and tactical operations in the Maritimes. Sgt. Letourneau was transferred in 2015 to the Parliamentary Protective Services unit where he assisted in the implementation of the new security service and withdrawal of the RCMP on Parliament Hill. Sgt. Letourneau then transferred to the Protective Intelligence Unit where he served as the lead intelligence officer in liaison with the Prime Minister Protective Detail, which involved the review of all intelligence related to the safety and security of the Prime Minister and his family, while also assisting in investigating the numerous threats reported to the RCMP. In 2020, Sgt. Letourneau was recruited to update a program that is now the Protective Behavioural Analysis Unit, completing the RCMP's threat specialist understudy program.

Matt Logan, PhD



Dr. Matt Logan completed his Ph.D. at the University of British Columbia while he was an active police officer. He was a member of the Royal Canadian Mounted Police for 28 years serving in five communities within British Columbia and a tour of duty in Ottawa and at the Federal Law Enforcement Training Center (FLETC) in Glynco, Georgia.

As the first Operational Psychologist in Major Crime, S/Sgt (ret.) Logan co-founded the Royal Canadian Mounted Police Behavioural Science Unit in Vancouver and has been involved as a consultant to Serious Crime Sections, Undercover Unit, Interview Team, Child Exploitation, and Crisis Negotiation Teams. In 2020 he became the Criminal Investigative Psychologist in Behavioural Sciences at RCMP HQ in Ottawa. Psychological Risk and Threat Assessments are still provided on suspects in serious crime investigations and Expert Evidence is given in Court on violent and deviant sexual

behaviour. Dr. Logan has been involved in the investigation and review of hundreds of homicide files in North America and internationally.

An FBI trained hostage negotiator, Dr. Logan is a conference speaker and facilitator specializing in psychopathy, risk for violence, sexual predators, conflict and crisis management, and trauma. He teaches regularly at police academies and has served as adjunct faculty at the University of Victoria, Trinity Western University, and BC Institute of Technology.

Steven Macdonald



Steven MacDonald is the Director of Training and Development at Safer Schools Together, where he plays a crucial role in developing and delivering training programs to professionals across North America, including law enforcement, school districts, and federal agencies.

With a background in political science, language analytics, and artificial intelligence, Steven brings a unique expertise in social media threat assessment, online safety, and risk assessment, enabling him to support countless safety teams in navigating high-profile school security cases.

Malcolm McGuire



Malcolm McGuire is a highly decorated law enforcement and personal security professional and military veteran who is skilled in advanced hostage and crisis negotiation, conflict management, law enforcement instruction, and field training. He is a certified fraud examiner and master peace officer. Known as a motivated, dedicated communicator and collaborator, Malcolm serves as a Senior Threat Assessment Investigator at Southern Methodist University. He facilitates a campus multidisciplinary Threat Management Working Group and also supports security of the George W. Bush Presidential Center. For his work, Malcolm earned the SMU Police Departments Meritorious Conduct Award in 2023. He was named SMU PDs Investigator of the Year in 2022 and has earned the departments Police Commendation four times in addition to the Employee of the Year Award twice.

Malcolm's community protection experience also includes city police departments. He served as a Patrol Officer and Trainer for the Denton Police Department and a Background Investigator for the Denton County Sheriff's Office. Malcolm was also a Patrol Officer and Criminal Investigator for Tyler Police Department where he won the Tyler PD Life-Saving Award.

A distinguished career with the United States Air Force, Malcolm completed Airman Leadership School and served as a Technical Sergeant for the 301st Security Forces Squadron, at Naval Air Station Joint Reserve Base in Fort Worth, TX. He has been honoured with: the Air Force Longevity Ribbon; the Global War on Terrorism Service Medal; the Air Force Achievement Medal; the National Defense Service Medal; the Air Reserve Forces Meritorious Service Medal with Oak Leaf Cluster; the Air Force Expeditionary Service Medal; Airman of the Quarter, 64th Expeditionary Security Forces Squadron; and the Armed Forces Reserve Medal with "M" Device. He was also a 343rd Training Squadron Team Leader and Distinguished Graduate and Basic Military Training Honour Graduate. Malcolm has engaged in robust thought leadership about his field.

He has written about leadership and community policing for LawOfficer.com, and he has spoken on a variety of topics. Malcolm has presented at: the African Association of Threat Assessment Professionals Conference in Johannesburg, South Africa (2023); the Texas Association of Campus and University Police Administrators (2023); the Austin Regional Intelligence Centers 7th Annual Threat Liaison Officer Training Conference (2023); and the Texas Association of Campus and University Police Administrators Threat Management Workshop. He is scheduled to present at the Texas Association of Mediators Conference and the Texas Higher Education Law Conference in 2025.

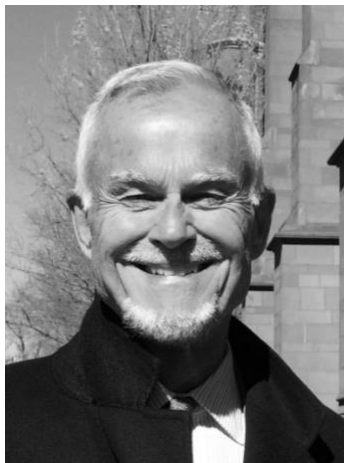
A community servant and scholar, Malcolm has presented at the Board Leadership Institute at United Way Denton County for several years, the Texas Graduate Liberal Studies Symposium, and the Peterbilt Black Organization for Leadership & Development Seminar in 2023 as well as the African Leadership and Reconciliation Ministries in Kigali, Rwanda in 2014. Malcolm earned his Master of Arts in Dispute Resolution and Conflict Management with a concentration in civil and family mediations from SMU.

Kirsten McMenamie



Kirsten McMenamie is the Director, Student Life at the University of Victoria. In this role, Kirsten provides leadership to critical, high-risk and/or high-profile student incident management and related support services in a trauma-informed and survivor focused approach. Kirsten also led the development of comprehensive prevention and education programs on high impact issues for the campus, with a particular focus on providing resources to traditionally under-represented and marginalized students. Prior to this work, Kirsten has worked for branches of federal and provincial governments, in roles leading conflict resolution activities, working with under-represented populations, and developing and implementing related policies and outreach education. Kirsten holds a Masters in Dispute Resolution from the University of Victoria and a degree in English literature with a minor in criminal justice, from Wiley College (now Wiley University).

Reid Meloy, PhD, ABPP



Dr. Reid Meloy is a board-certified forensic psychologist (ABPP) and consults on criminal and civil cases throughout the U.S. and Europe. He is a former clinical professor of psychiatry at the University of California, San Diego, School of Medicine, and a faculty member of the San Diego Psychoanalytic Center. He is a fellow of the American Academy of Forensic Sciences and is past president of the American Academy of Forensic Psychology. He has received a number of awards and honours, including the first National Achievement Award in 1998 from the Association of Threat Assessment Professionals, the Manfred Guttmacher Award from the American Psychiatric Association in 2021, and the Distinguished Contributions to Forensic Psychology Award from the American Academy of Forensic Psychology in 2022. He was the Yochelson Visiting Scholar at Yale University in 2015, and Visiting Scholar at the Psychiatric University Hospital Zurich—originally the Burgholzli Clinic—in 2018. Dr. Meloy has authored or co-authored over two hundred fifty papers published in peer-reviewed psychiatric and psychological journals, and has authored, co-authored or edited thirteen books.

He has been consulting, researching and writing about personality disorder, psychopathy, stalking, narcissism, criminality, mental disorder, and targeted violence for the past thirty years. His first book, *The Psychopathic Mind* (Aronson, 1988), was an integration of the biological and psychodynamic understanding of psychopathy. His co-edited book with Drs. Hoffmann and Sheridan, *Stalking, Threatening and Attacking Public Figures* (Oxford University Press, 2008), led to a commissioned study for the National Academy of Sciences on threats toward public figures published in 2011 (www.nap.edu). The first edition of the *International Handbook of Threat Assessment* was published in 2014, and the second edition in 2021 (Oxford University Press). Dr. Stephen White and he created the WAVR-21 (www.wavr21.com), a widely utilized structured professional judgment instrument for targeted workplace and campus violence, now in its third edition.

Dr. Meloy has been a consultant on criminal, counterintelligence, and counterterrorism cases for the Behavioural Analysis Unit, FBI, Quantico, for the past twenty-one years. His counterterrorism work began when he was retained as the consulting forensic psychologist by the U.S. Attorney General in the prosecution of the defendants McVeigh and Nichols in the Oklahoma City bombing cases. He is the originator and developer of the TRAP-18 (Terrorist Radicalization Assessment Protocol; mhs.com), a validated risk assessment instrument used by counterterrorism professionals in North America, Europe and Australia. He was a member of the Fixated Research Group for the United Kingdom's Home Office concerning threats to the Royal Family and British political figures, and is a consulting member of Work Trauma Services, Inc., headquartered in San Francisco. He was also a founding associate editor of the *Journal of Threat Assessment and Management*. Dr. Meloy is intermittently quoted in the *New York Times*, the *Washington Post*, the *Wall Street Journal*, the *Los Angeles Times*, the *New Yorker* magazine, and NPR. He was a technical consultant to the television series *CSI* from its inception in 2000 until its final episode in 2015; and was the technical consultant to “*Indivisible: Healing Hate*,” a Paramount+ six-part cable series exploring the historical roots of the Jan. 6, 2021, attack.

Russel Palarea, PhD



Dr. Russell Palarea is the Founder and Chief Executive Officer of Operational Psychology Services (OPS). He is an internationally recognized expert on threat assessment, insider threat, protective intelligence, and counterterrorism, providing consultation in these areas to Fortune 500 corporations, global security firms, law enforcement, government agencies, and universities. Dr. Palarea serves as the contract Operational Psychologist for the U.S. Department of State's Diplomatic Security Service (DSS). He was brought to DSS in 2012 to spearhead the creation of the State Department's Threat Management Program, and currently provides threat assessment consultation to protect its leadership, facilities, and personnel through the Office of Protective Intelligence Investigations and Insider Threat Program. Additionally, he serves as an instructor for the DSS Training Academy and a presenter for the Overseas Security Advisory Council (OSAC). Dr. Palarea also consults with law enforcement agencies across the state of Florida on their threat assessment cases.

Prior to joining the private sector, Dr. Palarea served for 10 years as a Staff Operational Psychologist with the Naval Criminal Investigative Service (NCIS), providing his expertise to the NCIS Threat Management Unit, Counterterrorism Department, and Insider Threat Program. Dr. Palarea also consulted on investigations for the Federal Bureau of Investigation (FBI) Joint Terrorism Task Forces (JTTF), and he trained personnel at numerous US Federal Law Enforcement and Intelligence agencies, JTTFs, and state and local entities. His international experience includes training national law enforcement, security services, military services, and corporate security in Canada, South America, Asia, Europe, Africa, and the Middle East.

Dr. Palarea has conducted research on stalking, workplace violence, and assessment of communicated threats with the Los Angeles Police Department Threat Management Unit, U.S. Capitol Police Threat Assessment Section, Nebraska State Patrol, and Lincoln Police Department. His journal publications have appeared in *Behavioural Sciences & the Law*, *Violence & Victims*, *Journal of Forensic Sciences*, and the *Journal of Threat Assessment*.

Dr. Palarea has co-authored book chapters on psychiatric diagnoses and the offender-victim typology of stalking in Meloy's *The Psychology of Stalking*, crisis and hostage negotiation in Kennedy & Zillmer's *Military Psychology*, ethics in crisis negotiation in Kennedy & Williams' *Ethical Practice in Operational Psychology*, the role of sexual fantasies in sex offenses in Robertz' *Violent Fantasies*, and protective intelligence in Meloy & Hoffman's second edition of the *International Handbook of Threat Assessment*.

Since 1996, Dr. Palarea has been an active participant with the Association of Threat Assessment Professionals (ATAP), serving as ATAP's President from 2017-2021. ATAP awarded him with its Meritorious Service Award in 2012 for his proposal to establish the International Relations Committee, serving as the Committee's Chair, and facilitating relationships with the Canadian, European, and Asia Pacific partner associations. In 2021, the Florida Department of Law Enforcement (FDLE) recognized Dr. Palarea with the Commissioner's Medal for his expertise supporting the development and implementation of Florida's Strategy for Targeted Violence Prevention. Dr. Palarea is also a member of the American Psychological Association (APA), International Association of Chiefs of Police (IACP), and American Academy of Forensic Sciences (AAFS), and serves on the National Advisory Board for the National Center for School Safety Council (NCSS).

Dr. Palarea holds a bachelor's degree in psychology from UCLA and a PhD in Clinical Psychology with an emphasis in Forensics from the University of Nebraska-Lincoln.

Nick Silva



Mr. Nick Silva started his public service career in 1995 as a volunteer firefighter. He completed a Fire Science Certificate from the Santa Rosa Junior College. He then went to work for Sonoma County Fire and Emergency Services as a fire inspector, fire cause investigator & hazardous materials response team member from 1996 until 2001. In 2002, he started a career with the California Highway Patrol working patrol, major crimes task force and the CHP's, Investigative Services Unit. He is currently assigned to the Protective Services Division as only one of four intelligence officers statewide. His assignment is at the Northern California Regional Intelligence Center in the Threat Liaison Officer (TLO) program.

Nick has been a visiting speaker at Sonoma State University and UC Berkley. Since 2001, he has attended dozens of training courses on domestic terrorism taught by the FBI, Universities, and private organizations. Recognizing learning is important, he continues to advance his studies at the Louisiana State University (LUS) through their Homeland Security certificate program. Looking for a new learning opportunity, he was tasked with creating and managing a new Behavioural Threat Assessment and Management program, the NorCal TMT, from the NCRIC to build collaboration between public and private sector partners in the goal of preventing targeted violence in northern California. He is currently the Chair of the California Statewide TLO working group, representing all TLO's from the six centers in California as well as the Pacific Region Co-Chair of the TLO/FLO committee of the National Fusion Center Association (NFCA), including Alaska, Washington, Oregon, California, Nevada, Hawaii, and Guam. From 2003 to 2023, to keep his fire service skills tuned and give to back to his community, he was a Battalion Chief of a fire district in northern California.

Alka Ramchandani-Raj, JD



Alka Ramchandani-Raj is an employment lawyer with a concentration in Federal and State Occupational Safety and Health law. She is co-chair of the firm's Workplace Safety & Health (OSHA/MSHA) Practice Group and a core member of the Workplace Violence practice group. Focusing on workplace safety and health, Alka assists employers with pre-injury/illness preventative practices, including site inspections and policy development. Alka also assists employers who have experienced workplace injuries and accidents or are subject to a Federal or state OSHA inspection. She has experience managing catastrophic workplace accidents or fatalities. Alka is an experienced litigator and regularly represents employers in Occupational Safety and Health appeals, settlement conferences, and hearings. She also has broad experience assisting employers with workplace violence issues including obtaining temporary and permanent restraining orders to ensure the workplace is safe for employees.

Amanda Thompson, PhD



Dr. Amanda Thompson is a Senior Forensic Psychologist with over 20 years' experience working with offenders across the life span in custodial, community, and law enforcement/health settings. Since 2020, she has worked with the WA Fixated Threat Assessment Centre, a joint police/health unit, conducting specialist mental health and behavioural threat assessments for individuals identified as being at risk of engaging in targeted/mass violence, and who are motivated by pathological fixation, grievance or ideological drivers. She also regularly delivers stakeholder training/information sessions to a range of police, health, education and other government/agency personnel.

Prior to joining FTAC, Amanda worked with the WA Department of Justice for 14 years, working in a variety of areas including the Prison Counselling Service and Specialist/Forensic Psychological Service. In these roles, she undertook forensic and clinical psychological assessments and provided interventions with offenders in custody and the community, including high risk/serious violent and sexual offenders. Amanda has been a member of APATAP since 2020, and holds a Doctorate in Forensic Psychology.

Kelly Watt, PhD



Kelly A. Watt, PhD, obtained her BA in psychology at Simon Fraser and her MA and PhD in psychology from the University of Illinois at Urbana-Champaign. She worked as a Psychology Fellow at Vancouver Coastal Health between 2008 and 2010. She currently works as Threat Assessment Specialist at Protect International Risk and Safety Services Inc. and a Workplace Consultant at Competence Center Bergen. She is an Adjunct Professor in the Department of Psychology and a member of the Mental Health, Law, and Policy Institute at Simon Fraser University.

Kelly's expertise is in the field of clinical-community-forensic psychology, with a special focus on violence risk assessment and management, victim safety planning, coordinated community responses, and threat assessment teams. She has co-authored more than 107 articles, chapters, reports, and presentations and is the co-author of manuals for risk assessment and safety planning, including the Risk for Sexual Violence Protocol (RSVP), and the Aid to Safety Assessment and Planning (ASAP) and the Aid to Violence Risk Triage (AVRT).

Kelly is currently the editor of Intelligence, an e-newsletter that keeps professionals up to date about recent advances in threat assessment around the globe through knowledge and experiences shared by leading experts. She has provided over 285 invited addresses and workshops for mental health, law enforcement, corrections, security, victim services, social services, human resources, occupational health and safety, and legal professionals in North America, Europe, Asia and Australia.



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