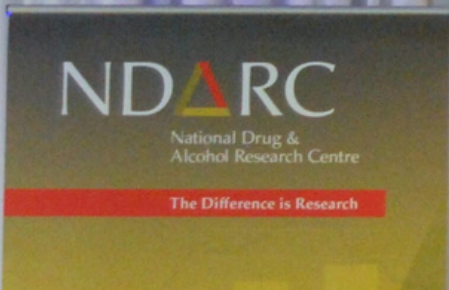


## SPEAKERS PACKET



# Cannabis, Drugs, and Policing Expert



*Daniel Bear, PhD*

Dr. Daniel Bear, a seasoned drugs policy and criminal justice expert, possesses two decades of experience analyzing drug usage, regulation, and societal impact. His extensive research, ranging from aiding terminally ill patients cultivating medical cannabis to shadowing UK police during cannabis raids, explores diverse facets of drug policy. With a BA in Sociology from UC Santa Cruz and MSc/PhD from LSE, he has worked with ACLU, advised British Society of Criminology, and led global cannabis research. Dr. Bear advises US Senators on cannabis legislation, consults for UK Ministry of Justice and BBC, and enhances drug education in Canada. As Director at Humber College, his nationally funded projects focus on youth drug education. Known for his accessible approach, Dr. Bear fosters dialogue and critical thinking on drug-related issues.

# Everything You Ever Wanted to Know About Why We Take Drugs

Humans have been trying to alter their consciousness by utilizing chemical compounds for at least 10,000 years, and we're not done experimenting yet! From alcohol to salvia, and all the drugs in between, we'll explore the sociological history of drugs and drugs use.

Join Dr. Bear on this sometimes whimsical, sometimes serious look at the drugs we love, the drugs we despise, and the ways we've figured out how to get them into our bodies and into our societies.



## Key learning outcomes:

1. Identify various drugs that have shaped human history and our social interactions
2. Relate current drugs consumption practices to historical issues and policies
3. Recognize the sociological and neurological impetus to consume various drugs
4. Locate current drugs issues in a sociological context

## Target Audience:

Parents, teachers, business, community groups

## Delivery Format

60 or 90 minute talk (can add Q&A time up to 2.5 hours), half-day seminar.





# Cannabis: A Primer

The legalization of cannabis in Canada has made many people realize they know a lot less about the drug than they thought they did. Dr. Bear breaks down the complex topic of cannabis using the academic, personal, and scientific knowledge he's gained through his 18 years of experience in drugs policy. You'll come away from this talk with a clear idea about what cannabis is, how it became illegal and then legal, and everything you need to know now that it is legal. Whether you're a long-time consumer or total novice, you'll come away from this talk with solid scientific information and a clear understanding of this legalized product.



This enlivening talk starts with a discussion of the history of cannabis regulation, before breaking down the current legalization framework, and then diving into an examination of the drug itself. We'll discuss what we know about the safest consumption practices and dispel common myths about cannabis. There is time allocated for questions and answers, and the audience is ensured an entertaining and informative presentation.



## *Target Audience:*

Innovative companies, cannabis related businesses, policy makers, curious individuals

## *Delivery Format:*

Between 60, 90, or 120 minute presentation with Q&A (up to three hours), half-day seminar.

## **Key learning outcomes:**

1. Understand the history of cannabis regulation in Canada and beyond.
2. Examine the regulatory and legal framework of cannabis in the province and Federally
3. Explore the makeup of the cannabis plant
4. Identify methods of cannabis consumption and their associated benefits and downsides
5. Breakdown myths about cannabis and cannabis users

# Talking to Kids About Drugs: Just Say No to Just Say No

How do you effectively engage young people about the potential risks of drugs consumption? This question has been debated for years, but thanks to new research we can actually provide a pretty comprehensive answer.

In this thoughtful and insightful talk, Dr. Bear will help break down the do's and don'ts of how to talk about drugs consumption. He focuses on engaging people with honest conversation, solid evidence, and a harm reduction lens that does not stigmatize drugs consumption or people who consume drugs. He'll show you how to actually have honest conversations that meet young people where they're at, making your outreach and education efforts more successful in the long-term.

## *Target Audience:*

Parents, teachers, school administrators, Civic organizations



## *Delivery Format*

30, 60, or 90 minute talk, half day seminar, full day talking and working session.

## **Key learning outcomes:**

1. Understand the evidence about the impact of drugs consumption
2. Identify what practices have previously been used to discuss drugs consumption with young people and why those have failed.
3. Consider approaches in your own life that may achieve positive results with young people you're engaging in discussions about drugs.
4. Understand what harm reduction is and how to employ it when talking about drugs consumption.





# Understanding and Addressing Implicit Bias

Implicit biases are ubiquitous, shape our actions, and hard to combat. Our biases often are diametrically opposed to our expressed views. Thankfully we can take steps to reduce our own implicit biases and change our institution's practices and policies to prevent implicit biases from being acted upon. Dr. Bear breaks down how implicit biases are formed, how they shape our actions, and what we can do to create safer and more welcoming institutions.



## Key learning outcomes:

1. Understand what implicit/unconscious bias is and how it is formed
2. Explore your own implicit biases and their formation.
3. Identify efforts to reduce the impact of implicit biases on individual actions.
4. Consider how organizations can take actions to reduce the impact of implicit biases.

## *Target Audience:*

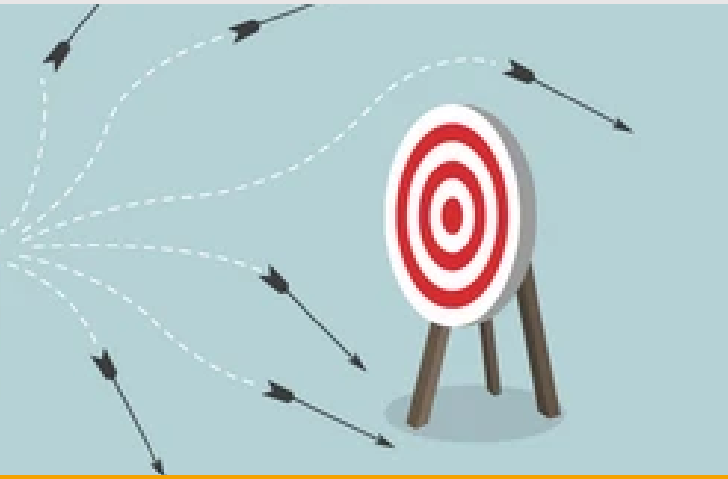
Businesses, social service organizations, community groups, public sector.

## *Delivery Format:*

30 ,60, or 90 minute talk.



# Hitting Targets But Missing the Point:



What is key to Key Performance Indicators (KPIs)? It's making sure your targets get you to your goals. Every organization needs to ensure that they are not just obtaining valid measurements, but that those measurements measure both what the organization actual does and what it needs to know about itself. Sometimes the things organizations measure actually push employees away from the organization's goals. With Dr. Bear's help you'll hit your targets.

This talk starts by examining how performance management has been incorporated into new fields and set the idea for managing staff. It then explores examples of goals and performance indicators not being in alignment. Finally it asks what you measure in your organization and what activity those measurements engender.

## Key learning outcomes:

- 1.Examine the role of performance indicators in the modern economy and public services
- 2.Explore various kinds of performance indicators and their use
- 3.Identify effective and ineffective use of performance indicators
- 4.Understand how your own measurements impact your performance.

## Target Audience:

Managers, Public Sector, Business

## Delivery Format

Half day workshop, 60-90 minute talk

## Client Testimonial

"Over the course of more than a century we have come to learn that meaningful training and professional development demands instructors who can draw their audiences in with authority and warmth while providing them with the knowledge needed to make meaningful changes in the careers and communities. That is why when municipal leaders from across Ontario turned to us to help them plan for the legalization of cannabis or to understand emerging topics like unconscious bias, we turned to Professor Bear. Attendees commented on Daniel's ability to cut through misinformation and provide practical insights that could be implemented immediately. Our audience is a tough crowd. Daniel won them over with aplomb. Also he is very tall." - **Scott Butler, Executive Director, Ontario Good Roads Association**

