

The Notebook



Atlantic Women AWLE Law Enforcement



Visit us in Fredericton 2010

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Report from the President

Paula



Greetings, and welcome to the newest edition of The Notebook! We hope you like the new layout and presentation. As always, we're looking to improve and we appreciate your feedback.

We have a huge announcement.....Cst. Sharon Warren of the Royal Newfoundland Constabulary (and The Notebook editor) is the recipient of this year's International Association of Women Police Officer of the Year award! Sharon received the AWLE Officer of the Year award at the annual conference in Stellarton last year and as with all award recipients, was nominated for an IAWP award. Sharon is very deserving of the award for all of the professional and community work that she does. Congratulations Sharon!

This year's conference will be held in Fredericton and will be hosted by the Fredericton Police Force. Co chairs Staff Sgt. Kim Quartermain and Cpl. Bobbi Simmons-Beauchamp and their committee have been busy in their preparations for the conference. Their lineup of speakers and topics with the conference theme "Your Career - Your Way" promises to be informative and interesting. More information on the conference and the registration form can be found in this edition and on the website.

At the upcoming Fredericton conference there will be an election for the three positions of Media Relations, Membership Coordinator, and Notebook Editor. More information regarding these positions will be forthcoming. If you're interested in running for an executive position, please let me know. If you are a voting member and are not able to attend the conference you can give your proxy to another member to vote for you but it must be in writing and signed.

At the conference we will again be presenting awards to women in law enforcement (and in some cases their male coworkers) at the awards banquet. Award nomination forms are found in this edition and will soon be found on the website at www.awle.org. Awards will be presented in the categories of Officer of the Year, Community Service, Excellence in Performance, Leadership, Medal of Valour, Mentoring, and a Team Endeavour Award, which is issued to a female and her male coworker(s) involved in a team effort. If you know of a deserving female law enforcement

officer, nominate her for an award by September 1.

Recipients will be nominated for International

Association of Women Police (IAWP) awards later this year, which will be presented at the IAWP conference in Minneapolis, Minnesota, from September 26 to 30. Several executive members will be in attendance to congratulate Sharon as she receives her award.

We don't have a location for next year's conference so if you're thinking about hosting or would like more information, please let me know. It doesn't have to be a police agency or even a single agency to host.

There will not be an AWLE conference in 2012, because of the IAWP conference that will be held in St. John's, Newfoundland and Labrador, but the IAWP conference will provide a unique and exciting opportunity for training and networking. I encourage you to get involved and plan to attend. At the upcoming IAWP conference in Minneapolis, Minnesota, the IAWP 2012 Committee will host an information booth to promote the conference and the AWLE. If you can provide assistance or information on guest speakers or fundraising and sponsorship, please contact conference co-chairs Sgt. Suzanne Bill of the Royal Newfoundland Constabulary (sueb@rnc.gov.nl.ca) or Cpl. Colleen Fox of the "B" Division RCMP (colleen.fox@rcmp-grc.gc.ca). As the date approaches we'll be providing updates and asking for your involvement.

If you know of any law enforcement retirees, you can advise them of the AWLE retiree committee. As a retired AWLE member they get reduced conference rates and at this year's conference there is a retiree program. For more information on the committee, contact Pat Fox at pdfox@rogers.com.

Have a safe and happy summer! I hope to see you at the conference in the fall!

Paula
Cst. Paula Raymond
AWLE President

From the Desk of the

EDITOR

On behalf of the AWLE Executive I would like to take this opportunity to introduce myself as the editor and publisher of the Notebook. My name is Sharon Warren and I am a member of the Royal Newfoundland Constabulary (RNC). I joined the RNC in 1988 and worked out of the main detachment in St. John's for the duration of my career. I am currently assigned to the Criminal Investigation Division, Major Crime Unit. I am married to Tom Warren who is also a member of the RNC and we have 4 children ranging from 12-18 years. I have had assignments in Patrol Services, Information Management, Child Abuse/Sexual Assault, Training and Recruitment. I have also held other temporary position's in my 22 years of policing.

On behalf of the AWLE Executive and the women of the RNC, I want to extend to Chief Joe Browne (Retired) our thank you, for your dedication and support in relation to the upcoming International Association of Women Police Conference 2012. Your tremendous effort and involvement in successfully winning the bid to host this event as well as the planning and preparation is very much appreciated. I would also like to extend to Commanding Officer Gerry Lynch (Retired) of the Royal Canadian Mounted Police (RCMP) B Division, a sincere thank you for your support and dedication in securing the IAWP

Conference 2012. We wish you both the best in your future endeavors. I want to offer a warm welcome

and congratulations to the new RNC Chief, Robert Johnston and new Commanding Officer of B Division RCMP, A/Commissioner Bill Smith. We look forward to working with both of you.

I hope that you have had an opportunity to read the latest issue of the Notebook which was my first effort at putting together a publication that would contain information that would be beneficial to policing in the Atlantic Provinces. Any feedback from that issue, as well as the current issue, is most welcome. In an effort to make the Notebook a quality product I am asking for your assistance in forwarding articles reflective of your work environment or general interest in policing. I would also like to take this opportunity to invite our partner agencies in Atlantic Canada to add their voice to this publication. I have had a wonderful learning experience in putting together this publication and hope that you are pleased with the direction we have taken both with the content and the look of the booklet.



*Executive
Positions*

We are calling for applications from the general membership to fill the executive positions of Media Relations, Membership Coordinator and Notebook Editor. Executive positions are held for three years and to become an executive member, as well as to vote in the election, you must be an Active Member in good standing. The successful candidate for these positions will be notified by the AWLE president, Paula Raymond.

International Association of Women Police

Region Eleven Report May 2010

I was unfortunately unable to attend the 2010 Spring Board meetings in Paarl South Africa due to the sudden passing of my father, retired RCMP Staff Sergeant Ken Fitch, a few weeks before my intended flight. Fortunately Sandra Martin, the Region 12 coordinator for IAWP attended the Spring Board Meetings and has provided the following report for your reading pleasure.

Words cannot adequately express the hospitality of the South African Police Service (SAPS) for this past IAWP board meeting. From the moment we touched South Africa soil, we were treated to wonderful meals, tours of local attractions, and wonderful meeting facilities.

Several members of the SAPS Women's Network were invited by General Manoko Nchwe to travel from Pretoria to Paarl, to take part in activities with the IAWP board. This gave us plenty of time to talk with the women about their work and life in South Africa. The Women's Network has been instrumental in creating a pocket sized handbook, called the Operational Toolkit, which has been used to help increase the number of women visible in front line policing.

At the time IAWP traveled to South Africa, the final preparation for the 2010 Fifa World Cup was in full swing. The board got a first hand look at the preparations during a tour of the SAPS Command Center in downtown Capetown. Afterwards were invited to watch a live mock riot/demonstration take place at the newly renovated soccer pitch. We were all very impressed with the crowd control response; however, most of us would admit that the real thrill

was getting stand at field level inside the new stadium.

As I have already mentioned, the SAPS provided workspace for the two days of IAWP Board Meetings. The first half day was devoted a mini strategic planning session conducted by Margaret Shorter. This was a tremendous benefit to the new Board members.

The remaining day and half of meetings was full with discussion. Some of the highlights:

- The Women Police Magazine project is nearing an end. Feedback has been positive and the project seems to be a success. Several regional coordinators would like to have additional copies of the magazine available to help promote the work of IAWP.
- Mel Edwards has agreed (and was appointed by President Townsley) to take over the role of Marketing Coordinator.
- Stephanie Harding has agreed to take over as Fundraising Coordinator. Stephanie is also exploring options to promote IAWP membership in her Afghanistan.
- Look for several more Regional Coordinators to begin blogging.
- Most importantly.... Minneapolis 2010 is on track and is shaping up to be a great conference. Opening ceremonies will finish at the new Minnesota Twins ball park and is sure to be a memorable experience.



That's all for this edition. Please check out the conference website at www.IAWP2010.org.

Be well and stay safe,

Leanne J. Fitch
Deputy Chief of Police
IAWP Region 11 Coordinator

Meet the Executive

Our current membership coordinator is Cst. Beverly Bryant, a member of the Royal Canadian Mounted Police. Beverly has completed 25 years service

and has a vast range of policing experience having been posted to Federal Enforcement Section, Barrie, ON; Drug Section and Federal Enforcement Section in London, ON; General Duty Policing in Deer Lake, NL; and Violent Crime Section (ViCLAS) St. John's, NL. Beverly is currently working as a Crime Analyst in the Division Criminal Intelligence Analysis Section (DCIAS), in HQ, St. John's, NL.



Beverly has been a member of the Atlantic Women in Law Enforcement for the last five years, three of which she has served on the Executive Committee as our Membership Coordinator. She is also a member of the International Association of Women Police (IAWP) for the last five years and is currently on the planning committee as the Marketing Portfolio Manager for the upcoming IAWP training conference to be held in St. John's, NL during September 2012.

In her spare time she volunteers for the Canadian Relief Fund for Chernobyl Victims of Belarus (CRFCVB). For the past 9 years, Beverly, her husband Rick and son James have hosted a boy, Vadim, under this program for a health respite lasting up to ten weeks during the summer months. Vadim started coming to Newfoundland when he was 8 years old. He's currently 16 years old now and finishing high school this year. He will not be able to come to NL for

AWLE Membership Coordinator

the 2010 summer as he will be applying for the Engineering Program in University. This is a process that takes much of the summer in Belarus. Beverly says, "Our family will miss having Vadim come this summer. He is like our second son." Currently, Beverly is also the National Vice President of CRFCVB.

Beverly's off duty hobbies include various music activities and, she and her husband play in the contemporary rock band at her church. She enjoys most summer sporting activities, especially swimming and especially loves entertaining and cooking up a gourmet feast. Beverly is also heading up a committee planning her high school reunion for this July, though she won't say how many years they are celebrating!!!

This summer, Beverly and her family will be traveling to Romania on a mission trip in August. During their two weeks, the group of 12 will assist a children's orphanage, 'Casa Shalom' located in Bucharest with a summer camp for the kids ages 10 - 18. During the second week, the group will be heading out to the surrounding villages where they will be volunteering and assisting the needy with any 'odd jobs' to be done. Beverly is very excited about this trip and promises to share some pictures with us this fall of their adventure!

Beverly and Rick will be celebrating their 20th wedding anniversary while they are in Romania. Their son James will be 19 this summer and is currently completing his high school credits. He is hoping to study Recording Engineering in the fall.

Sgt. Suzanne Bill

Sgt. Suzanne Bill is a 26 year member of the Royal Newfoundland Constabulary (RNC). She is currently assigned as the NCO in charge of the Economic Crime Unit of the Criminal Investigation Division. Prior to holding this position she has had assignments in the Major Crimes Unit, the General Investigation Unit, the Sexual Offence Unit, Recruiting, Communications and Patrol services.



Suzanne joined the AWLE in 2005 after she was approached to represent the RNC as a co-host for the 2006 AWLE Conference with the RCMP in St John's, NL. This event, hosted by both Police agencies, was an overwhelming success that drew the largest attendance to date. Since then she has remained a member of the AWLE

and was elected to the Executive Board as Vice president in 2007, a position she still holds today.

Also in 2007, the AWLE, the RNC and the RCMP agreed to partner in hosting the 2012 International Association of Women in Police Conference in St John's, NL. RNC Chief Joe Browne appointed Suzanne as the Co-Chair representing the RNC in the planning and organization of this event. This appointment was both an honor and a challenge which she eagerly accepted and she now looks forward to welcoming an international audience of Police officers to her hometown.

Suzanne is also an active member of the Royal Newfoundland Constabulary Association and has held an executive board position for the past 6 years. Currently, she is the NCO Director representing all the non-commissioned officers in the RNCA.

Despite such a varied and fulfilling career, Suzanne considers her family to be her greatest accomplishment. Together with her husband, RCMP Sgt Don Bill, they have a 10 year old boy and twin 9 year old girls.

From High Heels to Handguns

According to a 1947 Newfoundland Treasury Circular, if you were a female Customs clerk, Grade III, and worked overtime, you were paid 80 cents an hour. Your male Grade III counterparts were paid 90 cents. The early female employees of His Majesty's Customs in Newfoundland were obviously not as valued as their male counterparts in terms of remuneration, but they did play an important role in keeping the offices running efficiently. They were the clerks and secretaries who organized and controlled the import and export documentation needed to keep accounts for the country's government - a function which was critical in the days before computers and electronic record-keeping.

One of those clerks was Miss Minnie Diamond. She worked for His Majesty's Customs until 1949, and after Confederation, for Canada Customs until 1969. She was a bright energetic lady, who retained a keen interest in her old workplace, and attended special events held by customs long after she retired. She opened the first Customs Information Day in 2001 when she was 97.

Times changed and roles changed. By the 1970's, women were taking on different jobs and some were becoming Customs Officers. The first female Customs

Officers in Newfoundland appeared in the late 1970's. Among the earliest of these were Jean Denis-Droge, Debbie Woodford, and Shirley Brewer (who is still working as a superintendent at the port of St. John's). Those were the days of mustard yellow shirts, green uniforms, a-line skirts, high heels, and funny hats. By



the time I joined in 1990, the uniforms had changed to royal blue, but the funny hats and skirts were still around; along with safety boots, hard hats, and coveralls.

The organization has been through many different names; since I've been here we've been called Revenue Canada Customs and Excise, Revenue Canada Customs, Excise and Taxation, the Canada Customs and Revenue



Agency and now the Canada Border Services Agency. The creation of the Canada Border Services Agency has brought together sectors of three different organizations - customs, immigration and food, plant and animal inspection. There has been a shift in focus as well, away from revenue collection and toward enforcement and anti-terrorism activities. The uniform has also changed, becoming more unisex and practical; able to accommodate defensive tools, a protective vest, and a sidearm. No matter the style or colour of the uniform or the gender of the person wearing it, the most important thing has always been to do your job well, with integrity, respect and professionalism.

Ever since women first became Customs Inspectors, there has never been any difference in the job description of male and female officers. Nor has there been any difference in their duties. The female officers search ships and planes and examine goods and people alongside their male counterparts. They crawl into the depths of fish freezers, containers of goods, and suitcases of dirty laundry. They work on the primary inspection line, in the secondary area, on enforcement teams, as dog handlers, and overseas at consulates and embassies. They work on the front line to protect Canada's security and prosperity, and they do those hard-working clerks from 1947 proud - for slightly more than 80 cents an hour.

Camp Courage

Camp Courage, The First Responders Society, is a non-profit registered charity that was established in 2006. It's a **free** police, fire, paramedic camp that informs and educates girls aged 15-19 about these non-traditional professions but most importantly it inspires them to reach their potential. Camp Courage is a huge success, encompassing everything we had hoped for and more. We believe that the girls leave with a greater sense of empowerment and confidence to believe that they can achieve any goal, career or dream they desire.

There is no cost to attend, but in order to be accepted into camp, the candidates must write an essay on one of two of the following topics. The first essay topic is to "Describe how you can contribute to your community by making it a better place to live." The second essay topic is to "Describe how you can improve the life of someone less fortunate than yourself." The girls do what they say in their essays instead of paying cash.

Camp Courage accepts twenty four candidates for this eight day program once a year. EMC puts on an exciting program focusing on various medical scenarios. Some of the activities include the girls giving needles, intubating, defibrillating and even "delivering" a mechanical baby. The Halifax Regional Police, RCMP, Customs and occasionally the Military Police contribute to the policing portion of the program. The girls learn self defense, crime scene investigation, handcuffing and other tactical evolutions. The Halifax Regional Fire Service is responsible for the firefighting portion. Some of the activities the girls participate in are firefighting, repelling, climbing a 100' ladder, and maneuvering around a confined space trailer.

The following are quotes from previous attendees:

"Self respect, determination, guts, physical fitness...show myself they sky is the limit....taught me self strength. Jocelyne Murphy 17

I now feel like I have a purpose and future goal and this camp has given me the tools to obtain them. It has inspired me to take charge and make plans for my future. Katie Skinner, 18 This was really the greatest week of my entire life. It was just amazing. I have received the motivation to pursue the career of my dreams. Rebecca Bessem 16

The camp won the Halifax Regional Municipality's Chief Administrative Office Award and the Diversity Award. In addition, the camp was recognized at City Council and a special resolution was made about the camp at Legislature. Last year the camp won a special recognition award from the Nova Scotia Labour and Workforce Development Office of the Fire Marshall for its outstanding contribution to the fire service.

Camp Courage graduates are in the application process for police, firefighting and paramedicine programs. Some graduates are enrolled in emergency service programs in Newfoundland, Prince Edward Island, the Halifax Regional Municipality, Ontario, Winnipeg and Calgary. Three graduates have successfully completed their firefighting program, three are volunteer firefighters and one has been hired as a career firefighter. We have graduates that are involved in the police outreach programs like Stetsons & Spurs,

cooperative school programs, volunteering and doing part-time administrative work for police agencies with aspirations of becoming police officers. Two graduates are taking Criminology at Saint Mary's University. Several graduates will soon complete their paramedicine program and one has been hired as a paramedic. Many of the graduates are still in high school and have plans to further their education in the emergency service field. These are excellent success stories' considering the program was only established four short years ago.

The girls participating in the program benefit because it provides them with options, opportunities, and unlimited confidence. Future Police, Paramedic and Firefighter personnel will be more representative of the communities they serve. The emergency services benefit from working together, as a team, on such a positive project. Each individual that participates in this venture benefits because they feel a sense of satisfaction for contributing to their community. It is a win, win situation for everyone.

For more information go to our web site www.campcourage.ca. Please do not hesitate to contact me at 876-5081/488-1188 if you would like to get involved or if you have any questions regarding our worthwhile program.



Women from Newfoundland & Labrador make policing history

On September 16, 1974, women made Canadian history when they were hired as the country's first female Mounties. Three women from Newfoundland and Labrador were members of the first RCMP female troop: Gail Courtney, Cheryl LaFosse and Rosemarie Russell - Coffey.

Cst. Russell-Coffey became the first female police officer in Newfoundland and Labrador when she was stationed in Corner Brook in 1975. She had just finished her Education Degree at Memorial University when a friend told her "The Mounties are hiring women!"

Two of these members continue to break ground for women. Gail Courtney and Cheryl LaFosse once again made history when they became the first female members to retire from the RCMP and join the Newfoundland and Labrador chapter of the Vets

Association. Which means, women are now retiring from policing!

The hiring of police women in Canada has not only had a significant impact on the RCMP and other police forces, but has also contributed to the changing role of women in



the workplace. On September 16, 2009, the RCMP celebrated 35 years of women in policing.

Helen Cleary - Escott
RCMP Senior Communications Strategist
Public Affairs and Communication Services

The Use of a Drug Sniffer Dog during an Investigative Detention

The Manitoba Court of Appeal in the decision of R. v. Schrenk 2010 CarswellMan 128 considered the use, by the police, of a sniffer dog to search for drugs when the accused was under an investigative detention.

The accused, in this case, had been lawfully stopped by the Winnipeg Police Service during a routine traffic stop. After finding that the Officers did have grounds to place the accused under an investigative detention for a drug investigation, the Court then went on to consider whether the police violated the accused's section 8 Charter rights by deploying the police sniffer dog.

The Court accepted that the same standard - reasonable suspicion - triggers both the right to conduct an investigative detention and the right to conduct a sniff search, and that, there will sometimes be an

overlap between the detention and search, in that the same facts which justify the investigative detention may also justify the sniff search.

In this case, the Court found the sniff search to be compliant with section 8 of the Charter because, based on the totality of the circumstances, the police officer had an objectively verifiable, reasonable suspicion that the accused was involved in drug trafficking and the dog sniff was carried out in a reasonable manner.

This is an interesting development in the law pertaining to dog sniff searches because although a sniff search is not a search incident to an investigative detention and the two investigative procedures each concern different police powers, the facts that justify an investigative detention may also provide the police with the independent and lawful basis for a dog sniff search.

PEI' New Top Cop: Tracy Hardy becomes commanding officer of the RCMP's

Supt. Tracy Hardy recalls learning at age 12 that the RCMP was permitting female applicants. So she sent away for a recruiting brochure. Seven years later, she was off to boot camp to begin what has evolved into an eventful, successful career that has most recently landed the 48-year-old the post as the first female commanding officer of the RCMP's 'L' Division, which encompasses the province of Prince Edward Island.

The oldest of three children to Roy and Connie Hardy - a mill worker and a homemaker respectively - Hardy grew up on Vancouver Island in Ladysmith. Her parents continue to live in this small town that has been fueled by fishing, tourism and forestry. "I had a wonderful childhood...very close family," Hardy said in a lengthy interview with The Guardian Wednesday, just weeks into her job as the RCMP's top cop on P.E.I.

Hardy went through the Brownies and Girl Guides system and entered the air cadets at 13, where she went on to earn her gliding license. These organizations gave her an early taste of donning uniforms and following orders.

But perhaps the strongest enticement to pursue a career with the Mounties was having a member of the RCMP serve as a strong role model while she was in high school.

"He was an amazing fellow," she said "He coached my softball team and he was very involved in activities at school. I always felt that he was keeping an eye on us."

The fact that policing and community involvement are complementary has not been lost on Hardy in her nearly three decades with the RCMP. She has taught cross country skiing, been involved in various school programs like DARE (Drug Abuse Resistance Education), has hammered away with Habitat for Humanity, and she has worked with children at risk through horse back riding - a passion that has her anxiously awaiting the arrival of her black gelding quarter horse on the Island. Another passion is riding her powerful Yamaha v-Star 1100 motorcycle.

Her first posting as a Mountie was in Saskatoon. She would end up spending her first 10 years working



in different parts of Saskatchewan in a career that has seen Hardy tally about a dozen transfers.

She made her first arrest collaring a man for impaired driving. Dealing with her first fatality on the job would also involve an impaired driver, who was responsible for the death of three people. The drunk driver sustained only minor injuries but still saw the need to complain. "I remember thinking 'buddy, you know you just killed three people,'" she said.

Hardy's best friend was just 17 when a drunk driver ended her life. That incident has had a lasting influence on Hardy in her work as a police officer. "One of my commitments actually through my career has been the enforcement of impaired driving laws," she said. "I spent a lot of time in schools lecturing to students and talking about my story and talking about my friend Andria - trying to put a face or a sense or feeling around the personal impact of losing a loved one due to impaired driving."

comes the first female 'L' Division, Prince Edward Island

Finding ways to better deal with domestic violence has also been an ongoing focus of Hardy, who gained a deeper understanding of the issue during a two-year posting in Rankin Inlet where spouses commonly received a beating. She has been involved in developing two victim services organizations set up to provide support, care and information to victims of crime. It's been a priority of mine," she said.

Hardy made an impressive climb up the ranks after spending the first half of her career as a constable. She will soon be sworn in as Chief Superintendent.

She says she never ran "overtly" into any brick walls that could be attributed to a boys' club mentality. However, she concedes being a female police officer has at times left her feeling the need to do more to prove herself. "I remember one of my personal goals was always to be an incredible shot," she said "so if anyone had any issues, let's go shooting. It's a great equalizer on the range. And fortunately I'm a very good shot."

True to the RCMP tradition, she is also good at getting her man.

In one of her most challenging investigations, while serving as a corporal supervisor on a serious crime section in British Columbia, Hardy discovered "bits and pieces of information" that led her to believe a case of child pornography was occurring in a small community outside Prince George. She sought advice of experts in child porn, which helped her develop enough information to obtain a search warrant. That in turn led to a couple being



arrested for their involvement in pornography with victims as young as two. Both were convicted. The man received dangerous offender status and the woman received 13 years in jail. "That was a very challenging investigation personally and professionally," said Hardy "It was extremely rewarding to be involved in ensuring that those individuals were not able to inflict further harm."

She also nabbed a man in a restaurant who fit the description of the person who abducted and abused two young girls.

Most recently, she worked on security for the 2010 Winter Olympics in Vancouver, providing oversight to tactical response and serving as security lead at the Athletes' Village in Whistler overseeing a contingent of a couple hundred police officers.

Now she is eager to do her best to equip and motivate Island RCMP officers to provide the best policing possible in the province.

"It's not a large Island but still the detachments are spread out and every community has their own needs," she said "So it's getting out and talking to people and determining what are a community's specific needs."

Hardy, who is divorced and has no children, sees P.E.I. as a great spot to pursue her many non-policing interests of motorcycling, horse back riding, running and spinning fiber into yarn to knit sweaters, shawls and socks.

She is also pursuing her master's degree in peace and conflict studies – a human security and peace building program - out of Royal Rhodes University in Victoria, B.C., which bills itself as 'Canada's University for Working Professionals'.

"Peace and conflict studies goes hand in hand in what I'm doing currently domestically and at some point in my career I would like to perhaps look towards international policing," she said.

This article was published on May 29, 2010 and on behalf of the AWLE Executive and as the Editor of the Notebook I would like to say thank you to The Guardian and reporter Jim Day for graciously allowing us to reprint it in its entirety.

The AWLE executive would also like to welcome C/Supt Hardy as the newest member to the Atlantic Women in Law Enforcement Association.



WITH GLOWING HEARTS

Paula Raymond shares her Olympic experience

I was seconded to work at the Olympics this past February in the Shiprider program and was based on Pender Island, which is one of the Southern Gulf Islands off the coast of Victoria, about a half hour from Sidney, BC, by boat. Shiprider is an integrated cross-border maritime law enforcement program involving Canadian police and the US Coast Guard. Leading up to and during the Olympics laws were enforced on both sides of the international maritime boundary off the coast of Washington and British Columbia by specially trained and designated Canadian and US law enforcement personnel, which included three female RCMP officers, on marine law enforcement vessels. As part of the Shiprider training I went to Charleston, South Carolina last June for classroom and practical training and to BC last October for the practical exercise, which is why I missed the AWLE conference in Stellarton.

As one of the four crew members on a RHIB (Rigid Hull Inflatable Boat) I was responsible for conducting patrols and vessel boarding's off the Gulf Islands on the BC coast and the San Juan Islands, off the coast of Washington. We had 24 hour coverage in 12 hour shifts, which is a shift I haven't worked in quite a while. In our designated zones we conducted patrols and spoke with boaters and on occasion conducted boarding's for safety and security issues. The patrols went well, with a lot of presence and visibility being shown to travelers. There were no major incidents, which was a success in itself. The weather was excellent, with very mild temperatures and very little rain. Everything was green, the trees were budding and the daffodils were blooming and it felt like spring was in the air, although it was February.

When I wasn't working I was in Vancouver. On the morning after my last night shift, I would take the two hour ferry ride to the Vancouver coast, then take the one hour bus ride to the Skytrain, where I rode the Skytrain to downtown.



Last year I purchased tickets to several events, not knowing what my schedule would be. I was fortunate to attend the opening and closing ceremonies, and three women's hockey games, including the two medal games.



Paula Raymond at the helm

With the exception of the opening ceremony, I attended all of the events with Myra James, President of Ontario Women in Law Enforcement and Second Vice President of the IAWP. Myra had been in Vancouver for the Olympics since December as the Assistant Venue Transportation Manager at the Marriott Hotel. I also met up with Margaret Shorter, IAWP First Vice President, who was working at the Olympics as the Communications Facilitator of the International Police Visitation Program.

I attended the Opening Ceremony with friends from Halifax. It was an exciting walk to BC Place with the masses of people and all along the route there were volunteers showing us the way and being friendly. There were also an abundance of police officers providing traffic/pedestrian movement control. Inside, the anticipation, excitement, and energy were incredible. From the time the ceremony started to when it ended I was in awe and couldn't sit back on my seat. It was fun to participate and be a part of the ceremony, with the 60,000 other people there. There were so many things that were riveting to watch, from when the snowboarder slid down the "mountain" to when the flame was lit that it's difficult to pick a highlight. It was a great way to start the Olympic experience.

I went to the round robin Canada versus Sweden women's hockey game. Again, there were friendly volunteers and excited fans along the path. The game was exciting with

Canada winning 13-1 but I expected the score to be closer. The fans were great, with a standing ovation every time Canada scored. The players were fast and the play was intense. Although it was a one sided game it was still thrilling to be there.

Myra and I attended the Atlantic House on Granville Island for the New Brunswick host night, at the invitation of NB's Lieutenant Governor, which had been arranged by one of the LG's Aides de Camp, Leanne Fitch (Region 11 IAWP Coordinator and Fredericton Police Force Deputy Chief). After some socializing, we were all ushered into a music hall, where we were treated to a concert by some superb NB performers: Measha Brueggergosman, David Myles, Lisa Leblanc, Matt Andersen, and several Acadian artists. It was a great evening of entertainment and we really enjoyed ourselves.

In my free time I did a little shopping. I went to Metrotown mall and to a few other stores looking for Olympic swag. I went to the Four Host Nations Aboriginal Pavillion and waited in line to get in to the Bay store, only to wait longer to get out with a purchase. I've also experienced the atmosphere of Robson Street in the downtown core. The street was closed off to traffic to allow for pedestrians to have full access, and it's a good thing because there were thousands! There was a broadcast booth set up in the middle of the street with large TVs and I was able to see some of the medal presentations that were being broadcast from the awards ceremonies. I also went to Robson Square, the location of the BC Pavilion, skating rink, performance stage, and zip line, where there's a several hour wait to cross over the square on a zip line high above the ground from one tower to another. It was another busy location, with ongoing concerts and lots of people. I saw the Olympic cauldron, a few blocks from there, and the Olympic rings that were staged on a barge.

Both women's hockey medal games were held on the same day, at Canada Hockey Place, which was renamed



Margaret Shorter, Paula Raymond, Myra James

from BC Place. Myra and I watched Finland defeat Sweden in a close and exciting bronze medal game that went into overtime, even though Sweden was favored to win. The President of Finland (a female) was there waving her country's flag and after the game the players skated close to her to sing their national anthem. They were pretty excited.

After the game we had to leave Canada Hockey Place, even though we had tickets for the gold medal game. We were corralled and stood outside in the sun for about an hour and then were allowed to reenter, without having to go through a security checkpoint again. Myra and I had seats almost at roof level but in the first intermission we were fortunate to move to seven rows from the ice in the Canadian end, across from the Canadian bench. All it took was a request to a very nice volunteer usher. We were so excited! The Canadian spirit was unbelievable, with fans wearing red and white and of course the red Olympic mittens, which were a rare item in BC stores because they sold out so fast. The game was incredible, with fast action and intensity, and the fans were awesome. At the end of the game we were close to the celebration of the players on the ice and I was able to get some great photos.

I attended the Closing Ceremony, which was held just after the men's hockey gold medal game. Enroute to the venue we passed the multitude of overjoyed fans that had been at the game. Their enthusiasm was contagious! The ceremony seemed to lack the excitement of the Opening Ceremony which I think was in part due to the realization that the Olympics were at an end. The athletes and participants appeared to enjoy themselves and the audience was given an entertaining show.

Attending the Olympics truly was a once in a lifetime experience. I enjoyed the work that I did and had satisfaction in knowing that I was part of the "big picture" of the Olympic security team. I was fortunate to have attended the events and will look back with fond memories.



Paula Raymond, NB Lieutenant Governor Graydon Nicholas and his wife Elizabeth, and Myra James

18th Annual Atlantic Women in Law Enforcement

The **Fredericton Police Force** is pleased to be hosting the 18th Annual Atlantic Women in Law Enforcement Training Conference from October 19-22, 2010. Staff Sergeant Kim Quartermain and Corporal Bobbi Simmons-Beauchamp, conference co-chairs, have been working with their conference committee to develop a training itinerary that will focus on “Your Career-Your Way” as well as provide opportunities to network and celebrate our achievements as women in law enforcement.

This year’s keynote speaker will be Dr. Kevin Gilmartin, a behavioral scientist who specializes in law enforcement issues, particularly with assisting officers and their families in maintaining quality of life in both their professional and personal lives. In addition to giving the key note address, Dr. Gilmartin will be providing an afternoon seminar on “Emotional Survival for Law Enforcement”.

Dr. Gilmartin is a behavioral sciences and management consultant specializing in the law enforcement and public safety areas. He formerly



spent twenty years in law enforcement in Tucson, Arizona. During his tenure, he supervised the Behavioral Sciences Unit and the Hostage Negotiations Team. He is a former recipient of the IACP-Parade Magazine National Police Officer Service Award for contributions during hostage negotiations. He presently maintains a consulting relationship

with law enforcement agencies nationally in the U.S. and in Canada. He holds adjunct faculty positions with The University of Massachusetts Police Leadership Institute, and The Law Enforcement Management Institute of Texas at Sam Houston State University. He is a guest instructor at the FBI Academy in Quantico, Virginia and a faculty member of the FBI Law Enforcement Executive Development Institute (LEEDS, EDI and the National Executive Development Institute). He is retained by several Federal law enforcement agency critical incident response teams. He is a charter member of the IACP: Psychological Services Section and former vice-president of the Society of

Personal Branding: *Becoming*

Do you wonder if you’ll ever escape the chaos of the multi-tasking that is your reality in being a professional, wife, mother, friend, boss, and myriad un-named functions that you carry out daily and weekly? This presentation explores the concept of personal branding. We’re not talking being branded like a box of soap! Rather, this is about having a brand that is *a reflection of who you are and what you believe*, which is visibly expressed by what you do and how you do it. Come prepared to challenge yourself to think in new ways about who you are in a manner that is *uniquely you!*

Kathy Watt

Kathy is an executive coach, and a leadership and organizational development professional with over three decades of experience in working with people of all ages. She is passionate about helping clients to achieve the results they seek at work and in life. Kathy has extensive experience in the design and delivery of curriculum, workshops and individualized coaching. She specializes in self-awareness, interpersonal dynamics, leadership development and the creation of effective strategies for organizational development.

For much of her career, Kathy coached and directed musical performance groups that achieved national and international acclaim. Her skills and passion for the development of people musically has translated naturally into her current work with business and corporate professionals.

Police and Criminal Psychology. He holds a doctoral degree in clinical psychology from the University of Arizona. In addition to being the author of the book ***Emotional Survival for Law Enforcement***, he is the author of numerous articles published by the Dept. of Justice, the IACP, and the FBI. He is a veteran of the U.S. Marine Corps and resides in Portland, Oregon and Tucson, Arizona.

The conference will be held at the **Crown Plaza-Lord Beaverbrook Hotel in Fredericton, N.B.** (directions to the hotel are available on the conference website). This beautiful hotel is located on the banks of the picturesque Saint John River in the heart of downtown Fredericton. New and beautifully renovated, it is the only downtown hotel that is situated within close walking distance to the Provincial Legislature, the Beaverbrook Art Gallery, The

nt Training Conference

More of Who You Are



Fredericton Playhouse, and Fredericton's unique shopping/entertainment district. Registration begins at 1800 hrs on October 19th.

The Fredericton Police Force will be offering an early morning walk or run to interested conference attendees along the walking trails of the beautiful St John River. Sign up will be at registration so don't forget to bring your work out gear if you are interested. In addition, there will be lots of activities available for retired members, including golf, river boat tours, shopping, and tours of the beautiful downtown area.

For those of you who may be extending your stay to include the weekend, you can spend your entire Saturday downtown, starting with steak and eggs at a local pub for breakfast, visit the greatest farmers market in the province,

The 2010 Conference committee and the AWLE would like to thank the following sponsor's for their support:

Fredericton
POLICE FORCE • FORCE DE POLICE

VIA 
VIA Rail Canada



Atlantic Police Academy


Be...in this place • Être...ici on le peut

Dept. of Public Safety

**Executive Council,
Women's Issues Branch
Dept. of Justice**

**Other sponsors include:
NB Regional Council of Carpenters,
Millwrights and Allied Workers
Canadian Police Knowledge Network (CPKN)**

take in the heritage sites, and then stay in the downtown area for a little shopping. How's that for a memorable weekend! For more information please visit www.tourismfredericton.ca.

CST. ANDREA JOYCE, a 12 year member of the Fredericton Police Force, will discuss her experience with job sharing, something that she tirelessly pursued until it was adopted by the police force several years ago. Andrea is an advocate for flexible options in the workplace, that are designed to assist members in creating a positive work/life balance.

More information on Conference next page

Run Jump Fly

Do you have the Courage to Act?

You are **running** as fast as you can to fulfill your responsibilities and commitments to others. From time-to-time you need **jumping** muscles to get over your self-created treadmills of life, to overcome some self-limiting beliefs, doubts and distractions. You need to speak your truth and make good choices so that you can **fly**.

RUN JUMP FLY Facilitator ~ Kathleen Howard

Energetic and inspirational, Kathleen offers 20 years of consulting experience working with leaders in organizations and universities world-wide. She has taught in the Adult Education graduate program at the University of New Brunswick, led large scale projects in Belgium, designed and delivered hundreds of workshops, and coached senior leaders as well as high performing teams. Kathleen's Masters studies in Developing Human Resources at the University of Toronto gives her lots of experiential and creative juice for innovative experiences and customized solutions. Kathleen developed a program called *Courage to Act™: Leadership Program for Women* in 2004, which now boosts well over 120 graduates. Alongside this powerful residential experiential program are the *Courage to Act™ Cafes* – nine will be offered this year across NB. Kathleen is a certified coach



Live the life you choose to live. Have the courage to take actions for positive results. Assess your running, jumping and flying muscles.

RUN JUMP FLY is a fun, interactive, insightful self-assessment of your leadership muscles. You will leave with a clear picture of what you need to pay attention to as a leader.

with International Coach Federation offering one-on-one coaching and a new and exciting affordable group coaching experience. She was the co-creator of the innovative Integrated Leadership Program, where many leaders are now running, jumping and flying!

18th Annual Atlantic Women in Law Enforcement Training Conference

Other sessions will include:

- a case study and panel discussion on Intimate Partner Violence.

The Shila Bari murder was the first, 1st degree murder conviction in the Fredericton Court Jurisdiction and participants will hear from the investigators and Crown involved in the historic case.

- an intra-agency panel of federal law enforcement agencies that will provide insights into their work and the options

available to them within their respective organizations, as well as discuss the importance of working together towards a common goal.

Please feel free to contact our co-chairs, S/Sgt Kim Quartermain or Cpl. Bobbie Simmons-Beauchamp at 506-460-2300 with any questions and start making your plans to attend this year's conference in the beautiful Capital Region of New Brunswick. We look forward to hosting our partners in law enforcement and helping you develop "Your Career-Your Way".

Atlantic Women in Law Enforcement
in partnership with
Fredericton Police Force

18th Annual AWLE Conference, “Your Career, Your Way”
Fredericton, New Brunswick

AGENDA OF EVENTS

October 19th, 2010

1800-2200 Meet and Greet - Registration – Crown Plaza, Fredericton, NB

October 20th, 2010

0800-0900 Late Registration

0900-0930 Opening Ceremonies

1-1030 Key note speaker – Dr. Kevin Gilmartin

1100-1200 Cst. Andrea Joyce - Flex Hour Options

1300-1630 Dr. Kevin Gilmartin - “Emotional Survival for Law Enforcement”

1830 Monte Carlo Fun Night

October 21st, 2010

0830-0930 Kathy Watt – “Developing your Personal Brand – Significance or Success”

0945-1200 Kathleen Howard - “Run, Jump, Fly – Do You Have the Courage to Act?”

1200-1330 AWLE Annual General Meeting and Lunch

1345-1500 “Partnering for a Safer Canada” – Multi-agency Panel

1600-1730 Parade of Uniforms

1730-1830 Wine and Cheese Social at Lieutenant Governor’s House

1900 Awards Dinner and Banquet

October 22nd, 2010

0900-1015 Fredericton Police Force and the Muriel McQueen Fergusson Foundation -
“Developing a Comprehensive Strategy on Intimate Partner Violence”

1045-1200 Fredericton Police Force - The Shila Bari Murder: A Case Study

1200 Conference is concluded and certificates presented

Making a difference...Every Day!



ATLANTIC WOMEN IN LAW ENFORCEMENT TRAINING CONFERENCE

Fredericton, New Brunswick

October 19th to 22nd, 2010

"Your Career, Your Way"

REGISTRATION FORM



Please print

Name:			
Home Address:			
Home Phone:		Home E-mail:	
Agency:			
Business Address:			
Business Phone:		Business E-mail:	
Are you a member of AWLE? Yes _____ No _____			
Are you planning to attend the banquet? *included in registration Yes _____ No _____		Are you bringing a guest to the banquet? *cost is \$70.00 - please add to registration fee Yes _____ No _____	
* please advise of special dietary requirements			

AWLE Member (as of December 31, 2009): Conference Fee:	\$ 175.00
* Retirees pay half of the conference rate dependent on their member status*	
Non AWLE Members: Conference Fee: Paid on or before September 19th, 2010	\$ 275.00
*Paid after September 19th, 2010	\$ 325.00
* If paid after September 19 th , 2010 there is no guarantee of registration gift package	
Half Day Rate: \$ 70.00 (maximum 2 dates, includes nutrition break)	
Full Day Rate: \$110.00 (maximum 2 dates, includes lunch and nutrition breaks)	
Payment required with Conference Registration Form submission. Payment confirms & guarantees registration & participation at ALL conference functions.	
Payment by Cash \$ _____	
Cheque/money order (payable to 2010 AWLE Conference) \$ _____	

This form may be FAXED to (506) 460-2316 or MAILED to:

2010 AWLE Conference
Fredericton Police Force
311 Queen St, Fredericton, NB E3B1B1
Attn: Shawn Quartermain (506) 460-2331

AWLE Conference Co-Chairs: S/Sgt Kim Quartermain – kim.quartermain@fredericton.ca
Cpl. Bobbi Simmons-Beauchamp – bobbi.simmons@fredericton.ca

HOTEL: Crowne Plaza Fredericton Lord Beaverbrook
659 Queen St, Fredericton, NB E3B 1C3
Ph: (506) 455-3371 or toll free: (866) 444-1946

BLOCK CODE: Atlantic Women in Law Enforcement Conference
The room rate starts at \$149.00 plus HST per night



Fredericton
POLICE FORCE • FORCE DE POLICE

RNC Welcome Newest Mount.....

The Lieutenant Governor, The Honourable John C. Crosbie, as Honorary Chief of Police and Mrs. Crosbie presided over a "Passing the Reins" Ceremony that welcomed the Royal Newfoundland Constabulary's newest mount, "Dobbin" at the Royal Newfoundland Constabulary Stables on Monday, June 29, 2009.

This latest addition took the RNC Mounted Unit to 4 horses. Dobbin has been donated by Mrs. Elaine Dobbin in memory of her late husband, Craig L. Dobbin. The Mounted Unit was reactivated in November 2003 with the acquisition of two mounts, "Vince" and "Townshend". Those Mounts were donated by Honorary Inspector and former RNC member, Mr. Bill Bradley. In April 2008 a third mount, "Fraize" was added to the Unit after being donated jointly by the RNC Association and RNC Veterans Association.

Dobbin Biography:

Dobbin arrived in St. John's on April 18th 2009. He is a five year old Black male Percheron. He was last measured at 17.3 hands high and weighs approximately 1850 lbs. It's unknown what his final height and weight will be upon maturity. He has already participated in the Public Order Unit training and works patrolling the city on a daily basis. He has also started his downtown nightshifts. He appears to be a very solid and stable horse, especially for being so young. He handles people very gently and enjoys a lot of affection. He's very curious to everything occurring around him and loves the smell of coffee...I wonder why?

Constable KRISTA DAY Biography:

Cst. Krista Day has been a member of the Royal Newfoundland Constabulary since 1990. She has been assigned to many different divisions over the years.



She was with the Street Patrol for 14 years; 4 years on different projects attached to the Criminal Investigation Division and was last assigned to the General Investigation Unit. As the newest RNC Mounted Unit member, she considers this latest assignment the best. Cst. Day attended a 15 week course with the Toronto Police Mounted Division and returned home on the 18th of April 2009. This is when she met her new partner "Dobbin".

Cst. Day is married to Fred Cumby. Krista has two children; Tiffany and Nick.

Changes for C/O's at Her Majesty's Penitentiary

2009/2010 has been a remarkable year for Her Majesty's Penitentiary (HMP) and Satellite Institutions throughout Newfoundland and Labrador. As of late, there are over 50 Female Correctional Officers within the Union with several of those in Acting Management Positions and several in Permanent Managerial Positions. Today, of all Staff members approx. 18% are female; the highest rate in the 151 year history of the Province's Prison System.

In 2009, there was an Independent Review of the Adult Correctional System called, 'Decades of Darkness, Moving into the Light'. It came with 77 recommendations that would see major changes for both Correctional Officers and Inmates. One of those recommendations was that an Employment Equity Plan be developed, and that an action be taken to identify managerial positions and be staffed by those in that Employment Equity

group. These recommendations would see females given equal opportunity to advance within our previously male dominated system. Since then, The Penitentiary has taken great strides to implement these recommendations and to become an equal opportunity employer.

With support from Justice Officials, Management and our Union, Female Correctional Officers are being encouraged to apply for Promotional Rosters, Training positions and Management. Taking a step in the right direction, Female Correctional Officers at HMP feel we finally have a strong, supported voice and we really have come out of the darkness and into the light.

Valerie Byrne
Correctional Officer
HMP
valeriebyrne@gov.nl.ca

Workshop 2010 Synopsis

On May 17th, 2010, The H Division Co's Women's Advisory Committee held the 11th Annual Women in Law Enforcement Professional One Day Workshop. The event was held at the Military Family Resource Center in Windsor Park and was well attended by over 100 women. Members of various law enforcement agencies attended, including RCMP, municipal police agencies, Military Police, CBSA, CSIS, and Corrections, and enjoyed a day of interesting and motivating presentations.

Cst. Kerry Dollimont and Det/Cst. Scott Bowers from the Combined Forces Intelligence Unit provided a very informative presentation on "Outlaw Motorcycles Gangs 101". Lots of questions were asked and the attendees found the information provided, to be practical and useful in their jobs.

Dalhousie University professor Sherry Scully spoke to the group on "Ethics - When Good People Do Bad Things". Sherry's presentation was dynamic and it was apparent she is well versed on this topic. Everyone in the group could relate as she took normal every day scenarios and turned them into Ethical Dilemmas relevant to law enforcement.

Camp Courage is a FREE Camp for young women aged 15-19 who are expressing an interest in joining the Police, Fire Department or Paramedics. Andréa Speranza, a Halifax Regional Firefighter, is the creator

and founder of this Camp. She spoke about this wonderful 8 day Camp, and what it does for the girls' confidence in just one week. Andréa is motivated, energized and passionate about promoting these male dominated professions to young women and showing them that they can achieve any goal, career or dream they desire!

Cpl. Scott MacMillan was the Lead Investigator in the tragic and senseless murder of Karissa Boudreau in Bridgewater. Scott was involved in this major investigation since Day 1 and ultimately had success in convicting Karissa's killer - her mother, Penny. He spoke about the tragedy and the effects on the family, friends and Police Officers involved. Scott provided a case study aimed at helping law enforcement officers achieve successful investigations.

Three departing members of the Co's Women's Advisory Committee were recognized for their contribution and service to the Committee. Departing Committee members, Cpl. Cindy Renouf, Cst. Janice Roberts and S/Sgt. Peter McTiernan were presented Commanding Officers Certificates of Appreciation by Supt. Brian Brennan recognizing their contribution and service to the Committee. Thank you for your years of service to the Committee!

Hope to see you all next year!

Cst. Susan Camus
"H" Division Co's Women's Advisory Committee

New techniques used in cold case homicide investigation

by Danette Dooley

The Royal Newfoundland Constabulary has used cutting-edge advances in forensic science to breathe new life into a cold case murder.

In addition to the new science, investigators commissioned a new craniofacial reconstruction. It is hoped that the combined work will assist them in finding whoever is responsible for a murder which first came to light in May 2001. That's when hikers discovered a completely skeletonized human skull in a bag in a wooded area of Conception Bay South, just outside St. John's.

The matter has been investigated as a homicide, but with very little evidence and no clue to the person's identity, the case quickly went cold.

While not involved in the original investigation, RNC Insp. John House was aware of the remains and eventually reviewed the cold case file. He researched a number of possibilities and in 2006 met with homicide investigators speaking at the Atlantic Women in Law Enforcement (AWLE) Conference in St. John's.

The investigators were presenting on how stable isotope analysis had been helpful in the case of a murdered young child whose badly decomposed remains were found in the Thames River in London. While it did not identify the child, the analysis suggested the victim likely came from western Africa, specifically a region of Nigeria.

"I could see the potential application of this science in our case," says House, who contacted Maria Hillier, a Ph.D. candidate at Simon Fraser University. She was exploring the forensic application of stable isotope analysis at the Max Planck Institute for Evolutionary Anthropology at Leipzig, Germany.

Biological material was extracted from the



remains (teeth, bone and hair) and sent to Leipzig.

"It was hoped that this analysis might offer some information regarding the possible geographic origins or spatial movements of our victim while alive," House says.

At the time, Dr. Vaughan Grimes was also working at the institute. Currently an assistant professor in Memorial University of Newfoundland's archaeology department, Grimes worked closely with Hillier on the case.

While conducting further research on how investigators might be able to more precisely estimate the victim's age and time of death, House found a paper published by scientists measuring the spike of carbon-14 levels caused by atomic bomb testing in the 1950s and 1960s. They estimated date-of-birth from carbon-14 levels in tooth enamel.

He contacted two of the scientists: Dr. Kirsty Spalding at the Karolinska Institute in Stockholm,

Sweden and Dr. Bruce Buchholz at the Lawrence Livermore National Laboratory in California. They both agreed to work with him on the cold case and House sent tooth enamel to Spalding and hair samples to Buchholz.

Spalding estimates that the victim was born around January 1958, +/- 2.3 years. Based on similar analysis of the hair, it was possible for Buchholz to estimate death at approximately June 1995 +/- 1.7 years.

"From what I have been told, this is the first homicide investigation in Canada to employ stable isotope analysis and one of the first in the world to employ carbon-14 bomb-pulse dating," House says.

As a result of the analysis, investigators have also determined that the victim, a white male, lived for extended periods in southern Ontario, southern Quebec and/or Atlantic Canada – or possibly the north-eastern United States.

The RNC released a facial approximation in 2001 prepared by an RCMP forensic artist in Ottawa. "We felt that it might be useful to attempt another approximation," says RNC Cst. Sharon Warren.

Armed with the new scientific information, RCMP Sgt. Michel Fournier, a New Brunswick-based forensic artist, completed a craniofacial approximation of the victim.

It's important, Fournier says, to remember that the facial approximation is just that: an approximation.

"Having only a skull, it's impossible to capture every little facial detail," Fournier says, adding that he could only guess at the shape of his nose, lips, eye colour and other features.

With that said, however, he's optimistic that the approximation points to an overall facial profile.

The RNC is offering a reward of up to \$50,000 for information leading to the arrest and conviction of the person or persons responsible for the homicide.

Danette Dooley is *Blue Line Magazine's* east coast correspondent. Email to dooley@blueline.ca

UNSOLVED HOMICIDE

On May 17th, 2001 a human skull was found near Miramichi Road in the town of Conception Bay South, near the City of St. John's in the Province of Newfoundland and Labrador, CANADA. This death is a homicide. The Royal Newfoundland Constabulary is requesting the assistance of the general public in identifying the victim or providing any information which may assist the investigation.

**REWARD OFFERED
UP TO \$50,000**

For information leading to the arrest and conviction of the person(s) responsible for this homicide.

UNIDENTIFIED VICTIM

Based on STABLE ISOTOPE ANALYSIS, CARBON-14 BOMB-PULSE ANALYSIS, and DNA ANALYSIS, investigators believe the following about the victim:

- Male Caucasian born between 1955 and 1960.
- Died between 1994 and 1997
- Resided for extended periods in Southern Ontario or Quebec, and/or Atlantic Canada (or possibly North-Eastern United States)
- Visited Newfoundland about 13 months prior to his death.

Craniofacial Reconstruction:
May not be an exact likeness

Any person with information regarding the victim or the circumstances of his death is asked to contact the Royal Newfoundland Constabulary Major Crime Unit at 709-729-8080 or 709-729-8000, your local police agency or Crimestoppers at 1-800-222-TIPS.

Visit www.gov.nl.ca/rnc for more information.

Royal Newfoundland Constabulary
Nfld Constabulary through Police Services

Our Community, Our Way

Campus Enforcement and Patrol is the security force of Memorial University of Newfoundland and consists of 50 members, 12 of which are female. We are responsible for the protection and safety of over 17,000 students, 7000 faculty and staff, numerous visitors and the protection all Memorial University's property and equipment. We provide 24 hour coverage to Memorial University campus in St. John's, NL.

As part of our duties, we respond to all emergency calls on campus and co-ordinate emergency response with partner agencies as required. Campus Enforcement responds to all alarm calls on campus. In our communications control center we monitor over 200 cameras as well as fire and intrusion alarms. We enforce Memorial University's traffic regulations on campus and work together with Students, Faculty and staff to prevent crime on our campus.

All calls of suspicious persons, suspicious vehicles originating on campus are the responsibility of the Campus Enforcement officers and we also carry out preliminary criminal investigations.

We work closely with our provincial and national police forces.

Campus Enforcement and Patrol works diligently to promote and maintain positive community relations within the University community as well as within our province.

Campus Enforcement and Patrol is committed to taking on a number of community volunteer initiatives both on and off campus and throughout our province. We have been proudly following the lead of our policing partners by helping and supporting our community and our province for many years.

As female officers within Campus Enforcement and Patrol,



Law Enforcement Torch Run

Corporal Wendy Murphy and I have taken the initiative to become actively involved in our community and this is "our community, our way."

In 2009, we took over



2009 Toys for Kids

the management of the 'Toys for Kids' program which Campus Enforcement and Patrol developed in 2002.

We collect new, unwrapped toys from the University and surrounding community in time for Christmas. These toys are then donated to the local Salvation Army who in turn distributes them to the less fortunate families of our province. In 2009 we collected over 700 toys with an approximate value of over \$11000 and also collected \$ 1700 in cash donations.

We are very proud of the success and the support we have received from the University and the people of our province. We will continue to develop this program with our goal being to make even more families happy over the Christmas season next year.

Campus Enforcement and Patrol is also involved in the Law Enforcement Torch Run. Since 2001 Campus Enforcement and Patrol have been lacing up their sneakers for the 30 kilometre run. Campus Enforcement and Patrol have had the largest number of runners per agency, with this year being the largest turnout with a total of 19 runners.

The Law Enforcement Torch run raises money in support of Special Olympians within our province and helps send athletes to national and international games. Without the Law Enforcement Torch Run these Special Olympians would not be able to travel outside our province.

Wendy and I been involved in this run since 2002 and will continue to support this worthwhile cause in years to come. There is no greater feeling than seeing the smiles on the faces of the Special Olympians when we are out doing this run with them.

From our prospective it is our position and line of work that allows us the opportunity to participate in such great causes. To experience the sense of accomplishment after volunteering your time and seeing the work you put into something have such a great impact on so many people is well worth every minute. We wouldn't be able to do this without "our community", doing it "our way".

Lynette Wells – Patrol Officer Campus Enforcement and Patrol
Wendy Murphy – Corporal Campus Enforcement and Patrol



A. W. L. E.
ATLANTIC WOMEN in LAW ENFORCEMENT
Association Membership Form
(Please Print)

Name: _____
(Please print)

Home Address: _____
(Mailing) # _____ Street _____
City / Township _____ Province _____ Postal Code _____

Home Phone: (_____) _____
Area Code _____

Home E-Mail: _____

Agency: _____

Business Address: _____
_____ Street _____
City / Township _____ Province _____ Postal Code _____

Business Phone: (_____) _____
Area Code _____

Business E-Mail: _____

Title / Rank: _____ **Job Function/Posting:** _____
(Feel free to attach your 'Business Card')

Membership is accepted prior to December 31 for benefits in the following year!

Full (Voting) Membership _____ **Associate (Non- Voting) Member** _____

\$25.00 Reg Member fee enclosed: **\$20.00 Assoc Member fee:**

Cheque # _____ **Make Cheques payable to AWLE; postdated not accepted.**

Cash _____

Payment Date _____

Co-ordinator Use only: GIFT _____ RECEIPT _____

Return form and Payment to Membership Co-ordinator:

Cst. Beverly Bryant
RCMP B Division
Box 9700, 100 East White Hills Rd.
St. John's, NL A1A 3T5
beverly.a.bryant@rcmp-grc.gc.ca

18th Annual Atlantic Women in Law Enforcement Conference



Hosted by:

**Fredericton
Police Force**

October 19-22, 2010

www.awle.org



**Crowne Plaza Hotel
Fredericton, NB**

