



# *The Notebook*



The Newsletter of Atlantic Women in Law Enforcement / Bulletin Femmes dans l'application des Lois de l'Atlantique  
[www.awle.org](http://www.awle.org)

FALL 2012







**Front row: Det./Cst. Sara McElman, Fredericton Police, Cst. Paula Raymond, RCMP \*H\* Division, Cst. Carolyn Nichols, Halifax Regional Police. Back row: Cst. Tammy MacDonald, Halifax Regional Police, Cst. Beverly Bryant, RCMP \*B\* Division, Inspector Suzanne Bill, Royal Newfoundland Constabulary, Cst. Sharon Warren, Royal Newfoundland Constabulary**

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# **From the Desk of the** *Editor*

Welcome again to the newest edition of the AWLE Notebook.

2012 marked the 20th anniversary of the Atlantic Women in Law Enforcement Conference and although we did not have our own separate training conference, we did partner with International Association of Women Police to hold a fabulous training opportunity in St. John's, NL in September. You will read all about the Conference and view some memorable moments in this issue.

The AWLE Board has been busy making sure that the training held each year will continue by seeking out venues and hosts for the upcoming years. The training conferences offer access to a variety of specialists and assists in promoting women choosing a career in policing maintain, develop and reinforce their skill set. The training conference is also an opportunity to network with fellow peace/police officers to share a common ground and enables the members of AWLE to take care of association business. Please show your support to AWLE by becoming involved in membership and offering a voice through the submission of articles to the Notebook. The value of membership is also outlined within this issue; see the article by our membership coordinator Cst. Beverly Bryant.

The International Association of Women Police



marked its 50th Anniversary of hosting training to the world of policing during the Conference Journey to the Edge held in St. John's, NL. Also this conference provided an opportunity to the IAWP Board to conduct business and they held an election which offered a number of seats for the Board. This year we welcome a new Region 11 coordinator and say a heartfelt thank you to D/Chief Leanne Fitch for all her work during her representation of our region as she moves on to a new chapter. We are pleased that D/Chief Fitch will remain a part of IAWP as both a member and committee chair and as well remaining with the AWLE membership.

**Have a story you would  
like to see in this magazine?  
Send it to  
[sharonw@rnc.gov.nl.ca](mailto:sharonw@rnc.gov.nl.ca)**

# Report from the President

Greetings, and welcome to the newest edition of The Notebook!

Congratulations to the IAWP 2012 Conference Committee for an amazing conference held in St. John's! The conference was jointly hosted by the AWLE, Royal Newfoundland Constabulary and Royal Canadian Mounted Police. Conference Directors Insp. Sue Bill and Cpl. Colleen Fox have been planning the conference since 2008 and with their committee they put together an outstanding training event that was attended by over seven hundred candidates from 54 countries. From the opening ceremony and uniform parade to the final gala the conference was inspiring, informative, and a tremendous success. Hurricane Leslie couldn't dampen the spirits of delegates, who attended some sessions by candlelight! Thanks to Sue and Colleen and their committee for hosting such an excellent conference that will be talked about for years to come! See more information on the conference later in The Notebook.

At the IAWP 2012 Conference there were some changes to the IAWP Board of Directors as a result of an election. Deputy Chief Leanne Fitch of the Fredericton Police Force did not reoffer for her position as Region 11 Coordinator. Leanne has been a member and supporter of AWLE for many years and she will be missed as our Regional Coordinator. Detective Suzanne Byrnes of the York Regional Police Service was elected as the new Region 11 Coordinator and we look forward to working with her in the future.

This year we will not be hosting a conference but we're pleased to announce we will be presenting awards at a reception on November 30 at Government House in Halifax. The reception will be hosted by the Lieutenant Governor of Nova Scotia, His Honour Brigadier - General the Honourable J.J. Grant, CMM, ONS, CD (Ret'd).

Next year's AWLE conference will be held in PEI. More information will be available in the near future so stay tuned.

For the second consecutive year the AWLE sponsored a Female Leadership Through Fitness

Award at the Atlantic Police Academy. At the APA graduation ceremony at the end of August I presented the award to Cadet Katelyn Titus of New Brunswick. Each year a "keeper" award and a bursary will be presented to the top female cadet and a permanent trophy with inscription will be displayed at the Atlantic Police Academy.

It's time to renew your membership! Renew your membership by January 31 to take advantage of reduced conference rates and to receive a gift and Notebook subscription.

Congratulations to AWLE Vice President and IAWP 2012 Conference Director Sue Bill on her promotion! Sue was promoted from Sergeant to Inspector and will assume responsibilities in the recruiting section of the RNC. We wish her all the best and congratulate her on her well deserved promotion!

Many thanks to Cst. Tammy MacDonald of the Halifax Regional Police for her years of dedication to the executive as Media Relations. Tammy has decided to step down from the executive and we appreciate the contributions she has made and wish her well.

The AWLE executive is working hard to ensure the success of the organization. We have new brochures and a pull up banner that are available if you would like to use them. If you have any suggestions on how we can improve, or if you would like more information, please don't hesitate to contact any executive member.

Stay safe!

Cst. Paula Raymond

AWLE President

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# Les salutations et bienvenu à l'édition la plus nouvelle du Bloc-notes (du Portable)!

Salutations, et bienvenue à la plus nouvelle édition de The Notebook!

Félicitations au Comité de Conférence 2012 de L'AIFP (Association Internationale des Femmes Policières) pour une conférence extraordinaire à St. John's! La Conférence a été organisée conjointement par FALA, la Royal Newfoundland Constabulary et la Gendarmerie royale du Canada. Les directeurs de la Conférence, l'inspectrice Sue Bill et le cap. Colleen Fox ont été planification de la Conférence depuis 2008 et avec leur comité, ont remonté un événement exceptionnel de formation qui était occupé près au-dessus de 54 pays. Depuis la cérémonie d'ouverture et le défilé uniforme au gala final, la conférence était inspirante et informative et un immense succès. L'Ouragan Leslie n'a pas pu amortir les esprits des délégués, qui ont assisté à quelques séances aux chandelles! Merci à Sue et Colleen et leur comité pour hébergement d'un excellent congrès qui sera parlé pendant des années! Voir plus d'informations sur la conférence plus tard dans The Notebook.

Lors de la Conférence 2012 de l'AIFP il y avait quelques changements pour le Conseil d'administration de l'AIFP à la suite de l'élection. Sous-chef Leanne Fitch de la Force policière de Fredericton ne pas proposer pour son poste de coordonnatrice 11e région. Leanne a été membre et partisan de FALA pendant de nombreuses années et nous elle manquerons comme notre coordonnateur régional. Détective Suzanne Byrnes de la Service de Police régional de York a été élu le nouveau coordinateur de région 11e et nous sommes impatients de travailler avec elle à l'avenir.

Cette année nous n'organiserons pas une conférence, mais nous sommes heureux d'annoncer que nous allons présenter des récompenses lors d'une réception le 30 novembre à Government House, à Halifax. La réception sera offerte par la lieutenant-gouverneure de la Nouvelle-Écosse, son honneur le Brigadier - général l'honorable J.J. Grant, CMM, ONS, CD (retraité).

La Conférence de FALA de l'an prochain sera à l'Île du Prince Édouard. Plus d'informations seront disponibles prochainement alors restez à l'écoute.

Pour la deuxième année consécutive, la FALA a parrainé un **Leadership**

féminin grâce à Fitness Award à l'Académie de Police de l'Atlantique. Lors de la cérémonie de remise des diplômes de l'APA à la fin du mois d'août, j'ai remis le prix à Cadet Katelyn Titus cadets du Nouveau-Brunswick. Chaque année qu'une bourse et un prix «keeper» seront présentés au sommet cadet féminin et un trophée permanent avec inscription seront affichés à l'Académie de Police de l'Atlantique.

Il est temps de renouveler votre membre! Renouvelez avant le 31 janvier pour profiter des tarifs réduits de conférence et de recevoir un cadeau et un abonnement à The Notebook.

Félicitations à la Vice President de FALA et d'IAWP Conférence 2012 directeur Sue Bill pour sa promotion! Sue a été promue du sergent à l'inspecteur de et assumera les responsabilités de la section recrutement de la RNC. Nous elle souhaitons tout le meilleur et la féliciter pour sa promotion bien méritée!

Un grand merci à Cst. Tammy MacDonald de la Police régionale de Halifax pour ses années de dévouement à l'exécutif comme les relations avec les médias. Tammy a décidé de démissionner de l'exécutif et nous apprécions les contributions qu'elle a fait et nous souhaitons tout le bonheur du monde.

L'exécutif de FALA s'efforce d'assurer le succès de l'organisation. Nous avons de nouvelles brochures et un pull, une bannière «pull-up» qui sont disponibles si vous souhaitez les utiliser. Si vous avez des suggestions sur la façon dont nous pouvons nous améliorer, ou si vous voudrait plus d'information, veuillez ne pas hésiter à contacter n'importe quel membre exécutif.

Rester en sécurité!  
Paula Raymond, Cst.  
Président FALA  
Paula.Raymond@hotmail.com  
www.awle.org



# International Association of Women Police

## Region Eleven Report November 2012

I would like to thank everyone who voted in the last election. Having been elected to the position of Region 11 Coordinator is a great honour. I have some big shoes to fill. I would like to thank Acting Chief Leanne Fitch for her assistance and words of wisdom during this transition. I know that I can count on both Acting Chief Fitch and Sergeant James (former Coordinator) for advice. As an International Association of Women Police (IAWP) member I have attended a number of conferences. I recently attended the 50th IAWP Conference, which was held in Newfoundland. I would like to congratulate Members of the Royal Newfoundland Constabulary, the Royal Canadian Mounted Police and AWLE for the stupendous work their cooperation accomplished. Thank you to the attendees and the volunteers as well, their participation and commitment played a major role in the success of this conference.

In excess of 700 delegates from 54 countries attended the conference. The training syllabus was filled with world class subjects and speakers. In addition attendees received a taste of Newfoundland and its hospitality like never before. Yes, we even survived Hurricane Leslie. During the hurricane the conference continued without a glitch, nothing like a candle light lecture to get to know the other delegates. Next year's conference in Durban ICC, South Africa will no doubt be innovative and full of interesting subjects go visit [www.IAWP2013.com](http://www.IAWP2013.com) for more information.

As in past years, Region 11 was well represented at the IAWP Premier's Awards Luncheon. I would like to congratulate all the winners especially Constable Nicole Bailey from the Toronto Police Service who was the recipient of the IAWP Mentoring Award and Constable Geraldine Defoe from Halton Regional Police Service who received the IAWP Excel-



Detective Suzanne Byrnes

lence in Performance Award. Both of these officers were OWLE winners at the 2012 OWLE Awards Banquet. In addition Constable Defoe surprised everyone by gracing us with her beautiful voice as she performed her version of the John Lennon song "Imagine". I knew looking around the room at the time that she touched a lot of people. Geraldine was reminded to keep herself available for the 2013 OWLE Banquet being held on May 3rd 2013.

I know that many officers and community members have been awarded the Queen's Diamond Jubilee medal this year, all are to be congratulated for this honour. Sergeant Myra James from the Hamilton Police Service was one of these officers. Having been privileged to know Sergeant Myra James for some time now and I am especially proud of her





Photo Submitted Detective Suzanne Byrnes

past, present and no doubt future accomplishments. Well done Myra.

Ontario Women in Law Enforcement are scheduled to have their 2012 Fall Training Day on November 9th 2012. Key note speaker Major (retired) Deanna Brasseur will be speaking on Leadership and Empowerment while Constable Lepa Jankovic will offer a case review of Project OPAPA Canada's largest human trafficking case in history. I am confident that the training day will be a success as in previous years. For information on current and future events please visit [www.owle.org](http://www.owle.org)

I would like to congratulate Chief of Police Jennifer Evans, Peel Regional Police on her recent promotion. Chief Evans is the first Female Chief of Police for Peel Regional Police. We are looking forward to seeing a lot of good things from Chief Evans. Other promotions that I am aware of include Sergeant Sarah Butterworth York Regional Police and Inspector Suzanne Bill of the Royal Newfoundland Constabulary.

The Atlantic Women in Law Enforcement are now getting ready for their 2013 AWLE Conference and

Awards Banquet. Nominations have been accepted. Information about AWLE can be found in their website at [www.awle.org](http://www.awle.org). I invite you to join the IAWP as a member. Other options are the OWLE, Ontario Women in Law Enforcement and AWLE Atlantic Women in Law Enforcement. All of these associations offer various benefits to its members. OWLE and AWLE are both affiliates of IAWP. OWLE recognises IAWP members for their various events. You will be seeing various posters for these organizations. Please consider joining one or all of these organizations or provide some of your time by volunteering. Region 11 currently has 109 current members on files. As I mentioned in my election bulletin, one of my goals is to increase the Quebec representation to IAWP events and as members. I am presently reaching out to a number of police organizations in Quebec. I would like to invite Region 11 members to submit information about your service, and region; good news, promotions etc. A mes amis du Québec, j'aimerais avoir de vos nouvelles. Quel que soit la langue je vous promets que l'information sera disséminée. You can also follow my blog at <http://iawp-region11.blogspot.com>

# New Chief in Town

It was the easiest move of Jean-Michel Blais' career, physically. The new Chief of Halifax Regional Police (HRP) only had to move his things 10 feet from his previous office. As the former Chief Superintendent in charge of the Halifax District RCMP, he'd been working out of HRP headquarters for over a year before he was named Chief on September 11.

Chief Blais doesn't bat an eye when asked why he decided to take the job. "There were two main reasons; for one, my family and I had fallen head over heels in love with Halifax and Nova Scotia," he says. "Secondly, I saw a real opportunity to lead and make a difference in a way I hadn't had before."

For most of the last 25 years, Chief Blais served as a senior leader with the RCMP in various governance, management and operational capacities including three missions to Haiti while seconded to the United Nations, multi-jurisdictional drug investigations in Quebec and command of a combined municipal, regional and aboriginal policing service in the province. He was also the OIC of Major Crime for all of Manitoba and served with the Adjudications Directorate in Ottawa as a permanent adjudicator and its director, chairing internal disciplinary hearings across the country for the RCMP.

"My experiences have given me a deep understanding of policing needs and priorities, and in the past year or so I've had the chance to embrace and appreciate Halifax Regional Police's specific cul-



ture," Chief Blais explains. "I've always been fascinated by integrated policing environments and how they serve the diverse interests of multifaceted communities. I know that success in these settings depends on the bridges one builds between people and organizations and I intend to keep doing that here."

Chief Blais has two degrees, one in political science and economics from McGill University in Montreal and the other in law from Université Laval located in Quebec City. He has also published several works on international and national police-related topics, having participated in, and won, several written article competitions. He has been decorated with medals by both the UN and the Government of Canada.

Chief Blais' interests vary from reading and writing to cycling and hockey as a Hockey Canada Level III referee. He resides in Hammonds Plains, N.S., with his wife and nine-year-old son. They also have two adult daughters.

"My goal is to continue our police service's position as the premier policing reference in Atlantic Canada by demonstrating considerable leadership in successful integrated settings," says Chief Blais. "I'm looking forward to helping turn the best ideas from our people into meaningful results for all of HRM."





(L-R) A/Commr. T. Hardy (RCMP); C. Morgan, (RMHNL); Insp. S. Bill (AWLE); V. Geary, (RMHNL) and Deputy Chief A. Singleton (RNC).

## ***IAWP 2012 donates to Ronald MacDonalld House***

On October 29, 2012, representatives from the Royal Newfoundland Constabulary (RNC) along with the Royal Canadian Mounted Police (RCMP) and the AWLE made a financial contribution to the Ronald McDonald House Newfoundland Labrador (RMHNL) following the International Association of Women Police Conference 2012 held this year in St. John's, NL.

The 50th annual International Association of Women Police (IAWP) Training Conference was held in St John's, NL from September 9 - 13, 2012. This

conference was jointly hosted by the RNC, RCMP and the Atlantic Women in Law Enforcement (AWLE). It is the first time this conference has ever been held in Atlantic Canada. The conference was a tremendous success with 713 delegates participating from 56 different countries.

Each year during the Conference a fundraiser is held to support a local charity. The charity is chosen by the members of the organizing committee. This year a silent auction was held over the course of four days to raise funds for RMHNL.

Donated items came from local businesses, as well as various delegates from around the world to be auctioned off throughout the Conference for this worthy cause. The IAWP 2012 Executive Committee presented a \$10,000 cheque to the Ronald McDonald House Newfoundland and Labrador (RMHNL) the proceeds that resulted from this years fundraising effort. Accepting the cheque are representatives of RMHNL Christine Morgan, Manager of Development and Communications and Valerie Geary, Development Associate.



# IAWP 2012

## ...and what a journey it was!!

From September 9th to September 13th, 2012 over 700 police officers from 56 countries chose to “JOURNEY to the EDGE” with the Royal Newfoundland Constabulary, the Royal Canadian Mounted Police and The Atlantic Women in Law Enforcement in St. John's, Newfoundland. The Conference began with the afternoon Opening Ceremony at historic George Street United Church, emceed by MP Joy Smith, the author of two Human Trafficking bills before Parliament. Premier Dunderdale, the first female Premier of Newfoundland and Labrador, raised the roof with her opening greetings to her “Sisters!!!”. Mayor O’Keefe added the solemnity and humility of a civilian who never questions when he leaves for work in the morning, if he will return home at night. ...and with that, the tone was set.

Immediately following the Opening Ceremony was the spectacular “Parade of Nations.” What a sight to behold for the cheering spectators who lined the streets to applaud the uniformed police officers

marching in unison behind their country flags. The parade ended at the St John’s Convention Centre where the Vice President of Johnson Inc., Renee Dyer, hosted a Welcome Reception for the delegation in celebration of the beginning of our Journey.

Monday, our first day of training, was opened by Retired General Rick Hillier, whose Keynote Address raised the bar to it's utmost height. He graced our delegates with his vision, his leadership, and his experiences in his presentation of “keeping people first!” He stressed the importance of support and encouragement to pave a smoother path for all, regardless of rank, culture, gender or beliefs. This was certainly wisdom in its simplicity. General Hillier’s riveting presentation captured the interest of the audience from the very beginning and this was a tough act to follow.

Over the course of the four days of training, fifty-five more subject matter experts of world renowned quality, trained our delegation in the areas of Oper-



Parade of Nations

Photo courtesy of Helen Cleary-Escott





**Region 11 Delegates at IAWP 2012. Photo courtesy of Terry Gallant.**

ations, Leadership and Professional Development with current and newly minted operational policing techniques. This three track lecture format offered the participants a wide variety of topics of interest to anyone regardless of years of service or area of specialty. The training concluded on Thursday, September 13th with the closing Keynote Address by another humbling hero, Retired General, and now Senator, Romeo Dallaire. The General spoke to the full delegation on his Child Soldier Initiative; where female police officers are recognized as the first line of contact for many of these victims and are part of the solution to eradicate the use of children as soldiers.

As for the networking, well suffice it to say that this was accomplished in typical Newfoundland style, with barrels of laughter, music, stories and dancing, or as we like to say, by a “good scoff and a scuff!” Our Newfoundland Host Night began with the Rally in the Alley as the delegates, companions and retirees poured out onto the infamous George Street for a night of culture like no other. The delegates were treated to a “scoff” of fish and chips, learned a few traditional Newfoundland songs, some Irish Step

dancing and were made honorary Newfoundlanders with an official “screech in”. The evening ended with a great “scuff” to a local band and many new friendships formed!

On Tuesday, September 11th, Hurricane Leslie arrived with her winds gusting at 140 kilometers per hour, cancelling flights and knocking out the electricity. With the Conference venue in darkness, the motto “the show must go on” must have been made for this event! Candlelight added the appropriate ambiance to our morning sessions and the training continued unscathed. When the lights came back on, none were worse for the wear and Premier Dunderdale's IAWP Awards Luncheon went ahead as planned, albeit with a slight delay and some minor changes to the menu. The Awards Luncheon was inspirational and moving as outstanding females police officers from around the globe were recognized in a variety of areas. Each winner was very humbled by the recognition received from the IAWP and the standing ovation from the audience. The event ended with a beautiful rendition of the song “Imagine”, sung by Geraldine Dafoe, one of the award recipients. Her performance was such a fitting ending





Delegates pose with the RNC Mounted Unit Cst. G. Horan on Townshend and Cst. J. Coombs on Fraize.

Photo Cst. S. Warren



Member of South African Police Service emceeing the IAWP 2013 Host Night.

Photo courtesy of Terry Gallant

for a global celebration of women's achievements in policing!

On Tuesday evening the Winnipeg Hosts of IAWP 2014 took to centre ice to drop the puck on the start of the promotion for their conference...by the stories circulating the next morning of their hospitality, teams were lining up to register for Winnipeg in 2014! If you plan on attending in 2014, hurry up and submit your game plan to them. Their early bird pricing won't last forever, so don't miss out; mark your calendars and register early for what will be another great Canadian IAWP Experience!

Wednesday proved to be another fabulous mixture of training

and entertainment. Besides the three tracks of training already offered, the delegates were given the opportunity to participate in a walk through Meth Lab and visit on-line Child sites to aid in the identification of victims at the National Child Exploitation Coordination Centre's portable Victim Identification lab. The day ended with a taste of South Africa at the IAWP 2013 Host Night! They certainly pulled out all the stops to showcase their hospitality. The delegates were indoctrinated into South African delicacies and experienced first hand the colors, the spirit, and the music that will await them in Durban, South Africa in 2013.

Thursday, our final training day,



introduced our delegation to yet more training in areas of international policing, leadership and cultural crimes. With the training finished and another conference coming to a close, it was time to scuff away our goodbyes at our 50th Anniversary Golden Gala Dinner and Dance. Hosted by Sheila Williams of Spirit of Newfoundland Productions, the audience was entertained throughout dinner. During the 3 course meal there were a number of thank you presentations which wrapped up with a surprise performance of “Are you Lonesome Tonight”

by RNC Chief Robert Johnston. The fun didn’t stop there! The delegates danced the night away to the music of Billy and the Bruisers Showband...some until the wee hours of the morning! What an ending to IAWP 2012. It was week of excellent training, new friendships and great memories.

Finally, to bring IAWP and it’s Mission, Vision and Values back to our own community, the Silent Auction of IAWP 2012 raised an astonishing \$10,000.00



**Members of the South African Police Service during the IAWP 2013 Host Night.**  
Photo courtesy of Terry Gallant

for our first and only Newfoundland and Labrador Ronald McDonald House that officially opened in September of 2012! The presentation of this cheque was made on Monday, September 29th, 2012 by the RNC, the RCMP and the AWLE.

IAWP 2012 will certainly go down in the history books as one of the most memorable. Without the support of generous Sponsors and Community Partners, and over 150 volunteers who gave of their time, none of this would have been possible. Thank you

to all of you who believed in us and to all of you who travelled far and wide to “Journey to the Edge” with us.

Sincerely,  
Sue, Colleen and the 2012  
Organizing Committee



**RCMP Members in the “Parade of Nations.”**

Photo courtesy of Terry Gallant

# Fisheries Officers make trek to Mount Kilimanjaro

By Nikki Butler, DFO

This past January two Fishery Officers, Stacey Bieren (Digby NS) and Nikki Butler (Dartmouth NS) trekked to the summit of Mount Kilimanjaro in Tanzania, Africa. Mount Kilimanjaro rises high above the plains and at 19,340 feet is the tallest mountain in Africa and one of the worlds “seven summits”. The air is thin and cold, the conditions are harsh and the smiles never end.

It was in October of 2006; during the AWLE conference held that year in St. John's NL, when Stacey and Nikki began planning the big event. They will admit that the idea formed as they chatted over a few beverages in one of the pubs on George Street. This probably comes as no surprise to those familiar with the world famous street where many great ideas and good intentions are born. They decided that they would make the trek in 2012, to celebrate Nikki's 40th birthday.

True to their word to tackle this challenge together, they set off in early January 2012 to meet the mountain that would become their home for 10 nights and fulfill a lifetime dream. Before meeting the group they would be making the trek with, Stacey and Nikki spent six nights experiencing a true “African Safari” through Serengeti National Park and Ngorongoro Crater. There they saw the migration on the wildebeest and countless other animals up close and personal... elephants, lions, zebra and giraffe to name a few. After six days, their experience was already above and beyond anything they could have imagined... and that was just the beginning.

They met with their fellow trekkers in Moshi, a town near the base of Kilimanjaro, the day before the trek was to begin to go over last minute details and a check of their equipment. There were 12



people in the group, mostly Canadians, two friends from Australia and a mother/daughter team from the States. The oldest was a 79 year old man from northern Ontario and they both concluded... well, if he can do this, we can do this!

When they arrived at the check-in gate, the entrance to Kilimanjaro National Park and where they would start their trek, they realized the enormity of what was about to happen. Four guides and 54 porters lined up to have bags weighed at the gate. The 54 porters would carry the gear needed to

house 12 people on a mountain for ten nights. The porters and guides were beyond helpful; they were the backbone of the group.

A typical day started about 6:00 am with a wake-up call from the guides. The previous night during supper, one of the guides would let the trekkers know what they needed to carry in their pack for the following day. In their day pack they would carry water, snacks, and an extra layer of clothing, rain gear, camera and any other items they thought they would need throughout the day. The porters carried everything else; sleeping bags, tents, the rest of their clothes, food, “toilets”, propane tanks, water jugs and countless other items. Once they woke, they would pack their bag for the day, wash their face in a bowl of warm water prepared by the porters, brush their teeth and get dressed. They were treated to a full hot breakfast served in a dining tent every morning. After breakfast, they were checked for signs of altitude sickness, asked a list of questions, had their blood oxygen level checked and the guides would listen to their breathing with stethoscopes. Once the group completed their medicals, they would put on their packs, line up and start trekking.



Once the group left camp, the porters would dismantle the campsite, pack everything up and begin to move. The porters would pass the group throughout the morning practically running by them so they could get to the next campsite and have everything ready for the groups' arrival. As the group trekked on "pole pole" (slowly slowly in Swahili) they would take breaks for rest, snacks and water. When they arrived at the scheduled lunch stop, they were greeted with a hot meal served in the dining tent, and the always popular tented toilet. After lunch, they would carry on only to be passed again by the porters who stayed behind to dismantle the lunch stop.

They usually arrived at the site they would call home for the night around 4:00 in the afternoon. Upon arrival, their tents would be set up, their bags containing all their gear would be placed in their respective tents and their beds would be rolled out and ready for them. Warm water was available for washing and medical checks were completed. Again, a hot meal was served in the dining tent and the group would sit and eat and chat for sometimes hours.

On several days, before reaching the camp where the group would spend the night they would hear singing, echoing off the mountain walls. The porters, who had passed the group on the trail throughout the day and rushed to get ahead of them to set up camp, would greet the group by singing and dancing as they got closer. The porters did this to welcome the trekkers to camp and to congratulate them on making it another day. It was a beautiful sound and sight and was certainly heart felt by Stacey, Nikki and the



other trekkers. Not a day went by where tears, brought on by overwhelming emotion, didn't flow.

They spent 10 nights on the mountain, eight to reach the summit and two nights to get back to sea level. They took altitude sickness medication, received daily medical checks and were encouraged by the other trekkers and their guides and porters every step of the way. Some days were more challenging than others and luckily the weather worked in their favour. Although it got unbelievably cold as they approached the summit, they had very little precipitation. They were challenged by six to eight hour of trekking each day that started in the early morning. They fought exhaustion, headaches, nausea and stomach aches. Their oxygen levels dropped, their breathing and respirations became more and more difficult the higher they climbed. There was a new challenge to overcome everyday.

Reaching the summit was an emotional roller-coaster that neither of them expected. They relied on each other for support throughout the entire trek, one leaning on the other at any given moment. At the summit, between the tears of joy and the "high-fives" they quickly announced "we" did it. It's amazing what you can do when you simply put one foot in front of the other!

# Harassment *In the Workplace*

By: Staff Sergeant Julia Cecchetto

Recently, after being away for many years, I attended the AWLE conference and was pleased to see many new and young faces in attendance. It is a good sign that the association has evolved and still has something to offer to a new generation of women officers. In part due to the success of AWLE, the young officers in that room have been spared being told you shouldn't be in the workplace – except to catch "Johns"; that you shouldn't work alone, after all it's not safe; and the potentially career ending "You are Pregnant" – now what do I do with you?

As of late, we have seen a wave of media stories and Facebook type sites regarding harassment of women in the RCMP. A documentary by the 5th Estate is the most notable and is worth watching for those who have not seen it (<http://www.cbc.ca/fifth/2011-2012/behindtheline/>). The issue will not go away anytime soon. The new Commissioner is vowing action and a class action lawsuit filed by former and current RCMP officers is gaining momentum.

I have watched these stories with interest and feel for the women involved. The pain on the face of Corporal Victoria Cliffe was undeniable as she retold her story, which in any other setting would be considered a sexual assault. The manner in which her complaint was dealt with was heart-breaking. I think most women especially those of us who work in a male dominated environment could identify with Victoria.

Although I am grateful that the new generation have



been spared some of the overt discrimination and harassment, at the same time I worry. I worry that many women within policing are writing off what occurred to these women as "only in the RCMP" or "that was 20 years ago it doesn't happen anymore", or perhaps the most disturbing "that was her fault, she put herself in that position".

I have been teaching Workplace Rights – Anti-Harassment practices for over six years now, and trained over 700 people working both RCMP and municipal forces in Nova Scotia and New Brunswick. To this day, the thing that most surprises me, is the vocal opposition to such policy and training from women officers. I have had

women argue with me about a scenario that is very similar to the Corporal Cliffe's story, a male & female officer are offered a training seminar but they must share a room if they both want to attend. A sexual encounter occurs after persistent pressure, eventually a complaint is filed. Is it harassment? Women have given me every reason why that is okay and why nothing would happen to them and how they trust that they wouldn't do anything. This misses the big picture..... no women should ever be put in a position where it could happen! It simply introduces a level of intimacy into the work place relationship that is inappropriate.

I have been told by women that we are too sensitive now, that it is ridiculous how you "can't say anything now" and this policy hurts us and doesn't allow any fun in the workplace. No doubt some of those same





women are participating in inappropriate conversations in the workplace. This participation gains them some acceptance with their male co-workers for now but when the day comes, and it will, when another “younger, cuter” officer replaces them as the “fun” one to be around, what are they left with?

We are shocked when we hear of behaviour that is assaultive in nature, but like corruption, harassment is a slippery slope. It starts long before that with lesser behaviour. Things like comments made in the fall in room when the officer didn't realize there was a female officer behind the divider..... “you need pylons, take the female officers, that is all they are good for anyway.” This intellectual gem was offered in 2010 by a male officer with two years on the job. The female officer that heard this did not say anything or address this comment, yet the story made its way to me as the workplace rights instructor months later. The officer was bothered that such young officers would say such things about women officers, but she was and is not yet ready to confront the behaviour or should I say the potential fallout if she did.

Why aren't women speaking up? Maybe it has to do with perceptions such as this comment posted by a reader of one of the RCMP harassment articles: “If

these women feel so badly about their dealings with fellow officers. I wonder how they respond to the abuse they are subjected to by the violent drunks and other low lifes they encounter in the course of their duties.” As police officers - male or female - we expect to be be-rated, belittled, and demeaned by the people who are on the opposite side of the law. We are trained to deal with it and remain professional during those encounters. In return we are also trained that our co-workers will be there for us, be on our side, understand what we go through, that we are part of something greater than ourselves - a sacred trust. Maybe we don't want to be seen as breaking the code, but this is what makes it so much worse when our co-workers are the perpetrators of the comments and actions. The trust has been broken - but not by the victim.

The bond of the police profession is strong and it is not easy to speak up in a crowd of cops. A couple of years ago I was advised that in a conversation about me with three other officers, an officer referred to me in a derogatory manner using a degrading term. The officer involved was senior and speaking to three cadets who were currently in the cadet class I was coordinating. I was enraged, hurt, embarrassed, humil-

# Harassment in the Workplace

iated and so much more. As I write this, I realise that I was more bothered by this than I care to admit. Even as a workplace rights instructor with a reputation as a no-nonsense

Sergeant, I struggled with what to do about it. I wondered if I was being overly sensitive, whether it was worth coming forward and yes if it was worth the fall out I would face. But I reminded of a quote my sister likes to use “you get treated the way you allow yourself to be treated” and that is why it only took a day for me to come forward with that complaint. Still, my biggest fear as I spoke with the Workplace Rights Coordinator was if the other women in the department would judge me for laying a complaint against another member. In the end, that officer received one day’s pay as punishment – interestingly – the same punishment Cpl Cliffe’s attacker got.

Harassment is just not an RCMP problem, it occurs in every police agency. The only question is to what extent and to whom? By participating in and allowing inappropriate conversations to occur we create a culture that thinks it is okay to not take women seriously in the workplace. The women who came before us fought many battles on our behalf - no skirts, no purses, no silly hats. I believe we now owe it to those who follow us to fight for a culture that fully accepts are daughters and sisters as cops rather than “female cops”. A workplace where women are engaged in conversation for their professional opinions rather than sexual banter.

I do not by any means blame women for the state of sexual harassment in policing or for the matter in any workplace. But as the “victims” of harassment we have the choice to speak up or to silently acquiesce. We take an oath to defend others who may not be



able to defend themselves. Why can't we do it for each other? It is not our place to force someone to go where they can't, but you can be there for your fellow officers by listening or just letting her vent, and by assuring her you will stand with her and fight back against any fallout. If we did we might be surprised who else would stand with us.

I truly believe that the “broken window” theory of policing applies to harassment. If do not allow the small stuff to occur, the big stuff will not be able to take root. We can change the culture if we speak out against all forms of harassment anywhere and everywhere it occurs. It is ok to have empathy for the victims, but it is equally important to support them by speaking up every time harassment occurs big or small. Maybe then policing will have seen the last of workplace harassment, if not I fear we have not seen the last woman who will lose faith in our profession.



# Divine Intervention - Many Miraculous Moments

On January 8, 2012 at approximately 0752 hrs, Communications Operator Joan Dow received a 911 call from Shirley Foster who reported she was trapped in her car in the Saint John River in Maugerville. Her car broke through the ice and was sinking. Joan Dow activated Oromocto and Fredericton Fire Department, RCMP and EMS; then stayed on the line comforting and talking to Ms. Foster. Sgt. Scott Patterson requested Fredericton Police Force members to attend the scene due to the urgency and immediate proximity to the area.

Cst. Jeff Smiley, Cst. Samantha McInnis and Cst. Shawn Fraser were the first officers to arrive on scene. Cst. Smiley, tethered to Cst. McInnis entered the frigid water, broke the car window, and extracted the unconscious victim from her vehicle which was almost completely submerged approximately 30 meters off shore. Cst. Smiley turned Ms. Foster over to Cst. Fraser who then attempted to remove her from the water but repeatedly fell through the ice. Cst. McInnis continued to attempt to pull Cst. Smiley out of the water until Cpl. Doyle arrived and extracted Cst. Smiley while Cst. McInnis assisted Cst. Fraser with the victim. Ms. Foster was successfully pulled from the water and Cst. McInnis and Cst. Fraser performed CPR and rescue breathing and was able to partially revive her, while Cpl. Doyle assisted Cst. Smiley to the shore.

Shirley Foster and the three officers were transported to the DECH. Cst. McInnis, Cst. Smiley and Cst. Fraser were treated for hypothermia and later released. Ms. Foster was stabilized and remained in hospital.

## Divine Intervention - Many Miraculous Moments

Divine intervention? It turned out to be one of those days when life, for reasons unknown, decided to throw the proverbial spanner into the regular rhythm of the daily, almost boring routine. Thankfully all turned out well in the end. A life was saved. For those involved, however, it will forever be a time and an experience never to be forgotten. It was indeed a life changing incident for all participants. Many years down the road it will be something to tell the grand-

**By  
Reverend John Cathcart  
Fredericton Police Force Chaplain  
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children, although they'll never believe that 'their' grampy or grammy would be capable of such risky heroic actions. Actions that could have had such tragic consequences for the four officers on the ice and in the freezing water. We are thankful it turned out well for all involved. A life was saved.

Risking their lives is actually routine for police officers. But you as police officers and first responders already know that. You willingly, and without thought or cost, will risk your life to save or protect another. It is a courage that no amount of money can purchase and it is an action most of us cannot fully grasp. That a total stranger, sworn in as a peace officer, would willingly, and regularly risk their lives to 'serve and protect' their community is beyond most people's comprehension. Certainly beyond most people's understanding of what all emergency personnel experience as part of their daily routine at work. We are often much quicker to criticize our police officers than offer them our thanks for keeping our city safe. Such is the regular routine and rhythm of life.

Following a particular incident recently, where so many miraculous events had to happen at the right time and people be in the right place, to enable someone drowning to be rescued from icy waters, one officer remarked 'we are trained to put ourselves second to save the person who is in trouble'. It was stated as a fact. Not with arrogance or pride, but as a simple fact. That my friend, is not the way of the world. Usually in our post-modern culture everyone wants to be 'the' first in line. It's called the 'me, me, me' complex aided and abetted by the many social media available. To put yourself second is a foreign

# Divine Intervention

concept in a culture of entitlement.

To enable this miraculous rescue - from the moment the 911 call came in, (that the woman had the presence of mind to make a 911 call while her car is sinking in frigid waters is almost beyond belief and is the stuff of TV shows. And that's just where this incredible story begins. Next came the order given to attend the scene. The Platoon Sergeant was sitting right beside the 911 operator who took the desperate woman's unbelievably calm call for help. Her car was filling with freezing water yet she was calm - exceptionally calm.

The event occurring was outside their operational jurisdiction, so someone had to make that tough decision to send officers to the scene. They didn't have to waste valuable time looking for someone to make that decision - the sergeant couldn't have been any closer. The order was issued. Then there were the officers closest to the scene. They were on their way to breakfast on what 'was' a quiet Sunday morning. The place chosen to eat breakfast was en route to the scene. (They were only 8 minutes away.) Then came the risky decisions that would lead to the even more risky actions of those who went into the water. The officers never hesitated to enter the freezing waters of a notoriously dangerous river that now had the added threats of breaking ice and mind numbing cold. Those who were on back up also arrived at the right moment.

One officer later remarked he was 'just' on traffic duty, that he didn't do very much. Yet, with great presence of mind he would remind those on scene to take the 'window punch' out to the car now almost submerged in the water. He undoubtedly contributed more than he could ever have imagined. Just imagine the frustration of getting out to the sinking car and the unconscious occupant and not being able to break the window? Small detail but vitally important. Yep, this whole event had all the elements of divine intervention.

Everything clicked. All fell into place. Went just like clockwork. As chaplain I'm supposed to highlight all that. Consider it highlighted. Yet, in my twenty years of ministry, I have discovered that the 'divine intervention' tag is in itself filled with all kinds of problematic big questions. Why are some saved and others not?

You have those questions too. We all do. Life is full of hard questions that cannot easily be answered by us, or even, believe it or not, by Google!

But I digress. What we do know is that those working their regular Sunday morning shift that day went way above and far beyond the call of duty. The 911 operators, the police officers and the civilian support staff, who all once again, when the situation called for it came together as a cohesive 'team' to save a life. As someone remarked "It makes all the other stuff seem not that important". But let's not forget that "all that other stuff" is the regular routine of the sometimes boring rhythm of life. Yes, and sometimes, boring is good!

I would be remiss in not noting that while this rescue was under way, the 911 calls kept coming in. Life continued to unfold. And also that those who were on the night shift had their challenges to deal with too. Its what policing is all about - the boring routine interspersed by moments of sometimes 'crazy' crisis. However, because you are the professionals you are, you get to work and lay aside all that 'other regular stuff' and do what you have been trained to do 'to serve and protect' your community ... often at the personal risk of life and limb.

We give thanks To God for how things turned out. Divine intervention? Well .... maybe. OK, yes it is. But as the "above noted" suggests ( always wanted to use that ) attributing such a miraculous rescue to Divine intervention is always fraught with difficulty because we know that sometimes some people don't make it. The Divine Intervention tag can make for a capricious God who seems to play favourites. Forgive me, but I have to use my theology degree once in a while!

However, in my humble opinion, in order for the Divine to intervene, and God has intervened, as a Christian, I believe in the Incarnation of Jesus Christ - Immanuel - God with us. That's what the Christmas ( Christ Mass ) celebrations are all about. God intervening. Divine Intervention. God with us.

However, as I will share in my Sunday Sermon, based on the calling of the first disciples by Jesus, found in writing of Saint John in the Bible, there has to be people willing to put themselves second. There's a old saying "That God has no hands but our





hands to do God's work." There's not too many in our culture of entitlement who would willingly put themselves second.

We all know what could have been. Those lingering "What if's?" But on a Sunday morning, in the midst of the regular routine, a life was saved. That's the focus. A life was saved. Everybody went home. In the regular routine and rhythm of a Sunday, as it unfolded and the story was being told, as chaplain, I was privileged to rub shoulders and sit among a group of ordinary people who started that day in an ordinary way and ended the day as heroes. I know! I know! You were just doing your job! Heroes none the less!

The day was also a day filled to overflowing with those challenging lessons and questions of life. If I may be so bold, one lesson learned perhaps was how we all got a refresher course in what everyone does. There are no small parts in such an emergency. Everybody has an important part to play. However, I believe that the big lesson learned by all of you di-

rectly involved at every level was just how much you care for each other ... and how much you cared for the welfare of a total stranger in distress. That can't be taught, bought or learned from any self help book or downloaded app. It is "character" and it comes with the call. Its a gift. Divine intervention? I believe that such Divine intervention began the very first moment you responded to the call God put it in your heart to 'serve and protect' whether you are a 911 operator, police officer or civilian staff - its all a Divine calling. Thanks for answering the call.

To each other, you are much more than colleagues .... you are family. Following the event that was clearly expressed over and over again in the hallways and over coffee. I am proud and privileged to be a part of your family. You indeed are Fredericton's finest. Now, one last thing. I don't have any grandchildren to tell this extraordinary story of heroism to .... so consider yourselves adopted!

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