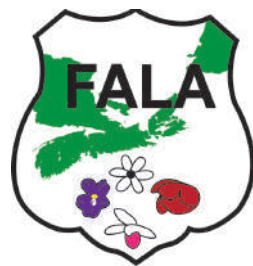




THE NOTEBOOK



The Newsletter of Atlantic Women in Law Enforcement / Bulletin Femmes dans l'application des Lois de l'Atlantique
www.awle.org

FALL 2014

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D/Cst. Joan Harty, Fredericton Police Force; Sgt. Sharon Warren, Royal Newfoundland Constabulary; Sgt. Carolyn Nichols, Halifax Regional Police; Cst. Paula Raymond, RCMP H Division (Retired); Cst. Louanne McQuaid, RCMP L Division; Insp. Suzanne Bill, Royal Newfoundland Constabulary; D/Cst. Sara McElman, Fredericton Police Force.

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Report from the President

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

This year marks the 40th anniversary of women as members in the RCMP. There are several celebrations planned to commemorate the contributions that women have made since 1974 when we were first sworn in as RCMP regular members. In all facets of policing women have made substantial contributions and continue to excel in this challenging and rewarding career.

The tragic events that occurred recently in Moncton underline just how dangerous a policing career can be and how quickly a situation can turn into a disaster. The AWLE has made a donation to the Fallen RCMP Members Fund in support of the families of Cst. Dave Ross, Cst. Doug Larche, and Cst. Fabrice Gevaudan, the members who were killed on duty (<http://www.rcmp-grc.gc.ca/mem/fund-fonds-eng.htm>). We wish good health to injured members Cst. Darlene Goguen and Cst. Eric Dubois.

Plans are progressing for this year's AWLE conference that will be held in Saint John, NB from October 7-10. Co-chairs Cst. Gillian Holden of the J Division RCMP and Cst. Katie Roy of the Saint John Police and their committee have selected the theme "Healthy Heroes Helping Others" and have several interesting speakers and sessions planned. The keynote speaker is Chief Leanne Fitch of Fredericton Police Force, a longtime AWLE member and former executive member. We hope you're able to attend and participate. More information regarding the conference can be found in this edition or on our website www.awle.org.

It's time to submit your nominations for the annual awards that will be presented at the upcoming AWLE Conference. Nomination



packages are in the process of being sent to commanders and chiefs but forms can be accessed on our website any time. Nominations can come from any law enforcement personnel so ensure you nominate a deserving female (and in some cases her male coworkers) to recognize the outstanding work being done. Be sure to submit nominations before the September 1st deadline.

The International Association of Women Police (IAWP) Conference will be held in Winnipeg, Manitoba from September 28-October 2 and will focus on issues of law enforcement and human rights. The theme of the conference is "The Strength of Many -Embracing Human Rights" and the keynote address will be given by the Right Honorable Michaelle Jean, former Governor General. For more information check out their website www.iawp2014.org.

This is my last President's Report for The Notebook. I retired from the RCMP after 25 years of service and at the next conference will also retire as President of AWLE. I joined the executive in 2004 and have been President since 2007. I have thoroughly enjoyed my time on the executive and my involvement in such a unique and professional association. It has enhanced both my career and my personal life and I will miss it.

I look forward to seeing you all at the conference in the fall! Stay safe!

Paula Raymond
AWLE President

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www.awle.org

From the Desk of the

Editor

Welcome to our newest edition of the Notebook!

The planning for this year's annual conference is well underway and we invite you to have a look inside this issue for some of the highlights. Save the date and plan to attend our annual conference in beautiful Saint John, NB, where you will have a fabulous opportunity to network with our membership and take part in a wonderful week of training. The Annual Conference offers some of the highest caliber of training available in our Region and our newcomers are often surprised at the amount of information that they receive.

For this issue, we are pleased that we were able to receive submissions from our partners and look forward to our members continuously working together to improve the publication. The AWLE has a long standing history of bringing the women of law enforcement together via the training conference and this publication. I strive to make the Notebook informative and again ask that you contribute. The Notebook has undergone a vast amount of change in recent years however it still is a reflection of you, our members, thus a voice from your respective organization is most welcome.



I would be remiss in my duty if I failed to express our deep sorrow and condolences to the RCMP in Moncton and acknowledge the tremendous sacrifice of our fellow officers. May they always be remembered; Constable Fabrice Georges Gevaudan, Constable Douglas Larche, Constable Dave Ross. Rest in Peace

Take care of yourself and each other, be safe.
Sergeant Sharon Warren

**Have a story you would
like to see in this magazine?
Send it to
notebook-editor@awle.org**



Raymond retires from RCMP, takes Chauffeur position with Lt. Gov. of NS

Paula Raymond is enjoying “retirement” as the new Chauffeur to the 32nd Lieutenant Governor of Nova Scotia. Paula retired from the RCMP in January 2014, with more than 25 years of service. Originally from Newfoundland, she served in British Columbia, Ontario, and Nova Scotia in positions of General Duty, Bicycle Patrol, Community Policing/Victim Services, Prime Minister's Protection Detail, Special O, and Federal Operations.

“I am so pleased to join the many voices expressing thanks and congratulations to Paula Raymond on her years of exemplary service to our country and to our communities,” said Lt. Gov. J.J. Grant. “Mrs. Grant and I are thrilled that Paula will continue to serve our citizens in this new chapter of her life as a member of the Office of the Lieutenant Governor. Her experience and professionalism is a tremendous asset to Government House and the entire household is delighted to welcome Paula to the team.”

As a member of the vice-regal household, Paula is

responsible for transporting His Honour Brigadier-General The Honourable J.J. Grant, CMM, ONS, CD (Ret'd), Lieutenant Governor of Nova Scotia and Her Honour Mrs. Joan Grant to hundreds of events throughout Halifax and the province. She is the first full time female chauffeur of the Lieutenant Governor of Nova Scotia and the only full time female chauffeur working in any Lieutenant Governor's office at the present time.

In addition to her chauffeur duties, Paula assists with official functions and ceremonies hosted by the Lieutenant Governor. She has also applied her green thumb to the grounds of Government House to create an herb garden for dishes prepared by the Master Chef.

“It truly is a privilege to work for Government House and to drive for Their Honours. My VIP experience and my time as an Honorary Aide-de-Camp has helped me to adapt fairly quickly to my new role,” said Paula. “It's very different from the type of work I was doing previously but I'm thoroughly enjoying it.”

IAWP COORDINATOR'S REPORT

Region Eleven Coordinator
International Association of Women Police

"MONCTON STRONG"

I would like to send by sincere condolences to the families, friends, partners and co-workers of R.C.M.P. officers Constable David Joseph Ross, Constable Frabrice Georges Gevaudan and Constable Douglas James Larche whose lives were taken away senselessly on June 4th 2014. They will be remembered for who they were and how they lived. I would also like to wish R.C.M.P. officers Constable Darlene Goguen and Constable Eric Dubois a quick recovery for the injuries suffered on June 4th 2014. I could not believe the strength, friendliness and togetherness of the Community of Moncton, N.B. and the surrounding areas we witnessed during and after the incident of that faithful day. When you visit Moncton remember to say Thank You.

The Atlantic Women in Law Enforcement will be hosting their conference October 7-10th 2014 in Saint John New Brunswick. If you have ideas for speakers please contact Paula Raymond at paula.raymond@hotmail.com and the information will be passed on. Stay tuned for more details!

On May 2nd a very successful 16th Annual Ontario Women in Law Enforcement Awards Banquet was held. I would like to congratulate the volunteers and executive board for yet again putting together an event described by Rick Keindel of the Ottawa Police as a "top Caliber event" and I agree. Congratulations to all of the Service Award recipients, and the Major Award recipients. The following individuals were the successful candidates in the following categories:

Civilian Award of Achievement

Kimberly D. Rossi Toronto Police Service

Community Service Award

Corporal Mona Eichmann
Royal Canadian Mounted Police

Excellence in Performance

Superintendent Kimberley Yeandle
Toronto Police Service



Detective Suzanne Byrnes

Leadership

Superintendent Debbie Clark
Hamilton Police Service

Mentoring

Chief Superintendent Jennifer Strachan
Royal Canadian Mounted Police

Team Endeavours

Detective Kelly Lyle and Detective Carolyn Botting
Ottawa Police Service

Award of Valour

Constable Netashia McLellan York Regional Police

The names of the Major Award recipients have been forwarded to the IAWP awards committee to be considered for the IAWP Major Awards. Good luck to all.

During the banquet additional awards were handed out.

The Laurie Hawkins Scholarship to Steven Waite son of OWLE member Joanne Waite
Kate Lines retired from the Ontario Police Service in

Region Eleven Report

2010, she received The Heritage Award for lifetime achievement.

Director Bruce Herridge Ontario Police College and Chief of Police Matthew Torigian Waterloo Regional Police Service were both recipients of the Presidential Award

On March 22-23, 2014, I attended the Early Board meeting held in Las Vegas, Nevada followed by the IAWP regional training conference hosted by Regions 9 and 10. Board members were enlightened by 1st Vice President Margaret Shorter's Strategic Planning Workshop. I strongly recommend that every organization conduct these types of workshop to ensure their continued success. As part of the agenda, I received approval to continue investigating and working on a "Travel Club" idea from the board as an added benefit to our members. I am looking for members who would be willing to host other members or who have networking opportunities with owners of accommodations such as bed and breakfast, hotels or motels to forward the information to me via e-mail. I will be presenting my recommendations at the late board meeting in Winnipeg in September. Anyone wishing to be published in the Women Police Magazine can forward their articles and photos to me. English and French articles are welcome. Bids for the 2016 and 2017 conferences are still open. If you believe that your organization would like to host one of these conferences please let me know and we can work together. The guidelines to enter a bid can be located on the website at www.iawp.org

Following the Early Board meeting, I had the pleasure to attend the regional conference and listen to a number of speakers including Peel Regional Police Staff Sergeant Hunter, Winnipeg Police Service Sergeant Lisa Mandziak and Constable Belinda Duncan and Ally Jacobs to name a few. A large segment of the training focused on Human Trafficking with various speakers including survivors of Human Trafficking. I enjoyed this training and recommend to members to seek such training opportunities when available.

I would like to remind members that IAWP has been campaigning against human trafficking for some time. In their release dated January 11th 2014, IAWP President Townsley said "There is power in a lot of people working together for a common cause, whereas one person working alone may only achieve very little", this quote

means more now than ever with the despicable act of terrorism committed by the Islamic Group Boko Haram lead by Abubakar Shekau. According to the World Bulletin, Muslim groups in the U.S and in Egypt's Al-Azhar have condemned the abduction of a group of nearly 300 schoolgirls in Nigeria by Boko Haram rebels. It is during these times that we must stand together and voice our opinion to ensure that actions are taken to locate the girls before they get sold. You can read the IAWP campaign information on their website.

On March 12, 2014 President Townsley, Region 13 Coordinator Julia Jaeger and Second president Stephanie Harding attended the UN building and linked up with UNWomen UK to deliver a presentation on gender responsive policing. Congratulations to you ladies for bringing IAWP to the forefront internationally. A special thank you to IAWP supporters for attending the event including but not limited to Region 2 members Beverley Peal and others, including Dolores Most, and Kathy Burke.

June 10-13th 2014, President Townsley and Region 13 Coordinator Julia Jaeger and other IAWP representatives attended the "End Sexual Violence in Conflict" Global Summit held in London. This is yet another example of the work and influence IAWP has on world events.

The 52nd IAWP Annual Conference in Winnipeg, Canada September 28th to October 3rd 2014 is fast approaching. I encourage you to visit their website at <http://www.iawp2014.org> for the details of the conference and I hope to see you there. Save as an AWLE or IAWP member when you register.

I would like to thank the members who have renewed and the new members who have joined us. Consider purchasing an IAWP membership as a gift, a little goes a long way. A two year membership is only \$70.00 USD. IAWP centennial coins are also available for sale.

For those members who have yet to have logged on the IAWP members' only site please look it up. If you have difficulties with the password or username, contact Carol Paterick at carolpaterick@gmail.com.

If you have any comments, suggestions or just want to reach out please do so.

Looking forward to hearing from you soon
Suzanne Byrnes

Police expert evidence about blind couriers inadmissible

In February 2014, the Supreme Court of Canada released its decision in *R. v. Sekhon* 2014 SCC 15. It is an interesting British Columbia case involving the importation into Canada of 50 kg of cocaine. Border officers at Surrey, BC found the stash in a concealed compartment in a truck which Mr. Sekhon drove across the border from the United States. Mr. Sekhon was not the owner of the truck but the concealed compartment could be opened by a fob in his possession. The issue at trial was whether Mr. Sekhon knew (or was wilfully blind) as to the presence of the cocaine in the concealed compartment.

Mr. Sekhon was charged with importing cocaine and possessing it for the purpose of trafficking. He was convicted based in part on the evidence of a police officer's opinion about blind couriers (also known as blind mules). Mr. Sekhon appealed, first to the BC Court of Appeal, then to the Supreme Court of Canada. The result? Seven judges of the highest court said some aspects of the evidence of the police officer's opinion about blind couriers was improper.

What are blind couriers?

Blind couriers are people who are unknowingly used by others to carry drugs. Their "blindness" has nothing to do with their sense of sight. Rather, it relates to their lack of knowledge of the drugs they are carrying.

The Crown witnesses at Mr. Sekhon's trial included a senior police officer who testified he had been involved in about 1,000 cases of importing cocaine over his 33-year career. The police officer was qualified by the judge as an expert, testified about some aspects of the drug trade and provided his opinion about certain evidence in Mr. Sekhon's case. The prosecutor asked him about blind couriers and whether he had ever encountered any in those 1,000 cases. The police officer answered that he had heard of blind couriers but had never encountered any. In effect, the police officer testified that in his opinion blind couriers do not exist.

The trial judge convicted Mr. Sekhon of importing cocaine and possessing it for the purpose of trafficking. In doing so, he relied in part on the police officer's opinion about blind couriers.

Fast forward: five of the seven appeal judges at the Supreme Court of Canada decided the trial judge was wrong to do that. However, they also said it did not matter because it would not have changed the



Brad Smith is a litigation lawyer in Vancouver, BC and the owner of Bradford F. Smith Law Corporation (www.smithlitigation.com).

conviction in Mr. Sekhon's case due to other evidence of his guilt. So, no new trial for Mr. Sekhon. The other two appeal judges disagreed with their colleagues on this aspect of the case. They would have given Mr. Sekhon another day in court.

Why do we need expert opinion evidence?

Expert opinion evidence can be invaluable. Used appropriately, it helps a judge or a jury understand the significance of certain evidence. However there are some conditions. The evidence must be relevant. It must be necessary to help a judge or a jury. It must not be inadmissible for some other reason. And, it must be given by a properly qualified expert.

In drug importing cases, police officers routinely

Meet our Membership Coordinator: Joan Harty

In January 2004, Harty attended the Atlantic Police Academy at the age of 40, graduated in September, 2004 and received the top award for Best All Round Cadet. Feeling very fortunate to receive an offer of employment with the Fredericton Police Force in February 2005 she started as a Patrol Officer working in that section for just over 2 years. From there moved from Patrol to Community Policing as a uniform member of the Neighborhood Action Team (NAT). Harty remained in Community Services



for 3 years and worked as a Detective in Special Crimes a division of Major Crime for 3 1/2 years.

In January of 2014, she returned to Patrol Division and the Primary Response Team. After a short time there; returned to NAT and took a new position in the Fredericton Police Force, as D/IPV Coordinator. Since this is a new position within the force, Harty is expecting it to be challenging but rewarding. During her time with the Fredericton Police Force, she has attended many AWLE Conferences and this past year at the Charlottetown, PEI Conference she decided to offer for the Membership Coordinator position for AWLE. Harty is looking forward to being a member of the Executive and to working with you in the future.

Police expert evidence about blind couriers inadmissible

give expert opinion evidence. Typically they can provide insights about evidence in a case based on what they've learned through training and experience. In such cases expert opinion evidence can assist a judge or a jury. But the judge must still ensure that the expert's testimony remains within the proper boundaries for expert opinion evidence. The judge cannot allow the expert to in effect decide the question of the accused's guilt.

Police expert opinions in drug cases aren't technical or scientific

This is significant. It means police expert opinions in drug cases cannot be challenged in the same way as expert opinions about technical or scientific subjects. For example, you cannot challenge police experts about whether they arrived at their opinions through appropriate technical or scientific procedures. For the most part, the opinions of police experts are based upon on-the-job experience. For this reason alone, it is very important for trial judges,

prosecutors and defence lawyers to ensure they do not allow the opinions of police experts to substitute for the decisions a judge or a jury has to make. Decisions about things like whether the accused person knew he or she was carrying drugs.

So what was the problem in Mr. Sekhon's case?

In Mr. Sekhon's case the police officer's evidence about blind couriers effectively enabled him to give an opinion on whether Mr. Sekhon knew he was carrying drugs. That question was central to the determination of Mr. Sekhon's guilt. And, it was based on the police officer's opinion about the guilt of other accused persons in past investigations. That was something which was clearly outside the permissible scope of expert opinion evidence. Whether other people in other cases knew they were carrying drugs is not relevant to the question of whether Mr. Sekhon knew he was carrying drugs. The Supreme Court of Canada was right to say so.

Bill Janes appointed as 21st Chief of the RNC

By: Inspector Suzanne Bill
Royal Newfoundland Constabulary

Veteran police officer Bill Janes was appointed as the 21st Chief of the Royal Newfoundland Constabulary on Friday, February 28th, 2014. Chief Janes was appointed to the position after Chief Robert Johnston announced his retirement at the official opening of the new RNC Provincial Headquarters.

Chief Janes has been a member of the RNC for almost 30 years and most recently served as Deputy Chief of Criminal Operations. He joined the Royal Newfoundland Constabulary in 1985 and has served in a variety of areas throughout his career such as Patrol, Operational Support and the Criminal Investigation Division. He has also served as Commander of the Tactics and Rescue Unit and the Public Order Unit.

When Premier Tom Marshall introduced Janes as the new Chief during a news conference at Confederation Building, he stated "The wide-range of knowledge and experience he has gained from

working in different aspects of policing will be valuable assets as he leads the police service going forward."

The Executive Board of the AWLE welcomes Chief Janes to his new post and looks

forward to the continued support from the Royal Newfoundland Constabulary.



Women in Corrections

By: Christina M. MacMillan
Correctional Officer, N.S.

The ability to have Female Officers working in male Correctional Facilities is only a few generations old. For a better perspective consider this timeline;

1940: this is the year in which all female Canadian citizens were granted the right to vote in a Federal Election in Canada. In 1983, just 40 years after this recognition, all Federal Canadian Prisons have female guards on staff. As a female officer this career option is only 31 years old, just slightly newer than the RCMP which is celebrating its 40th year since hiring its first female officers, this year.

Most of our prisons and facilities had to undergo renovations to accommodate the addition of female personnel. Female washrooms and shower facilities required facelifts or had to be built, in existent already crowded buildings. Uniforms needed to be



redesigned or in some cases, an allowance for accommodations in the dress code. Just imagine how the round table discussion went, when the first female officer became pregnant!

Correctional facilities are a society separate from the community they are built in. There is a culture within those

walls that have their own politics and social rules. Considering these factors and more, it is no surprise that Female Officers are treated differently. It's obvious that women and men are designed to physically and cognitively process differently. What's not obvious is the recipe on how to put both skill sets to good use.

When searching the net I came across a very good article on the Canadian Federal Government website that paints an accurate glimpse of Women in Corrections that I wanted to share.

<http://www.csc-scc.gc.ca/publications/forum/e061/e061l-eng.shtml>



2014 World Acadian Congress Coming to New Brunswick!

Submitted by CBSA-Atlantic Region

Not only do Maine and New Brunswick share several international borders, they also share a French Canadian culture and history — a history that will be celebrated at the 5th World Acadian Congress (WAC) 2014 from August 8-24th. The event is a celebration of Acadian culture and history that has been held every five years since 1994. The mission of the WAC is to bring together Acadians from around the world through a series of family reunions, conferences and events.

WAC organizers estimate that this year's event could attract more than 60,000 visitors and more than 300,000 participants to communities in the Canada Border Services Agency's (CBSA's) Atlantic and Quebec Regions as well as the Aroostook community in Maine in the United States. That means that during the 17-day event, thousands of international visitors will be crossing both borders to attend the hundreds of activities planned during this period.

Michel Saucier, the CBSA Chief of Operations in Edmundston, NB, and Program Services Officer, Colette Pelletier-Langevin are leading the project for the Agency.

"This is the biggest event to ever occur in Canada involving our smaller ports of entry and the first time that CBSA in North West New Brunswick has been directly involved and we are excited to have an event of this size in our communities," Michel says, explaining that this is also the first time WAC has ever involved two borders, two countries and two

provinces.

"Francophone dignitaries and citizens from around the world will be coming here for this event, from as far away as Africa, Louisiana and France. This is a great opportunity for us to highlight the important role we're playing in this year's event and how we are working closely with our partners to ensure its success."

Many experienced CBSA Border Services Officers from across the Atlantic region will be coming to New Brunswick on assignment during the event to meet the increased demands and to meet the Agency's role of ensuring the safety and security of our country by managing the access of people and goods coming across our borders. The Agency has very strong working relationships with the Canadian and United States law enforcement agencies that will be also impacted by this event, such as the Edmundston and Grand Falls Police Department, RCMP, Surêté de Quebec, the United States Customs and Border Protection, Aroostook Sheriff Department, Caribou police, Maine State Police, Fort Kent Police and the Madawaska Police, just to name a few. The Agency has been meeting with partners regularly to ensure that the communities on both sides of the border are well protected with the influx of travellers during this time.

For more information about the World Acadian Congress and the programming you can consult their web site at www.cma2014.com



RCMP Pipes and Drums celebrates 10th anniversary

The Royal Canadian Mounted Police (RCMP) Pipes and Drums, Nova Scotia, is based in Halifax and this year celebrates its 10th anniversary. It was formed in May 2004 and is one of seven RCMP volunteer pipe bands located in communities across Canada. The seven pipe bands are in Halifax, NS; Moncton, NB; Montreal, QC; Ottawa, ON; Regina, SK; Edmonton, AB; and Vancouver, BC.

The RCMP 'H' Division Pipes and Drums is comprised of police and citizen volunteers from throughout Nova Scotia who come together to share and showcase their musical talent and help bring the community closer to its national police force. Since its first public appearance at the annual Apple Blossom Parade in Kentville, NS, in May 2005, the band has been in constant demand to appear at public functions.

The band has a wealth of talent and experience in its ranks, and delivers a high quality, high impact presentation in terms of sound as well as appearance. The band proudly wears the RCMP tartan kilt and world famous red serge tunic as its dress uniform. The tartan was designed in 1997 with colours derived from the RCMP uniform and badge. It was officially presented to the RCMP by HRH Princess Anne at a ceremony held in Fredericton, NB, in 1998.

The RCMP 'H' Division Pipes and Drums is self-supporting and raises funds by taking part in a wide range of activities, including parades and other special events on a fee-for-service basis. The band also performs at concerts for special interest groups (e.g. hospitals, schools, and retirement homes); sport and cultural awards ceremonies; fairs; festivals; memorial services; and state and official occasions as

well as RCMP ceremonial functions, such as Change of Command Ceremonies.

The RCMP Highland Dance Troupe of Nova Scotia and the RCMP H Division Flag Party also participate with the Pipes and Drums during select events. The RCMP Highland Dance Troupe is composed of volunteers and performs traditional Scottish Highland Dances and also choreographs their own numbers. The Flag Party is composed of serving and retired RCMP members.

In 2013 the approximately 90 members of the H Division Pipes, Drums, and Highland Dance organization logged in excess of 16,959 volunteer hours in practices and performances.

For more information visit the website at www.rcmppipeband.ca.



CBSA Helps to Raise Money for Special Olympics

Most days Debbie Farrell is a Canada Border Services Agency (CBSA) officer in New Brunswick, however she sometimes finds herself busy pumping gas, washing windshields and busing tables at the Murray's Irving on the Trans-Canada Highway near Woodstock. No it's not a part-time job – it's just one of many events that CBSA officers from across the Atlantic Region take part in every year to help raise money for the Law Enforcement Torch Run (LETR) for Special Olympics.

"Why do I do it? It's hard to put into words but honestly the athletes are so sweet, they look for nothing in return and are a joy to be with," Debbie Farrell explains. "Their enthusiasm and spirit are amazing and when they see me, these great big guys come running up to hug me and they almost knock me over!"

As you know, the LETR is made up of law enforcement personnel from various agencies and detachments from around the world and it is the largest, single fundraiser for Special Olympics. However, the fundraiser is about more than just running. It's an opportunity to promote awareness in the community and raise money to help people with disabilities participate in the sports they love.

For over 20 years CBSA officers have been volunteering their time to work alongside their fellow law enforcement partners to help plan, organize and take part in a wide variety of events to support Special Olympics. Some events include: Tip a Cop, the LETR Golf Outings, t-shirts sales, cook books, Mall and Road Tolls, Gas Station Services, Pulling the Past for the Future, Polar Plunges, Bag & Carry, Toonies-for-Torches and many more.

Each year CBSA employees raise many thousands of dollars for the charity through various fundraising events and are passionate about the work they do for the LETR Special Olympics. All of the money raised help fund various sports for the Special Olympians in the different Atlantic Provinces as well as at the nationals.

"The athletes see that we wear our uniform with pride and they know that the work of all law enforcement officers is "to serve and protect" and as LETR "Guardians of the Flame", we too protect the athletes," Debbie said.

"The spirit and determination of the LETR goes well

"The athletes see that we wear our uniform with pride and they know that the work of all law enforcement officers is "to serve and protect" and as LETR "Guardians of the Flame", we too protect the athletes

beyond the call of duty – it helps transform the lives of children, youth and adults with an intellectual disability. It is with gratitude and humility that we help make it possible for the athletes to have their moments in the spotlight."

This year the CBSA "Draft an Athlete" program in New Brunswick raised a grand total of \$1,540.00 through donations and it is with great pride that the Agency is the LETR sponsor supporting three athletes to go to the summer games in Vancouver. The athletes are Patty Connors from Woodstock who is competing in athletics, Derrick Wiseman from Fredericton who is competing in golf, and Chrystal Bradley from Moncton who is competing in powerlifting.

As the LETR co-ordinator of the Western Valley Region of Special Olympics in New Brunswick, Debbie Farrell wrote a letter from the LETR thanking CBSA for their contributions. In the letter she states, "Besides the gift of time, donations, energy and kindness, you also give the gift of pure joy to those who don't normally have the chance to play sports. Your contributions help to unite people with different disabilities, letting them know they are not alone, and can all realize their potential. Having fun, developing important skills and building self-esteem through sport training and competition is the life of a Special Olympian. Thank you again, from the athletes, their coaches and families, and LETR."

The CBSA LETR members from all four Atlantic Provinces have gone above and beyond the call of duty for over 20 years now to help make a difference in the lives of children, youth and adults with intellectual disabilities and they look forward to many more years of raising money for this worthwhile cause.

2014 AWLE Conference Speakers Announced

Keynote Speaker Chief Leanne FITCH, Chief of Police of the Fredericton Police Force- Sharing from a personal and a professional perspective, as the first female Chief of Police in the Atlantic Provinces.

Topic - In this Keynote address Chief Leanne Fitch of the Fredericton Police Force will share her personal and professional experiences with you about her rise to the top over her 29 year career. Her secrets involve faith, family, hope, an unquenchable thirst for knowledge, love of nature and animals, ... and a little thing called "dogged determination". Her message on "Leadership and Optimism: Developing and Maintaining a Healthy Perspective" is an opportunity for you to learn more about yourself, not only from her successes, but from mistakes she has made along the way that are simply laughable!

• **Presenter Janice Butler** – Work-Life Balance – Discover how bringing more balance, play and living out your personal dreams trigger an energy that spreads into your professional and personal life. You will learn, laugh and be inspired.

• **Presentation by Heidi FitzGerald**, Licenced Psychologist **and Angela Keetch**, Registered Social Worker – Day to Day Stress Management and information on Critical Incident Stress Management.

• **Presentation by Kelly Keith**, Use of Force Expert - Street Survival and Mental Toughness.

• **Presentation by Cst. Brandy Steeves**, RCMP – "It's Easy Out There for a Pimp"- A look into how social media has taken away the need for pimps to groom and work that has been done on the Name the Shame Youth Program.

• **Motivational Speaker Sean Barker**, Fitness Coach and Author – Motivation, Unlocking Your Personal Success Formula and Becoming Your Own Super Hero.

• **Presentation by Cst. Tammy Spence**, Saint John Police Force with Fundy Integrated Intelligence Unit - The unit consists of Saint John Police Force (SJPF), Royal Canadian Mounted Police (RCMP), Canadian Border Services Agency (CBSA), Kennebecasis Regional Police Force (KRPf) and National Weapons Enforcement Support Team (NWEST), specializing in intelligence gathering for Southern NB, mainly dealing with drugs, guns and gangs.

• **Case Study "The Killer in Command; Colonel Russell Williams"** presented by Superintendent Chris Nicholas, Ontario Provincial Police, an overview of the investigation of David Russell Williams, a convicted murderer, rapist, and former Colonel in the Canadian Forces.

Chief Leanne Fitch Biography

Leanne Fitch was appointed to the position of Chief of Police for the Fredericton Police Force in June 2013 after serving seven years as Deputy Chief and one year as Acting Chief. With 29 years in policing, Leanne spent more than twenty years in a broad range of front line policing roles including: Patrol Response, Street Crime, Detective in Family Services section of Criminal Investigations, Training Officer, Media Liaison, Special Munitions Team Leader for Crowd Management and Platoon Supervisor. She is a graduate of the Ontario Police College and holds both a Bachelor and Masters degree from the University of New Brunswick and has completed many specialized police related courses over the years at the Atlantic Police Academy, Canadian Police College and Dalhousie University. While working with the Force, she taught part time as an Instructor in the Department of Criminology with St. Thomas University from 1998 to 2004. Leanne is a published author on topics including Community Policing, Organizational Change, Intimate Partner Violence and other police-related topics and has presented locally, nationally and internationally. She was named officer of the year for both the Atlantic Women in Law Enforcement and the International Association of Women Police in 2002 and 2003. She has earned her

Police Officers' Exemplary Service Medal from the Government of Canada, the Queen's Diamond Jubilee medal and on January 7th this year was awarded the Member of the Order of Merit for the Police Forces (M.O.M).



Leanne is committed to improving professionalism, compassion, ethics and community partnerships in the field of policing. Leanne is an active member of the Canadian Association of Chiefs of Police, the International Association of Women Police, AWLE and the New Brunswick Chiefs of Police. She has been an community volunteer throughout her career and currently serves as co-chair of Safe for Pets Too....In Transition with You, Aide De Camp for the Lieutenant Governor of New Brunswick and is the President of Fredericton Therapeutic Riding Association. She lives on a hobby farm with her partner Sara of 25-plus years, three horses, two dogs and three cats!

It can be a zoo both at work and at home...so just imagine what Leanne has to say about work-life balance and maintaining a positive outlook on life!



ATLANTIC WOMEN IN LAW ENFORCEMENT TRAINING CONFERENCE

Saint John, New Brunswick

October 07th to 10th, 2014

"Healthy Heroes Helping Others"
REGISTRATION FORM (Please Print)

Name:	Rank:		
Home Address:			
Home Phone:		Home E-mail:	
Agency:			
Business Address:			
Business Phone:		Business E-mail:	
Are you a member of AWLE? Yes <input type="checkbox"/> No <input type="checkbox"/>			
Are you planning to attend the banquet? *included in registration Yes <input type="checkbox"/> No <input type="checkbox"/>		Banquet dinner (guest or dinner only) *cost is \$70.00 - please add to registration fee Yes <input type="checkbox"/> No <input type="checkbox"/>	
* please advise of special dietary requirements;			

AWLE Member in good standing: Conference Fee: \$ 175.00

* Retirees pay half of the conference rate dependent on their member status*

Non AWLE Member: Conference Fee: Paid on or before September 07th, 2014 \$ 275.00
***Paid after September 07th, 2014 \$ 325.00**

* If paid after September 07th, 2014 there is no guarantee of registration gift package

* If paid before July 31st, 2014 YOUR NAME GOES INTO A DRAW FOR "A WEEKEND'S NIGHT STAY FOR TWO ADULTS, BREAKFAST INCLUDED" AT THE HILTON SAINT JOHN

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 for full rate confirms & guarantees registration & participation at ALL conference functions.

Payment by Cash \$ _____

Cheque/money order (payable to AWLE Conference 2014) \$ _____

This form may be MAILED with payment to: AWLE Conference 2014
 Attn: Cst. Stacy Humphrey,
 Saint John Police Force,
 PO Box 1971, 1 Peel Plaza,
 Saint John, NB, E2L 4L1

For more information on the conference registration contact stacy.humphrey@saintjohn.ca

AWLE Conference Co-Chairs:

Cst. Gillian Holden RCMP – gillian.holden@rcmp-grc.gc.ca
 Cst. Kate Roy SJPF – katie.roy@saintjohn.ca

HOTEL: Hilton Saint John, 1 Market Square, Saint John, NB, E2L 4Z6 (506) 693-8484

To Book the group rate please call Toll Free 1-800-442-6644 (ask for a front desk agent) OR use the web site;

http://www.hilton.com/en/hi/groups/personalized/S/STJHHH-WOMA14-20141004/index.html?WT.mc_id=POG

Group Code: WOMA14, rate **\$109.00 + tax per night**

Book by September 07th, 2014 to get the group rate! (after this date group rate cannot be guaranteed)

ATLANTIC WOMEN IN LAW ENFORCEMENT (AWLE) 2014 AWARD NOMINATION

Rules

Exceptional women in the law enforcement field may be nominated in no more than two (2) of the seven (7) nomination categories for the current year. However, to ensure adequate consideration of the skills and achievements specific to each category, a separate submission will be required for each category. Nominations are reviewed by an independent awards committee.

2. Describe the nominee's observed behavior against the criteria outlined in the nominated category selected. It is important to be detailed, clear and concise in addressing the criteria. The nomination must be submitted electronically in the following format:

a) Introduce the nominee – include current position, length of time at this position/rank, main duties/tasks of this position in 200 words or one half page;

b) Identify the position/job duties which are the subject of the nomination category (if different than current position). Explain how the nominee qualifies as performing this position/job duties in an exceptional manner as per the nomination category criteria. It is not sufficient to state that the nominee performs in an exceptional manner or that she exceeds job expectations. The demonstrated behaviours must be clearly described to the awards committee. This section has a maximum of 1400 words or three and a half pages. Please keep in mind that members of the awards committee may not be familiar with acronyms or specialized work or duties within your law enforcement agency. It is important that no assumptions be made and that clear articulation be provided.

c) A brief biography of the nominee of 400 words or less is optional.

The biography must stand alone and cannot be combined with the first two sections.

3. Do not provide supporting documentation such as letters of appreciation/commendation, performance appraisals, newspaper or media clippings or photos as these will not be considered by the awards committee.

4. Provide the contact names and phone numbers of two references to allow verification of accuracy of the nomination, in the event they are required by the awards committee.

5. The nomination must be completed electronically and forwarded in a word document or pdf format to: AWLE President, Paula Raymond at paula.raymond@hotmail.com by September 1, 2014. Award nomination forms are located on the AWLE website at http://www.awle.org/awle_awards.html.

6. Each award recipient will be notified via telephone by the AWLE President. Unsuccessful nominees and their nominators will be notified via letter by the AWLE President. If the nominations submitted do not meet the exceptional or distinguished rating criteria for the nominated category, an award will not be presented.

7. Award recipients will be nominated for the International Association of Women Police (IAWP) Awards Program for the following year.

Please contact AWLE President Paula Raymond if you require further information.

AWLE AWARD CRITERIA

1) Officer of the Year Award

To be awarded to any female officer who has a history in excellence in all four areas of leadership, community service, mentoring and excellence in performance, as indicated below.

2) Leadership Award

To be awarded to any female officer who distinguishes herself by superior accomplishments or continuing long-term involvement using leadership skills that encompass, but are not limited to, problem solving, planning, organizational skills, communication, being a positive role model, and/or administration, which make a significant contribution within the agency or the law enforcement mission.

3) Community Service

To be awarded to any female officer who distinguishes herself by superior accomplishment through developing, designing, implementing, and participating in programs involving communities that include neighborhoods, schools, community meetings or businesses.

4) Mentoring

To be awarded to any female officer who distinguishes herself with her support and assistance to women in law enforcement, development of programs or policies favorable to women, or serving on committees/organizations that review women's issues.

5) Excellence in Performance

To be awarded to any female officer who distinguishes herself through superior attention to duty or outstanding investigative effort that leads to the identification, location, or arrest of a major criminal or criminal activity.

6) Medal of Valor

To be awarded to any female officer who distinguishes herself through acts of bravery above and beyond the call of duty, which would also include exemplary performance during extremely dangerous situations. This award is not limited to one recipient. In circumstances where a male counterpart is involved in the situation, the male may also be issued the award.

7) Team Endeavors

To be awarded to any female officer and her female/male counterpart(s), who distinguish themselves by working on a complex, comprehensive, ground-breaking or long-term project within a service or across jurisdictions, with broad implications for law enforcement or justice; in other words, a major issue with significant implications for change. This could include investigations, administrative projects such as internal reviews, leading teams, organizing major events and conferences, organizational change projects, task forces or public inquiry support. Specify the nature of the role of each of the members of the team.

AWLE AWARDS NOMINATION FORM

Award Category: _____

Nominee

Name: _____

Address: _____

Telephone Work: (____) _____ Telephone Home: (____) _____

Fax: (____) _____

E-mail: _____

Nominator

Name: _____

Address: _____

Telephone Work: (____) _____ Telephone Home: (____) _____

Fax: (____) _____

E- mail: _____

Reference Names/Phone numbers:

1) _____

2) _____

Nominations must be received by September 1st, 2014

Thank you for your support and recognition of women in law enforcement!

Louanne McQuaid joins AWLE Executive Committee

Louanne McQuaid co-chaired the 2013 AWLE Annual Conference that was held in Charlottetown, PEI and joined the AWLE executive in the Media Relations position as a result of an election during the Conference. She joined the RCMP in 2006 after making a career change from being a Financial Advisor for 11 years with Scotia Bank in Bedford, NS. She is "living a dream" working with the RCMP and is currently posted in Queens District,

Charlottetown, PEI working as a General Duty Police Officer. She has many interests, which include golf, soccer, being on the water, and spending time with family and friends. Louanne believes "Life is too short to sweat the small stuff". She is looking forward to representing you on the AWLE Executive.



HRP's 10-Year Strategic Plan

By Chief Jean-Michel (JM) Blais

When you think of Strategic Planning, what's your automatic response? For some people, it elicits a groan and/or the rolling of the eyes, while others are actually excited about the process and welcome it with open arms. For us at Halifax Regional Police, it has been an enlightening and at times, uncomfortable experience as we willingly forced ourselves to think and act outside our comfort zone. That being said, it has also been an enriching experience.

When I came on as Chief in the fall of 2012, one of my main priorities was to ensure the organization had a vision of our future through the creation of a 10-Year Strategic Plan. In the latter half of 2013, we created a Strategic Planning Group comprised of a cross-section of employees, hired a consultant to guide us through the process and undertook significant research. In early 2014, we completed a first draft of the Strategic Plan, finalized the content and determined our 18-month, 5-year and 10-year goals. Throughout this past spring and summer, we gathered feedback from all stakeholders on the



draft plan: community groups, partners and employees. Now, we're finalizing the plan and will soon launch the finished product. And what is most important is that we're committed to seeing it through, with multi-disciplinary teams dedicated to achieving our priorities and goals.

What has been most remarkable to me about this entire process is that the research and feedback phases provided us with invaluable information about where we were, what we wanted and needed to be,

and where we wanted to go over the next 10 years. In doing so, it allowed HRP to hear concerns about today and hopes for tomorrow from our employees, volunteers and community members. It was truly illuminating to hear from the people who make our organization tick and those whom we serve.

I encourage every organization, and even every person, to embark on a strategic planning or visioning process if you haven't already or if it has been some time since you've done so. Our journey has been over a year in the making, but it was worth every step. In the words of Antoine de Saint-Exupéry, who wrote *Le Petit Prince*, "A goal without a plan is just a wish."

RNC promotes Inspector Marlene Jesso to rank of Superintendent-July 16, 2014

Superintendent Jesso has been a member of the Royal Newfoundland Constabulary since April, 1983. She has worked in many areas of the RNC and thus has had a very broad and well-rounded career. Superintendent Jesso brings with her a wealth of knowledge and experience in the areas of Street Patrol, Criminal Investigation, Drug Section, Newfoundland and Labrador Crime Stoppers, Labrador West Detachment, Training Section and most recently as OIC of Professional Standards Section.

Superintendent Jesso has a strong work ethic and an unwavering commitment to the Royal Newfoundland Constabulary as well as to the people it serves. Her deep rooted sense of commitment inspires those that she supervises to aspire to become better and to carry on the legacy of a respectful workplace. Superintendent Jesso's work ethic and supervisory skills were paramount in her being nominated for the AWLE awards in the categories of Leadership and Excellence in Performance in 2006, 2007 and 2009. She was also nominated for the Newfoundland and Labrador Crime Stoppers Officer of the Year Award. She has served on a number of committees and also has a number of volunteer organizations that she devotes her time to. Superintendent Jesso has received her RNC Exemplary Service Medal as well as the Queens Jubilee Medal.

Superintendent Jesso has been a member of the Royal Newfoundland Constabulary Honor Guard since 1983 and currently serves as the Guard Commander. She has currently attained 70 members to the guard and it is apparent she takes pride in this aspect of her duties. She serves with integrity and influences others along the way.

On behalf of myself and the AWLE, I would like to extend our sincere congratulations to Superintendent Marlene Jesso for an outstanding career and for exemplifying the success of all women in police. We wish you every success as you continue on your career path and wish you well in your new position.

The Royal Newfoundland Constabulary also promoted Superintendent James Carroll to the rank of Deputy Chief. Deputy Chief James Carroll is a thirty two year veteran member of the Royal Newfoundland



"Her deep rooted sense of commitment inspires those that she supervises to aspire to become better and to carry on the legacy of a respectful workplace."

Constabulary. He has been awarded the Queens Diamond Jubilee and has received the 30 year Exemplary Service Medal. On Friday, May 24, 2013, he was appointed Member of the Order of Merit of Police Forces at Rideau Hall in Ottawa. He has an extensive and diverse career. The AWLE Executive and membership look forward to working with Deputy Chief Carroll in the future and extend our sincere congratulations on his promotion.

Case Study: *R. v. Spencer*

2014 SCC 43 [34644] (June 13, 2014, per Cromwell J. (McLachlin C.J. and LeBel, Abella, Rothstein, Moldaver, Karakatsanis and Wagner JJ. concurring), 87 paras.) Crown Counsel: Susan Magotiaux and Allison Dellandrea)

Why this case is important:

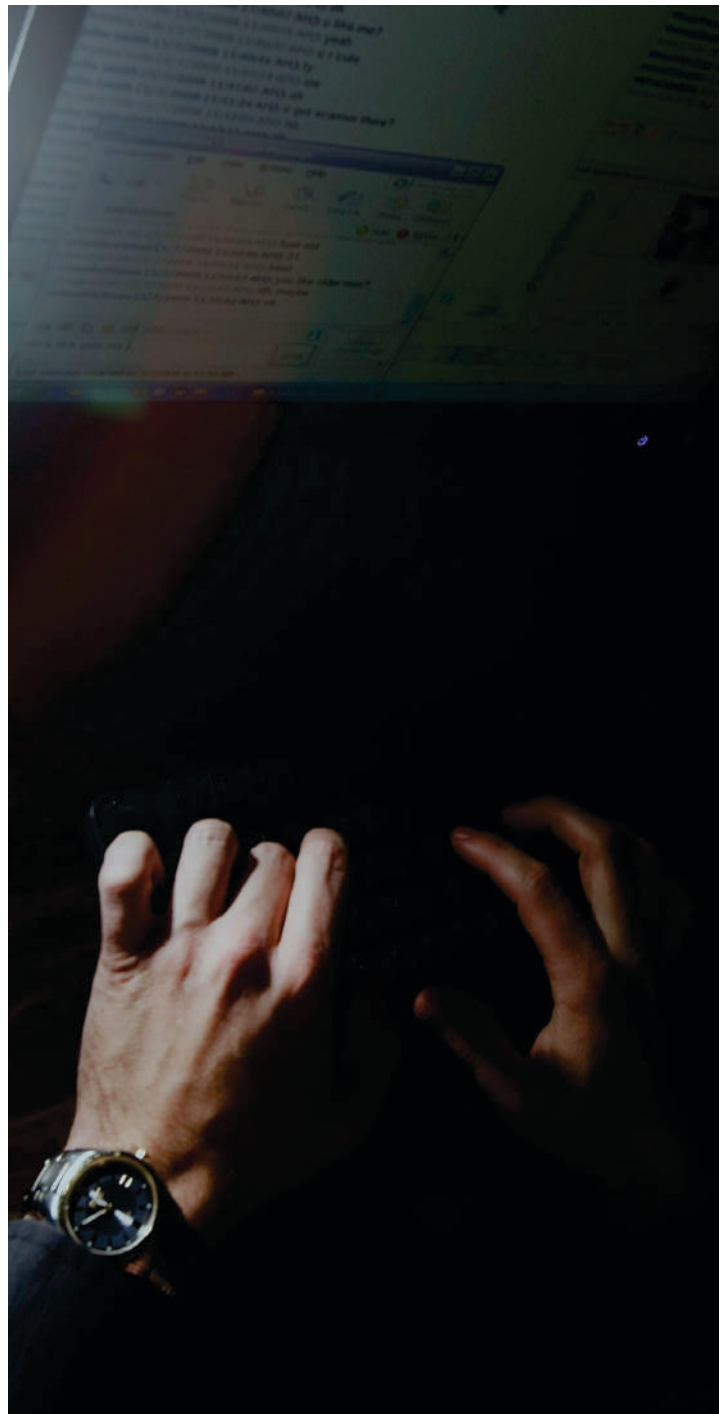
The SCC held that the police request of Internet service providers (ISPs) for basic subscriber information associated to a particular IP Address amounts to a warrantless search not authorized by law. The decision represents a departure from the Ontario Court of Appeal's decision in *Ward*, 2012 ONCA 660 which had found no s. 8 breach in the voluntary disclosure of subscriber data by ISPs based in part on their contractual terms governing disclosure in particular circumstances.

The Court defined the concept of Informational privacy as including three distinct but overlapping branches: privacy as secrecy, privacy as control, and privacy as anonymity. The concept of “anonymously undertaken online activity” was found to engage a significant new, modern privacy interest.

The SCC also confirmed that the mens rea for the offence of make available child pornography may be established by proof of wilful blindness. The Crown need not prove any additional “positive act” demonstrating knowledge of sharing in order to establish the elements of the offence.

Bottom Line: Production Orders are now required to obtain basic subscriber information (customer name & address) from ISPs. Neither the combined terms of contracts of adhesion and the provisions of PIPEDA s. 7(3)(c.1)(ii) nor s. 487.014 suffice to authorize the request and receipt of subscriber data. Obtaining Subscriber Information matching an IP Address is a Search

1) The Court in *Spencer* emphasized the need to take a “broad and functional approach” when assessing the subject matter of the impugned search, which requires an examination not only of the nature of the precise information sought, but the nature of the information that it is capable of revealing [para 26]. The tendency of the



information sought to support inferences in relation to other personal information must be taken into account in characterizing the subject matter of the search. [para 27]

2) Here, the Court found that the subject matter of the search was not simply the name and address of the subscriber, but rather was the identity of an Internet subscriber which corresponded to particular Internet usage.

3) The Court found that an IP Address, once identified with a particular individual, is capable of revealing the individual's online activity in the home, which warrants s. 8 protection [para 32]

Privacy in Online Anonymity

4) Informational privacy in this context includes

Case Study: R. v. Spencer

three elements: secrecy, control and anonymity.

5) Privacy as anonymity applies neutrally to protect both lawful and unlawful online activity. S. 8 protects a privacy interest in subscriber information with respect to computers which are used for private purposes [para 36]. The privacy interest at stake in this case is not simply the individual's name, but the link between the identified individual and the personal information provided online anonymously. The monitoring of home computers, as in this case, may also engage an element of territorial privacy. [para 37, 42]

6) In the same way that a sniffer dog provides information about the contents of a bag and that DRA readings provide information about what is going on within the contents of a dwelling, subscriber information, by 'tending to link particular kinds of information to identifiable individuals' implicates privacy interests relating to their identity as the source, possessor or user of that information [47]. Therefore the receipt of subscriber information corresponding to specifically observed, anonymous Internet activity engages "a high level of informational privacy". [51]

Contractual and Regulatory Frameworks to not constitute waiver of privacy

7) The SCC held that the relevant regulatory scheme under PIPEDA and contractual terms of service as expressed in Shaw's "Acceptable Use" and "Privacy Policy" provided little assistance in evaluating the reasonableness of Mr. Spencer's expectation of privacy. In the final analysis, they did not combine to provide the lawful authority for the voluntary provision of subscriber information to law enforcement in response to their request.

8) Personal Information and Protection of Electronic Documents Act (PIPEDA): The Court confirmed that s. 7(3) (c.1)(ii) permits disclosure of information to government institutions for the purpose of law enforcement where the requesting agency states its "lawful authority" for the request. The reference to "lawful authority" in s.7(3)(c.1)(ii) may include:

- i) the common law authority of the police to ask questions that are not the subject of a reasonable expectation of privacy;
- ii) the authority to conduct warrantless searches under exigent circumstances
- iii) the authority to conduct searches where "authorized by a reasonable law"

s. 24(2) – The evidence was admitted despite the s. 8 breach

9) Having found that the receipt of subscriber information from the ISP on the basis of a law enforcement request amounted to a warrantless search, the Court went on to consider the factors related to the admissibility of the evidence according to the Grant factors under 24(2) and admitted the evidence. Police were relying in good faith on the state of the law at the time, which supported obtaining information through the law enforcement request in this context.

The Fault Element of "Make Available" child pornography

10) The SCC upheld the SaskCA's order for a new trial on the make available count on the basis that the trial judge had erred in his analysis of the mens rea for this offence. The Court confirmed that the trial judge had erred in finding that the offence required proof that Spencer had demonstrated his knowledge of the nature of the file sharing program capabilities by some "positive act" on his part, beyond his technical use of the program to transmit child pornography.

11) The SCC confirmed that the trial judge had erred in failing to consider whether Spencer had been wilfully blind to the fact that the child pornography was in his shared folder, which he knew was accessible to other users. The offence is complete once the accused knowingly, or by wilful blindness, makes child pornography available to others.

12) No "positive facilitation" is required to prove the mens rea of make available. Other evidence which can support an inference of wilful blindness includes:

- a) Statements to the police acknowledging an awareness of the capabilities of file-sharing programs;
- b) Changes to the default settings of the program;
- c) Installation prompts which address the sharing properties of the program;
- d) Notifications within the program, once successfully installed, regarding the ramifications of sharing;
- e) Visual indicators built in to the program which indicate the progress of uploading of files from the user's computer.

Self-Care versus Selfish

As I was preparing to write this article, I received an e-mail from my first cousin whose father had been a Sergeant Major in the RCMP. As a young girl, I had a bird's eye view of the importance and intensity of the work my uncle did in the community.

Forty plus years later, I am thinking about all the incredible women, like you, who work tirelessly to create a safe environment for us to live. Being a counselor in full-time private practice, on the Board for The Coalition Against Violence, a mom, a wife, and a daughter of two aging parents, I really get the importance of self-care. "Who has time for that?" is the shocked look upon the faces of the women who come to see me and that have equally full and busy lives. When I mention self-care, they get that deer in the headlights look! Some laugh, some think I am crazy, some freeze, some leave the office screaming because they have one more thing on their to do list...

All joking aside, my wakeup call came when I was in a near fatal car accident in 2007, shortly after I returned to Newfoundland. It occurred outside of my office at The Wellness Centre. I was on full steam ahead at the time of the accident. I am not blaming myself or the person that hit me, but I have often wondered if I hadn't been on full steam ahead would I have been in that predicament. I will never know the answer to that hypothetical question but what I know for sure is that I am worth putting myself on the self-care list. I had to learn this at great cost.

Really ladies...at what cost are you giving, giving, giving, without setting aside time for your own health and wellness? If you can be fully honest with yourself, take 10 minutes and fill in the blank: The cost to me is _____. Is it my health? Whether physical, mental, or both? Is the cost impacting my relationship with my partner, my kids? Am I grumpy or miserable a great deal

of the time? Do I have fun anymore? Am I eating too much? Drinking too much? Sleeping too much? Do I watch too much T.V? Am I missing time with friends? With family? With nature? Make the list yours. Try and break down the barriers of your defensive mind and be brutally honest with yourself.

When you have completed a thorough list, pick one area where you think you could make a change. Choose an area that has the potential to be accomplished and that makes you feel that you have actually put yourself on your list. Giant leaps are not sustainable as proven by the weight loss industry here in the western world. The weight loss industry lures us into spending thirty billion dollars annually and we are only getting larger. If you chose fitness and health, make the change a positive one. For example, add a walk twice weekly, or add more fruits and vegetables to your diet. The gentle and consistent approach is far more sustainable than the hard nosed "As of Monday, all sugars, breads, whites, etc. are out of my life forever." ... you, of all women in society, know the drill!

Minor changes can have quite a mental bang for the buck. Once you get a couple of weeks of these slight self-care changes going, try and tackle other action steps. Success builds on success. Confidence gets built as you learn to trust in yourself to show up for you. No one else can rescue you from your neglectful lack of self-care ways. So the invitation is here...once again the reminder that you matter, you are worthy and deserve to take loving kind and compassionate care of yourself. When you give yourself permission to do this, you give others permission to do the same. What are you waiting for?

Bonnie Lundrigan, M.Ed.-Bonnie, is a counselor and professional life coach at The Wellness Centre in St. John's, Newfoundland.



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Association Membership Form
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Membership is accepted prior to January 31 for benefits in that current year!

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

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Co-ordinator Use only: GIFT ____ **RECEIPT** ____

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Fredericton Police Service
311 Queen Street
Fredericton, NB
E3B 1C1

Mentoring Support Training

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The Atlantic Women in Law Enforcement represents the interest of Police/Peace Officers in the Atlantic Provinces and is committed to further enhancing our members skills through training, professional development and peer support. Join us and benefit from all our organization has to offer.

For further
information visit
www.awle.org
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membership@awle.org

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