



The Notebook



The Newsletter of Atlantic Women in Law Enforcement / Bulletin Femmes dans l'application des Lois de l'Atlantique
www.awle.org **SPRING 2015**

Meet Endzo Page 8





From left to right: Inspector Suzanne Bill, Royal Newfoundland Constabulary, Constable Joan Harty, Fredericton Police Force, Sergeant Carolyn Nichols, Halifax Regional Police, Correctional Officer Christina McMillan, Nova Scotia Corrections, Constable Sara McElman, Fredericton Police Force, Sergeant Sharon Warren, Royal Newfoundland Constabulary

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From the Desk of the

Editor

Welcome to the latest Edition of the AWLE Notebook! At this past year's conference in Fredericton, NB we bid farewell to Paula Raymond as she vacated her President position. Paula retired from the RCMP last year and although she remains a valuable member of AWLE she felt that the President position would benefit from an active member of Law Enforcement. On that note, we welcome Carolyn Nichols into the interim President position. Carolyn held the position of secretary prior to transitioning into her new role. Another change in the executive saw the addition of Christina McMillan as the interim secretary. Congratulations to both Carolyn and Christina as they take on their new roles. Christina, welcome to the team!

The AWLE has been active in seeking out hosts for their annual conferences and this year we are pleased to announce that we are headed to Truro, NS for 2015. Please check out the article submitted by Karen DeGroot as well as the updates on our website www.awle.org. The website will be updated as details are confirmed. We will remain in NS the following year as Halifax Regional police Service is set to host our conference in Halifax for 2016.

As in preparation for this year's conference I ask that you take time to consider offering for a position on the Executive Board. At the 2015 conference we will have four positions available. The position of President, Vice President, Treasurer and Secretary will be available for nomination and voting. The board meets two times annually to discuss the yearly conference, the Notebook as well as finances. It is a wonderful organization and



well worth the investment of time.

I also ask that you consider assisting with our recruitment drive and work on increasing the membership. Let us know why you are a member of AWLE and what it means to you. Take the time to speak with members of your organization and encourage participation. Membership is rewarding and we depend on it to maintain functionality. Without our members AWLE will cease to exist.

I hope you enjoy this issue of the Notebook. Please consider adding your voice to the publication and send in tidbits and articles for the next issue. If there are articles that you would like to see in the future just contact me at notebook-editor@awle.org

Until then, stay safe
Sharon

Send your stories and articles to notebook-editor@awle.org

Report from the President

As your newly appointed President I look forward to a new year of AWLE and the continued success of our Organization. One of my main goals this year is to raise the awareness of AWLE in the law enforcement community. We are only as strong as our members and our executive is dedicated to increasing our membership this year. I am asking for all of your assistance in this and am looking for some personal testimonials that we could use in advertising in our Notebook and on our website. Please give some thought to your experiences at conferences, with our awards program and in being a member in general and send me a small write up by email. I am also open to any suggestions you may have on how we can raise our profile in the law enforcement community and beyond.

Congratulations to Cst Gillian Holden, J Division RCMP and Cst Katie Roy, Saint John Police for their hosting of the AWLE 2014 Conference in Saint John, NB this past October. Along with the help of their conference committee they were able to provide an agenda focussed on professional development and provided a forum for networking amongst the attendees.

The AWLE 2015 Conference will be held in Truro, Nova Scotia. Truro Police Service, Colchester County District RCMP and Nova Institution, Correctional Service of Canada are co-hosting the conference. We are just firming up the details and the Executive is excited to work with them on this venture. Please see our website at www.awle.org for more details in the near future.

The AWLE 2015 Conference will also have elections for the following executive positions: President, Vice-President, Secretary and Treasurer. I encourage you to consider becoming a part of the AWLE Executive team.

It's also time to start thinking about



nominations for the AWLE 2015 Awards which will be presented at the conference in Truro, NS. The AWLE awards nomination packages will soon be going out to the commanders and chiefs in the Atlantic Region. The awards nomination forms can be found on our website at www.awle.org.

The AWLE 2016 Conference will be hosted by Halifax Regional Police in Halifax, Nova Scotia.

The International Association of Women Police (IAWP) 2015 Conference will be held in Cardiff, Wales August 23-27, 2015. This will mark the 100th anniversary of the IAWP. Registration information can be found at www.iawp2015.org

Thank you and I look forward to seeing you in Truro!

Carolyn Nichols
AWLE President
president@awle.org

Chief Leanne Fitch invested as Member into Order of Merit of the Police Forces

By: Alycia Morehouse | Communications & Public Affairs | Department of Public Safety City of Fredericton| Office

On Tuesday, September 9, 2014, Chief Fitch was invested into the Order of Merit of the Police Forces, as a Member (M.O.M.), by Governor General David Johnston. The ceremony took place at Rideau Hall in Ottawa. She was only one of five representatives from Atlantic Canada to be honoured.

Established in October 2000, the Order of Merit of the Police Forces honours the leadership and exceptional service or distinctive merit displayed by the men and women of the Canadian Police Services, and recognizes their commitment to this country. The primary focus is on exceptional merit, contributions to policing and community development. Her Majesty Queen Elizabeth II is the Order's Sovereign, the governor general is its Chancellor and a Commander, and the commissioner of the Royal Canadian Mounted Police is its Principal Commander.

The Member of the Order of Merit recognizes exceptional service or performance of duty over an extended period, usually at the local or regional/provincial level. The badge of the Order is the same as that of the Order of Military Merit, a blue-enamelled, straight-end cross (four arms, narrow at the centre, wider at the ends) with an annulus in red surmounted by St. Edward's Crown. The annulus bears the inscription MERIT.MÉRITE.CANADA.



**Photo credit: MCpl Vincent Carbonneau, Rideau Hall
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represented by the Office of the Secretary to the
Governor General, 2014**

annulus in red surmounted by St. Edward's Crown. The annulus bears the inscription MERIT.MÉRITE.CANADA.
Congratulations Chief!



Walk a Mile in Her Shoes

Reprinted with permission from HRP, Fall 2014 APB

On September 24, 2014, Halifax Regional Police officers were proud and pumped to participate in YWCA Halifax's Walk a Mile in Her Shoes to end violence against women. This event was especially fitting as domestic violence and sexualized violence are two of their operational priorities.

Congrats to Cst. Andrew Conrad for organizing and pulling together a fantastic group of men for the walk. As a result of their efforts, they were officially awarded 'Largest Group' representation at this year's event!

IAWP COORDINATOR'S REPORT

Submitted by Suzanne Byrnes Region Eleven
Coordinator

International Association of Women Police

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<http://iawpregion11.blogspot.com>

This past few months made me realize how precious life is. Taking into account the world's political unrest and the safety issues affecting all of us worldwide, one must remind themselves of the priorities in life and make every day count.

I would like to congratulate all of you who have been promoted recently. If you would to share your success with other Region 11 and have your name in the newsletter or on the blog, please let me know. Photos are welcome. I would also like to hear of any other accomplishments such as school, projects, and fundraising efforts you have accomplished. Having commenced by MBA through Athabasca University, I have a new admiration for time management skills and all of you who have completed your various milestones. I would like to thank Sandra Martin, current region 12 Coordinator for guiding me towards Athabasca University. It is a great institution and the networking opportunities are supreme.

2015 is yet again an election year for the IAWP Board of Directors and Regional Coordinators. I have made my intention to participate in the process for the Region 11 Coordinator's position known. Stay tune for more election information.

In the last article I mentioned a vacation/accommodation sharing project and a survey to follow. The survey will be forwarded in the near future, please take the time to complete it. As in any business, IAWP is looking at its future and how to better serve you, the members. I would like to hear from you on how to improve the organization and any comments you have about IAWP. Where do you see IAWP's future going and what do you like most and least about it? You can send me the information via e-mail. If you wish to remain anonymous please indicate so. <https://www.google.ca/search> The IAWP Annual Recognition Program is now open and accepts nominations. Only nominations from the following individuals will be accepted; IAWP Regional Coordinator, the President of an IAWP Affiliate, or a police official in the individual's chain of command. The nomination process and forms can be viewed
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Detective Suzanne Byrnes

at <http://www.iawp.org/awards/annualawards.htm>. If you have someone who fits the criteria and the individual is not being nominated by an affiliate, please forward the information to me by March 16th, 2015. Cette section est très importante pour les membres du Québec en particulier, parce qu'il n'a pas d'association affiliée au Québec.

OWLE will be holding their Annual Awards Banquet on May 1, 2015. Nominations packages will be forwarded to organizations in Ontario. The nomination package will also be available on line at www.owle.org. See my blog for additional details. The Atlantic Women in Law Enforcement will be holding their 2015 Training Conference in the beautiful Truro, Nova Scotia. For more information please visit their website at <http://www.awle.org/conf.html>. The website will be updated soon.

2015 marks the 100th anniversary of the founding of the International Association of Women Police. Let's celebrate this special event together at the 53rd annual IAWP training conference in Wales. The Conference runs from August 23rd to 27th 2015 in Cardiff, Wales. Check out the website for more information <http://www.iawp2015.org/> IAWP



On October 16, 2014 – The Royal Newfoundland Constabulary (RNC) recognized seventeen of its members with the issuing of the Police Exemplary Service Bars. These service bars were presented to the 1984 class acknowledging 30 years of exemplary service. The exemplary service bars were presented by His Honour, The Honourable Frank Fagan, Lieutenant Governor of Newfoundland and Labrador and Chief of Police William Janes. The service was held at Government House followed by a reception for the recipients and invited guests. Police Officers across Canada receive the Police Exemplary Service Bar in recognition of 30 years of meritorious service. As pictured here, Inspector Suzanne Bill was one of the recipients of this prestigious recognition.

Region Eleven Report

centennial coins are also available for sale. Have you registered yet? The 2015 World Police and Fire Games being held in Fairfax, Virginia June 26th to July 5th 2015 are just a few months away. I am proud to say that the York Dragons Women's Team is now complete. With teammates from around the world, including Canada, United States, and New Zealand, it promises to be a great race and networking opportunities. Check out their website at www.fairfax2015.com. If you are planning on attending please let me know, we can cheer each other on. J'aimerais avoir des nouvelles des Francophones. Ce bulletin est disponible en Français. Veuillez m'envoyer un petit mot ou des nouvelles de la Région 11 qui inclue l'Ontario, le Québec et les provinces maritimes.

I would like to thank the members who have renewed and the new members who have joined us. Make sure you read about the membership drive for

new members. Following the conference the number of members for region 11 increased which is wonderful. Remember to confirm your e-mail and log on the website. If you know of someone who has miss their renewal date, let them know. Consider purchasing an IAWP membership as a gift, a little goes a long way. A two year membership is only \$70.00 usd however IAWP is having a membership drive. See the website for details to come. 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 hear from you soon

Suzanne Byrnes

Meet Endzo and his partner Cst. Alli Yerxa

Meet Endzo and his partner Cst. Alli Yerxa. They comprise the Fredericton Police Force's newest canine team.

Endzo and Cst. Yerxa graduated from the RCMP Police Dog Service Training Centre in Innisfail, Alberta in September 2014. Since then, they have been busy working and training in Fredericton.

Endzo turned two on November 27th, 2014. He is a pure bred German shepherd, and was born at the Training Centre in Innisfail, to mother Cara and father Tug, who was a police dog as well. Four of Endzo's brothers are also active police dogs.

Endzo is a big boy at 82 lbs, and should almost be done growing. He can track people and search for small and large articles, guns, spent shell casings from guns, drugs, missing people, and anything with human scent. He is also trained in obedience, agility and retrieving. Some of his favourite things are playing with his Kong toy, and running and playing in the snow. Endzo has lots of energy!

Endzo was named at the training center in Innisfail. RCMP puppies are named after one letter of the alphabet per year of birth. So, for Endzo's birth year, 2012, all puppies born that year were named a name starting with the letter "E". The RCMP hold a name the puppy contest every year where 10 children get to name a potential police dog puppy.

Endzo absolutely loves to train, and to work with his handler, Cst. Yerxa. He has successfully tracked for missing persons, small evidence, and suspects, and has been dispatched on a large variety of calls. He has already proven to be an extremely important member of the Fredericton Police Force.



He can track people and search for small and large articles, guns, spent shell casings from guns, drugs, missing people, and anything with human scent. He is also trained in obedience, agility and retrieving.



Capital City & Provincial Priority for Improving Safe Communities

In 2005 the Fredericton Police Force and the Muriel McQueen Fergusson Centre for Family Violence Research partnered on the development of a training program for police officers to help them to better intervene in cases of intimate partner violence. This five part training module became the foundation for officers understanding the complexities around domestic violence, the law, officer safety and many other variables. Given the volume of domestic related calls for service that mount over 500 annually in the Capital City, this training was deemed essential and mandatory.

In December 2012, the New Brunswick Government announced a new Crime Prevention and Reduction Strategy with an aim to become a world leader in crime prevention and reduction. The long-term outcome of this strategy was to reduce crime and victimization on several fronts including: Youth at Risk, Chronic Offenders and Intimate Partner Violence. All three priorities were to be viewed through the lens of Mental Health and First Nations. Through the combined efforts of a roundtable working group made up of 38 key stakeholders, including many branches of government, front-line services and non-government entities, we have seen the landscape of policing priorities change with a concentrated focus to reduce crime, harm and victimization. One of the outcomes from this work was the common definition of Domestic and Intimate Partner Violence (D/IPV) that emerged and has been adopted province-wide:

“Domestic and intimate partner violence occurs when a person who is currently or previously in an intimate personal relationship uses abusive, threatening, harassing or violent behaviour as a means to psychologically, physically, sexually or financially coerce, dominate and control the other member of the relationship. Individuals who were previously or are currently involved in an intimate/romantic relationship with each other (married, common-law, or dating), regardless of whether this relationship was between same-sex or different-sex couples and whether the couple cohabitated.

D/IPV is also considered to have occurred when an accused resorts to abusive threatening, harassing or violent behavior towards the partner's or ex-partner's

“Domestic and intimate partner violence occurs when a person who is currently or previously in an intimate personal relationship uses abusive, threatening, harassing or violent behaviour as a means to psychologically, physically, sexually or financially coerce, dominate and control the other member of the relationship.”

children, relatives, friends or new partner as a means to psychologically dominate and control the complainant.

The work at the provincial level continues to develop and we are seeing the impact of this work in communities and in organizations that are dedicated to making meaningful change.

In 2013 the Fredericton Police Force adopted Intimate Partner Violence as one of its three top strategic priorities and in early 2014 through resource reallocation an officer was selected to fill the newly created role of Domestic/Intimate Partner Violence Coordinator. That was filled by Cst. Joan Harty. The duties of the Fredericton Police Force D/IPV coordinator are to: to enhance the quality of services related to D/IPV, review and assess Fredericton Police Force policies and procedures pertaining to D/IPV intervention, develop partnerships with key members and organizations on D/IPV, and raise awareness and education on D/IPV issues with members of the community and partner organizations.

The provincial working roundtable has continued to meet and establish yearly objectives. One such goal of the group was to select and implement a standardized D/IPV risk assessment tool to be used by all police forces in NB. The ODARA-Ontario Domestic Assault Risk Assessment was chosen through this collaborative process and

Domestic and Intimate Partner Violence (DIPV)

unanimously endorsed by the New Brunswick Association of Chiefs of Police

In April 2014, the Department of Public Safety delivered a Train-the-Trainer for ODARA. Three members of the Fredericton Police Force were among those trained and in turn these officers, along with the Provincial Department of Public Safety, trained the members of the Fredericton Police Force.

In August 2014, the Fredericton Police Force adopted the use of ODARA as their risk assessment tool. As the D/IPV Coordinator, Cst. Harty ensures an ODARA is completed in each incident that meets criteria and periodically reviews the completed forms to ensure they have been completed correctly.

As raining continues to roll out across the province we are pleased to advise that the Office of the Attorney General has recently notified the New Brunswick Chiefs of Police that the New Brunswick Public Prosecutions Service's have given direction to all Crown prosecutors with respect to use of the ODARA not as evidence per se, but to assist with bail hearing assessment and communication between the police and the crown regarding the risk of re-offending by the accused, consent or opposition for release, conditions for release. They also advised that work is ongoing to determine further potential use for ODARA in court proceedings. If and when that is determined, further updates and amendments to Crown direction may follow.

This is important work towards reducing crime and harm and providing better collaborative public safety service in our communities and now is the time to continue this work nationally.

In 2014, Dr. Carmen Gill, the director of the Canadian Observatory on the justice system response to intimate partner violence, hosted a National Think Tank entitled "Community Police Response to Intimate Partner Violence (IPV): Sharing Best Practices" which was held in Toronto, ON and was attended by 35 ranking police officers and several academics including Chief Fitch of the Fredericton Police Force and Cst. Harty. The topic "Community Police Response" was chosen intentionally to reflect that intimate partner violence is not only a police responsibility but requires a collaborative approach on many levels to adequately intervene in this complex issue that is rooted in homes and relationships.

Keynote Speaker, Brent Kalinowski, retired police officer from Prince Albert Police Service, Prince Albert, Saskatchewan, spoke about the most effective way to deal with D/IPV in families was to work with a multi-agency team with a range of service providers to help build a safer and a healthier community to reduce crime

and victimization.

It was clear through the Think Tank discussions that services need to continue to help the victims of D/IPV to ensure their safety and it is imperative that services also be offered to offenders to engage them to learn new ways to live without violence.

It was also a topic of much consideration that no longer can children be overlooked when they grow up in homes where there is D/IPV as the impacts of exposure are lifelong and damaging and can lead to future users of the Criminal Justice System

In an effort to reflect the good research and best practices from across the country, Cst. Harty has formed many partnerships with outside government and nongovernment agencies to implement proactive strategies to reduce D/IPV in Fredericton. These partners include Department of Social Development, Fredericton Police Force Victim/Witness, Provincial Victim Services, Probation Services, St. Mary's First Nations, Women In Transition House, Gignoo Transition House, John Howard Society, Fredericton Sexual Assault Crises Centre, Family Enrichment, Liberty Lane, Muriel McQueen Fergusson Centre, Fredericton Regional Resource Network, New Brunswick Department of Public Safety, Multi Cultural Association, and Mental Health.

Cst. Harty attends meetings with some of these organizations on a bi-weekly basis to discuss any high-risk files that require immediate attention and collaboration. A case conference will be arranged to help individuals and families with the partners necessary to help, safety plans, counselling, etc for the victim and the offender, and their children.

Cst. Harty works in conjunction with many departments and individuals within the Fredericton Police Force and is notified by the Chief Reader about D/IPV calls and is assigned all high risk files. Cst. Harty, along with the Force's civilian Victim/Witness team, reach out to the victims to ensure they are safe. They work together to ensure they have access to safety plans and counselling. The offender is also approached by Cst. Harty if he or she is in custody when she is at work, to ensure they understand the process and are made aware of community services for abusers.

It is recognized by police that safe communities begin with a safe and healthy home life and we believe that this holistic and collaborative approach to D/IPV is a step in the right direction.

Submitted by Cst. Joan Harty and Members of Fredericton Police Force IPV Strategy Working Group

Meet Christina McMillan-AWLE Interim Secretary

I have been a Corrections Officer at Central Nova Scotia Correctional Facility and East Coast Forensics Psychiatric Hospital in Burnside, NS for 3 years. Prior to becoming a Correctional Officer, I worked with special needs adults for 12 years. The opportunity to work in the Forensics Hospital when I became a Corrections Officer and to receive further training in that area was very welcomed due to my background. My training at NSCC enabled me to obtain the educational requirements that allowed me the opportunity to experience a variety of job settings and my job with Corrections enabled me to incorporate all aspects of the ones I enjoyed the most into a rewarding career.

Shortly after I became a Corrections Officer, I also became a member of AWLE. My interest in AWLE started even before I began my career in Corrections. While I was going through the Correctional Service application process I heard about the AWLE Conference that was being held in Halifax that year. When I heard about the planning and the proposed events that were to



take place during the conference, I wanted to be a part of it.

Since becoming a member I have attended 2 conferences and now have an active role on the Executive. I have made invaluable connections with other law enforcement agencies from my attendance at these conferences. I feel that being a member of AWLE has been an investment in both me and in my career.



RCMP L Division

2014 marked the 40th anniversary of women in the Royal Canadian Mounted Police. On September 19th, 2014 members of L DIV RCMP in Prince Edward Island were invited to a Reception at the Lieutenant Governor's residence in Charlottetown, PEI in honour of their Anniversary.

The officers of L Division RCMP would like to thank his Honourable H. Frank Lewis for the invitation and his effort in recognizing their anniversary.

While there members had the opportunity to wear the replica hats of the Fathers of Confederation.

Conference 2015

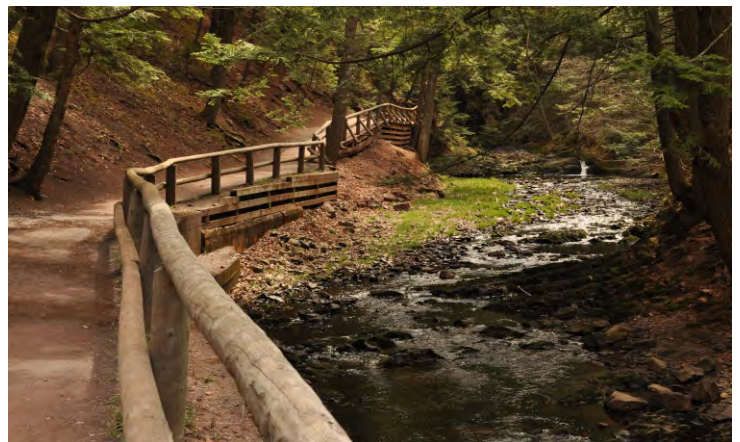


Truro, NS

This year, the 2015 Atlantic Women in Law Enforcement (AWLE) Conference is being held in Truro, Nova Scotia. Truro Police Service, Colchester County District RCMP and Nova Institution, Correctional Service of Canada are co-hosting the conference. The theme for the 2015 Conference will be "Staying Strong and Carrying On" and will be held at the Holiday Inn Hotel & Conference Centre, Truro from October 20th to 23rd, 2015

The AWLE Conference will be comprised of a number of Informative Presentations and Workshops which promote professional development and provide opportunities for inter-agency networking. All those in attendance at the conference will participate in a Parade through downtown Truro in full uniform. Following the Parade there will be an Awards Banquet to recognize those who have shown outstanding service.

In addition to the Professional Development, downtown Truro offers charming and diverse shops and restaurants. Truro also has a new fitness facility, the Rath Eastlink Community Centre, which



offers a pool, skating rink and gym! Or you could enjoy the beautiful and scenic trails at Victoria Park. This 400-hectare natural gem in the heart of Truro features trails for walking, jogging, hiking and cycling. Sightseers can enjoy a walk through the gorge, along the Lepper Brook, where there are two picturesque waterfalls and an abundance of nature and wildlife.

We look forward to hosting this year's Conference and hope that you can join us in Truro for an informative and entertaining time!!



22nd AWLE Annual Training Conference in Saint John, NB

The Atlantic Women in Law Enforcement (AWLE) 22nd annual training conference was held in Saint John, NB from October 7th - 10th, 2014. The conference was very successful and provided excellent opportunities for networking for those in attendance. The theme of the conference was "Healthy Heroes Helping Others" and was co-hosted by members of the RCMP and Saint John Police Service, led by Co-Chairs Cst Gillian Holden and Cst Katie Roy.

Chief Leanne Fitch, Chief of Police for the Fredericton Police Force was the keynote speaker. Chief Fitch shared her personal and professional experiences about her rise to the top over her 29 year career. Her secrets have involved faith, family, hope, an unquenchable thirst for knowledge, love of nature and animals, and a little thing called "dogged determination". She spoke of how she is committed to improving professionalism, compassion, ethics and community partnerships in the field of policing. She remains active in various Policing Associations as well as in her community.

Over the three day training conference, other speakers included Janice Butler. Her presentation Work-Life Balance demonstrated how bringing more balance, play and living out your personal dreams trigger an energy that spreads into your professional and personal life. Kelly Keith, a Use of Force Expert, spoke on street survival and mental toughness with tactical demonstrations. Sean Barker, who is a Fitness Coach/Author, spoke about



motivation, unlocking your personal success formula and becoming your own super hero. Barker continues to be driven to succeed in spreading his passion for achieving health and happiness. Cst Brandy Steeves a member of the RCMP in Halifax conducted an informative presentation on "Its Easy Out There for a Pimp." She showed how social media has taken away the need for pimps to groom. Heidi Fitzgerald, a Licenced Psychologist and Angela Keetch, a Registered Social Worker, gave a presentation on Day to Day Stress Management and information on Critical Incident Stress Management. Cst Tammy Spence with the Saint John Police Force presented an informative and interesting presentation on Outlaw Motorcycle Gangs in Atlantic Canada. The case study "The Killer in Command; Colonel Russell Williams" was

22nd AWLE Annual Training Conference in Saint John, NB

presented by Superintendent Chris Nicholas, Director of Drug Enforcement Organized Crime Enforcement Bureau with the Ontario Provincial Police. He provided an overview of the investigation of David Russell Williams, a convicted murderer, rapist, and former Colonel in the Canadian Forces.

These presentations were both interesting and informative. Delegates were presented with a great deal of information that will assist them in their professional careers and personal lives.

The highlight of the week was the Awards Banquet. There were delegates and dignitaries from all four Atlantic Provinces including representatives of the Royal Canadian Mounted Police and municipal police departments. The following awards were presented:

Officer of the Year Corporal Charla Keddy graduated from RCMP Depot in November 2001. As a Constable she held various positions in Nova Scotia, including time spent in Barrington and then a transfer to the Federal Drug Section in 2007. In 2011, she was promoted to Corporal. Presently, Cpl. Keddy is in charge of the Quick Hit Response Unit Team # 2. She is responsible for general operations of quick/intense investigations that mainly include formulating grounds from a number of sources, preparing the information, executing search warrants under various federal statutes. Her highly trained team has a working knowledge in a variety of areas such as: marijuana grows, synthetic and street level drugs, intro-provincial cigarette trafficking and counterfeit items. They are often called upon to assist other agencies or units,



cultivating human sources, conducting physical surveillance or obtaining information where need be.

Cpl. Keddy is recognized today as a leader in covert operations, complex wiretaps, court testimony and judicial authorizations. These are all high risk areas within the police world, as they all require extensive specialized training, integrity, commitment, dedication and accountability. She has demonstrated that she not only possesses these qualities, but continues to hone her skills to become a highly regarded and sought after police professional. Cpl. Keddy has been part of numerous operations.

Management is regularly seeking Cpl. Keddy to be at the forefront of complex investigations such as Part VI interception and Police Agents. Due to her expertise she was able to spend several weeks training the members on the procedures and protocols of monitoring private interceptions.

Cpl. Keddy is a leader and she is considered a Subject Matter Expert in the area of legal document preparation. She is also a facilitator for the National Search Warrant Course. Through her calm and professional demeanour, she provides insight and mentors junior members on judicial authorizations. She is often sought out by many of the members to assist and guide them on investigative matters when preparing legal documents. Her knowledge and demonstrated ability to share her expertise is of great benefit to her unit. Cpl. Keddy's working skill set provides Federal Operations and in fact, the RCMP, the ability to maintain and further develop its corporate knowledge in judicial authorizations.



22nd AWLE Annual Training Conference in Saint John, NB

Cpl Keddy excels and is also a subject matter expert in drug opinion evidence. Senior management has relied heavily on her to be a leader in this discipline. She takes on this responsibility with vigour and an absolute focus on being the best. On a number of occasions she has taken on a last minute requests to prepare drug opinion evidence. She will prepare these sometimes complex and lengthy reports on her own time, just to make sure they are done properly and in a professional manner. She does this without hesitation always thinking of the best interests of the investigation and more importantly the perception of the RCMP. She I also mentoring a number of members in drug opinion evidence and right now is the cornerstone of the drug opinion program in "H" Division.

Cpl. Keddy is a strategic and forward thinking police officer. She has the ability to quickly understand information. This allows her to properly assess the situation and to understand the legal requirements thus allowing her to move the investigation forward. Her experience gives her the ability to explore new applications or variances to certain police techniques which allows her to solve issues and think outside the box. Her global investigative knowledge aa an affiant, lead investigator, subject matter expert in drug evidence and proven leadership qualities, bolds well for her future, and she continues to work on national and international investigations



Community Service

In September, 2010, Constable Krista MILLER began her career with the Royal Newfoundland Constabulary (RNC). Her first assignment was in St. John's, where she served as a patrol officer, and two years later she transferred to Labrador, where she continues to perform patrol duties. In this position, Constable Miller provides first response to calls for service, in a remote geographic northern area of Labrador.

As an example of her willingness to become involved, Cst. Miller has stepped forward for a number of "secondary duties," she serves as a trainer for Mental Health First Aid for youth, and is a serving member of the RNC Domestic Violence Working Group, a member of the RNC Honour Guard, the liaison officer with the Labrador City Traffic Division, a radar coordinator and a qualified Breath Technician.

Cst. Miller distinguishes herself through her community service. She is an active member of the Faith Haven Animal Shelter, as the Director of Public Relations in Wabush, Labrador and a serving board member of the Iris Kirby House Foundation. Her extracurricular activities include the local women's softball league, the women's basketball league and other outdoor activities. This devotion of time and energy to the community continues with her volunteer activities in recent years, which include Habitat for Humanity, Internationally in Jordan and on a local level in her hometown of Mount Pearl, and the CIBC Run for the Cure, as well as the Run for Autism. Young children are





22nd AWLE Annual Training Conference in Saint John, NB

delighted at Christmas time, as a result of her volunteer team efforts in helping to organize the John Howard Society-Howard House children's party.

Exhibiting a true commitment to community as an advocate against domestic violence, earlier this year, Cst. Miller stood before a captivated audience of men and women as the guest speaker at a community fundraiser for the Status of Women's Council in Labrador City. In a quiet voice, often filled with emotion, she recounted publically for the first time a circumstance in her life at age 26 when violence was the single overwhelming issue that she faced. A relationship with a young man who appeared funny, attentive and caring, soon turned out not to be the dream companion she had hoped to find. Committed to the relationship, she tried to make things right, but his controlling behavior escalated and led to physical abuse. She recounted to the audience how her own experience with domestic violence resulted in a number of violent outbursts, several beatings and strangulation to the point that she almost lost consciousness. Although the emotional toll of her experience could have destroyed her, counselling and strong support from family and friends helped her to regain her confidence. Always taking a positive approach, she explained to the audience, "I realized after seeing what those officers did that day for me, that was what I wanted to do; to help someone else get out of the same situation I was in." She began her policing career at the age of 31 and has become a strong advocate against domestic violence.

Without a doubt, Cst. Krista Miller will continue to offer a stronger voice in addressing the issue of

domestic violence. She is a positive role model for others and committed to creating a safer community.

Mentoring Award

Sergeant Nancy Rudback started training with the Halifax Police Department in the fall of 1988 and was hired on April 1, 1989. Sgt. Rudback has conscientiously served the people of Halifax for the past 26 years. As with most police officers, her initial assignment was with uniformed patrol services; foot, bike and patrol car. She was a solid and dependable patrol officer, respected by all who worked with her.

Sgt Rudback has worked in many areas, including Drugs, Vice, the Prostitution Task Force, and the Nova Scotia Department of Justice Police and Public Safety Services Internal Investigations Unit, which looked at historical sexual and physical abuse throughout different provincial institutions.

Sgt. Rudback also volunteered for a United Nations Mission in Sierra Leone, West Africa. She spent nine months in Sierra Leone working with the National Police in the capacity of a trainer and mentor, as well as monitoring human rights of those arrested or held by the Sierra Leone Police. She was appointed as the Family Support Unit Liaison Officer in her last position in Sierra Leone. In 2011, she presented at the AWLE conference in Halifax, on UN Missions. She spoke not only on what she did on the mission, but reviewed the issues facing women. This presentation generated great interest for other women to volunteer for a UN Mission.

During her time working as a police officer, Sgt. Rudback has been involved with police training.

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She was one of the first female officers in Halifax to become an Officer Safety Trainer, and she distinguished herself in the role, supporting many female officers with the training and ensuring the programs were properly developed for females. She has served as a coach officer and provided leadership and mentorship to junior patrol officers for many years. She is also a dry and live fire instructor. Sgt Rudback was one of the first four female sergeants in Halifax Regional Police. She is seen as a supporter of women in law enforcement, and assists many young female police officers in her role as a Sergeant.

For the past nine years, she has been involved as an Aide-de-Camp with the Lieutenant Governor of Nova Scotia. Here, one can see her pride in representing her agency in this volunteer role.

Sgt. Rudback has been a strong believer in Atlantic Women in Law Enforcement (AWLE) since its inception, and has attended almost every AWLE conference. She was one of the organizers for the 2010 AWLE conference held in Halifax. She encourages many of the younger female members to get involved and attend the AWLE conferences. She demonstrates continuous mentoring of her female police colleagues within HRP through her strong support of AWLE.

In her day-to-day work, Sgt. Rudback has been a strong leader to both men and women. She is very responsible and is an includer; working with others comes easily to her. Sgt Rudback is a mentor. She has been a Sergeant in the downtown area of Halifax for nine years. This area is known to be an area where new police recruits start their career, and she assists in moulding them to be great police officers. Sgt. Rudback is the type of mentor any officer would



be lucky to have. She is hard working and caring, and a fine example of a police officer.

Excellence in Performance

Corporal Chantal Farrah is the RCMP J Division Media Relations Officer and works with the Strategic Communications Unit. She has been in her current role since 2011. Cpl. Farrah holds a position that is high profile and critical for the division as she is most often the face of the RCMP to the general public. She represents the RCMP at special events, organises and delivers news conferences and media briefings, and develops communication strategies. She continuously displays a high level of competence in her role, using communications in a strategic matter to achieve goals and to provide a service of excellence to the province of New Brunswick.

Cpl. Farrah is very committed and dedicated to her role. The most recent example is the shootings in Moncton in June when three RCMP members were killed and two others wounded. The night of the



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shootings, while still on maternity leave, she contacted her manager to ask if she could assist. Recognizing she was on maternity leave, he declined the offer. The following morning she arrived at his office with her kit bag in hand saying she was, there to work even if that meant counting pencils. By that afternoon, she was in Moncton fronting a news conference that was broadcast live nationally. She continued to do media events for a few days, offering that reassuring voice to the public who were looking for information. After the manhunt ended and the suspect was captured, she became involved in the funeral for the three fallen members and acted as Master of Ceremonies. She did a stellar job under difficult circumstances. She could have easily stayed at home and no one would have questioned it but her actions show the kind of commitment she has to her job, to her colleagues and to the public.

This example is not simply a one-off for Cpl. Farrah. This is the type of dedication and commitment she shows every day. She has grown as a communicator and is always looking for ways to use communication to better connect with the public so that they can assist in helping police solve and reduce crime. In September 2013, a video was placed on YouTube where she made a plea to the public to help identify a suspected pedophile in a nine-year old case. The video quickly went viral receiving more than 120,000 views; the most views an operational RCMP video had ever received in Canada. Dozens of tips came in that the Internet Child Exploitation Unit is continuing to work on.

Her approach to several high profile homicides and suspicious death investigations has been invaluable. Her skills as an investigator serve her well as Media Relations Officer because she is able to understand complexities of sensitive investigations and has proven herself and gained a lot of respect from different units. She works very closely with Major Crime on developing communication strategies aimed at helping investigations. Her attention to detail and her goal of always striving for excellence have been key factors in the success in her job. She is adept at seeing the big picture on most issues. This helps greatly in analysing the issue, weighing the risks and seeing opportunities. She regularly challenges units on what they are willing to release publicly and why so that she understands their issues and is better able to offer communication strategies as an investigative



tool. In 2013 she assisted Major Crime in updating and adopting new business rules involving communications on their files.

Cpl. Farrah regularly does a great deal of work surrounding traffic fatalities with the aim of reducing them. Reasons behind road deaths such as; was there alcohol/drugs involved, victim not wearing a seatbelt, or aggressive driving are provided in news releases where applicable. Before anticipated storms, messages are delivered about the dangers associated with driving in poor conditions. This continued and consistent messaging has helped in reducing highway fatalities in New Brunswick.

While traditionally, Media Relations Officer may have been viewed as simply "the talking head" of the organization, Cpl. Farrah views the role as an investigator, but using a different set of tools to solve a crime. She does it well and effectively every day, using media and social media to share information



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with the public and the results are clear with crime down and fatalities the lowest they have been since records began. She displays excellence in performance every day.

Leadership

Staff Sergeant Debbie Craig is the Federal Policing Advisory NCO for the RCMP in New Brunswick. In this position she provides strategic advice to the Federal Policing Officer and his employees on investigations involving drugs, human sources, police agents, warrant and wire taps, to name but just a few areas. Given her numerous years of experience in Federal Policing, she is a sought after resource. She has been in the Division for her entire service, 29 years, and during this time she has served in various roles; from a general duty constable, Highway Patrol Officer, Custom and Excise investigator, to the District Policing Advisory NCO. She has provided advice and guidance to many members regarding their careers S/Sgt. Craig is currently the most senior serving female member in J Division.

Leading up to the Olympics in Vancouver, S/Sgt. Craig was the logistics coordinator for all human resource requirements from J Division that would be assigned to security duties for this event. Given the magnitude of the requirements, S/Sgt. Craig single-handedly did this for the division while doing her regular duties.

She was tasked with organizing resources to attend the G8/G20 summit in Toronto. Using her superior organizational and planning skills, she looked after sending the required number of

employees to Ontario as well as ensuring their safe return.

S/Sgt. Craig is fully VIP trained and has participated in numerous high level visits. She led a team for President Bill Clinton's visit to Fredericton. She was the Site Commander for this visit. She showed and explained the roles and duties in a way that was easy to understand and everyone involved was put at ease.

In 2011 S/Sgt. Craig led a team of over 30 employees and investigators on a corruption file involving an officer. The team was covert and everything was done off site away from any police office. She had to not only set the direction and tone for the investigation; she ensured financial accountability for her human resources as well as the infrastructure and all the expenses that went with such an operation.

S/Sgt. Craig believes in continuing education. She assisted front line supervisors, through information sessions, to develop their supervisory skills. She herself has recently completed a certificate in Conflict Management from UNB.

Recently New Brunswick has faced stiff opposition to it Natural Gas exploration. S/Sgt. Craig helped develop and write the Operational Plan that members would follow. Last fall when tensions escalated in Rexton, she worked in the Division Emergency Operations Centre and coordinated all logistics for the members.

On June 4, 2014 a tragic event occurred in Moncton. S/Sgt. Craig led and coordinated all logistical support for the investigation. This undertaking was monumental.



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S/Sgt. Craig led a team of 21 employees that looked after all logistical support for several events. During the early stages of the active shooter she and her team coordinated the arrival of over 265 resources, mainly police officers from outside the Division. After a 30 hour manhunt, S/Sgt. Craig and her team identified the appropriate investigators required for the investigations. The entire police department of 200 employees were replaced, so the employees went home to recover from the tragic ordeal. As well, under her supervision and direction, her team took care of all the logistical and human resource requirements for the funeral committee that organized the triple Regimental Funeral.

The June 4 tragic event was probably the biggest and most stressful event that she has ever had to work on all the while being a leader to others. Through it all S/Sgt. Craig held her composure. She led her team in a calm and professional manner. They fought through challenges, adversity and their own personal fatigue. Through it all S/Sgt. Craig never wavered from her

duty. She mustered all of her experience and all of her strength to ensure our fallen comrades and their families received the support and respect they deserved and that the investigators responsible to capture and investigate the hideous crimes had all the support they required.

S/Sgt. Craig is someone that is highly competent, highly organized and very skilled at leading others. She remains calm under pressure and is able to extract the best in others through her demeanor, compassion and ability to lead. She is an excellent communicator that knows how to get the best out of everyone for a greater common goal. She has been a positive role model not only to female members of the RCMP and other police forces, but also to her male counterparts.

Team Endeavour

Cst. Sherri Samson went through the Police Training Program with Halifax Regional in 2009 and started working in the downtown core of Halifax in

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2010, spending two years on a downtown beat. In the fall of 2012, she began working in the Gottingen Street/Uniacke Square community, an area known for its high crime and drug sales. In February 2013, she worked with the Vice Unit on 'Operation Improvise,' an internet luring sting which resulted in 5 arrests. She is currently assigned to the Gottingen Street Beat, with her partner Cst. Grant Fiander, who started working in Halifax in 2011.

They have established themselves as emerging leaders on their Watch with a reputation as honest and energetic workers who are respected by their peers. There are numerous incidents which illustrate how they have shown a great deal of promise by demonstrating professionalism, high integrity and excellence in policing. Here are just few examples of their activity:

Forging relationships with the community, Csts. Samson and Fiander gathered information in relation to a motor vehicle parked on a Halifax Street and being used to periodically store illegal controlled substances and weapons. Due to the shootings and gun violence in and around the Uniacke Square

area, a search of the abandoned vehicle occurred and a loaded "sawed-off" 308 caliber rifle was recovered from the interior of the vehicle. There were live rounds in the magazine and one live round in the chamber. The firearm was secured and sent to the lab for ballistics comparisons to the recent weapon's incidents. As well, there have been several other occasions, where information led to CDSA search warrants, resulting in numerous charges being laid. A residence was searched by members, locating approximately 235 grams of marihuana in a child's bedroom. Scales, empty new packaging and score sheets were also located.

Tantallon RCMP members responded to a break and enter where by a puppy was stolen from the residence. The HRP/RCMP Integrated General Investigative Section was assigned to assist in this file and it was determined that there were no more viable leads to follow up on. The media was made aware of the incident in hopes to generate public support. As the result of forging relationships, information was received by Csts. Samson and Fiander, that resulted in the puppy being located and





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returned to his owner.

A resident of Northwood Manor, a senior's home, got stranded after his four wheeled electronic scooter malfunctioned. The resident reportedly flagged down Csts. Sampson and Fiander, who rendered assistance by calling for the patrol wagon and transported the resident and his "very heavy" scooter back to Northwood Manor. The resident and the in care living staff at Northwood felt the caring approach to the community that these two officers give, is above and beyond what is expected.

As a result of a tropical storm, there was a higher than normal call volume, Csts. Sampson and Fiander, who typically patrol the Gottingen Beat area on foot, were assigned to a vehicle. While conducting patrols, they noted a vehicle which they deemed suspicious. Their concern related to damage observed to the vehicle, which was occupied by four to five people. Initially they suspected the driver may be impaired. Based on their suspicions, Csts. Sampson and Fiander turned to stop the vehicle. When it became apparent the vehicle was attempting to flee from them, they self-terminated the pursuit recognizing the lack of any confirmed criminal offence, the bad road conditions and the danger presented to the public, themselves and the vehicle occupants. From a static position, they continued to observe the fleeing vehicle as it travelled at a high rate of speed onto the Halifax Commons and out of sight. Other members responded and were able to locate the run vehicle in a driveway of a residence, on a quiet street in the area, identified the vehicle as being stolen, located and apprehended two well-known and active criminals nearby, and with

the assistance of a K-9 unit, linked those males to the stolen motor vehicle.

Reviewing the initiative, decision making, communication and actions of Csts. Sampson and Fiander that night, an unknowing observer may well have mistaken them for officers well senior to their 2-3 years of service. Rather than being an anomaly, this is yet another example of their ongoing professionalism and passion to serve the residents of the Gottingen Beat zone.

Csts. Sampson and Fiander have established themselves in the Gottingen Street area, they have made contacts with community partners and frequently visit the Northend Library and interact with the youth in the area and even take time to play Lego or board games in an attempt to bridge the relationship between the police and the community. They even personally purchased Halloween candy and handed it out from our HRP community office during our regular shift Halloween night.

Congratulations to all of the award recipients, who are selected by an independent committee based on nominations submitted.

In addition to the professional training and awards presentations, delegates of the conference participated in unique networking opportunities. As well, at each conference a donation is made to the charity of choice of a conference committee; the recipient this year is PRO Kids, a non-profit program that matches children and youth up to and including the age of 18 with organized registered recreation activities.

Cst Louanne McQuaid
Atlantic Women in Law Enforcement
Media Relations



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ATLANTIC WOMEN in LAW ENFORCEMENT
Association Membership Form
(Please Print)

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(Please print)

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City / Township Province Postal Code

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311 Queen Street
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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
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