



The Notebook



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

Winter 2016





photo by: Michael Creagen

From left to right: Inspector Suzanne Bill, Royal Newfoundland Constabulary; Sergeant Nancy Rudback, Halifax Regional Police; Constable Joan Harty, Fredericton Police Force; Constable Louanne McQuaid, L Division Royal Canadian Mounted Police; 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; Sergeant Carolyn Nichols, Halifax Regional Police; Sergeant Sharon Warren, Royal Newfoundland Constabulary; Constable Sara McElman, Fredericton Police Force

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From the

Desk of the Editor

Welcome to the Fall Edition of the Notebook. In this issue we introduce our 2016 AWLE Award winners and you can read all about the wonderful work being done by some incredible officers in the Atlantic Region. This year, we were able to recognize an award winner from each of the four Provinces, thank you to everyone who took the time to complete the nomination packages and submit them to the Awards Committee. We hope to see this trend continue and look forward to receiving a high number of nominations for the 2017 Awards. You will find more information regarding our award criteria and call for nominations in our next issue of the Notebook and on our website www.awle.org. The AWLE Executive extends a heartfelt thank you to Cst. Carol Campbell-Waugh and the Awards committee for the vast amount of time they put into reviewing the nominations and selecting the award winners. We are aware that it is a monumental task every year and your continued support is very much appreciated.

The 2016 AWLE Halifax Conference Committee is to be commended for putting off a conference that was very well attended and by all reviews was very successful. The agenda covered various aspects of law enforcement such as Leadership and Mental Health. These topics are very important as we move forward in the Law Enforcement field. When you look at the increasing number of women that are choosing a career in law enforcement it is expected that more women will occupy the leadership and management roles in their various organizations. This in time will change the dynamics of leadership that we have seen in the past. As these numbers grow the gender



discrepancy will decrease and women will be more visible in those leadership roles. It is also imperative that we are well versed in the area of mental wellness and are prepared to offer a safe environment for openness in conversation and a support system. The discussion surrounding occupational stress injury should be as easy as any discussion surrounding a physical injury; let us continue to welcome the conversation as we strive to become better in our understanding and our support.

We trust that the presentations offered at this year's conference has enabled everyone to further their professional development and we look forward to furthering those lessons in the years to come.

We hope you enjoy this issue of the Notebook.

Until next time, stay safe!

Sharon

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

Report from the President

Well it has been a fantastic year for Atlantic Women in Law Enforcement. Our membership is at a record high. Our social media campaign was a huge success with our Facebook page at over 500 members and our Twitter followers growing every day.

The 24th Annual AWLE Training Conference held in Halifax, Nova Scotia was a huge success. We had upwards of 150 registrants. Thank you to the 2016 Organizing Committee and my co-chair Cst. Susan Camus of the H Division RCMP.

The theme of the conference was “Change – Challenge - Opportunity”. The keynote speaker Author and Journalist Janice Landry opened the conference speaking on her book “The Sixty Second Story” and also spoke on PTSD and first responders. There were also a number of informative sessions on leadership, radicalization, human trafficking and a case study.

I would also like to thank Ontario Women in Law Enforcement (OWLE) President Lisa Hewison and Vice President Jodi Dawson for being in attendance at our conference. The AWLE Executive was able to speak to them about the possibility of partnering in the future to benefit all of our members. The OWLE have an upcoming awards Banquet on April 28, 2017. Please take time to visit their website at www.owle.org

I would like to offer my congratulations to the AWLE 2016 Award winners:

Officer of the Year

Cst. Tanya Lawlor – Saint John Police Force

Leadership

Cst. Julie Cunningham – Royal Newfoundland Constabulary

Mentoring

Cst. Louanne McQuaid – RCMP ‘L’ Division

Community Service

Cst. Stephanie Glendenning – Halifax Regional Police

Excellence in Performance

Cst. Monia Thibault – Halifax Regional Police

Team Endeavors

Sgt. Paul Vickers, Cpl. Calvin Byard, Cst. Angela MacKay, Cst. Robert Daley, Cst. Trevor Gallen and Cst. Gerald Rose-Berthiaume - RCMP H Division; Sgt. Sheldon O'Donnell, Cst. Duncan Currie, Cst. Dwight Miller and Cst. Kalolin Francis - Cape Breton Regional Police Service; Cst. Shari Pictou, Truro Police Service

Medal of Valor

Cst. Stephanie Pelley & Cst. Charley Torres – Royal Newfoundland Constabulary

Our award winner's nominations will be forwarded to the International Association of Women Police (IAWP) for consideration at their 55th Annual Conference in Cairns, Australia Sept. 17-21, 2017. Next year's IAWP Conference theme will be “Global Networks: Local Law Enforcement”. For more information please visit their website at www.iawp.org

We also have exciting news for our AWLE 2017 Annual Training Conference which will be our 25th Annual Conference and our Silver Anniversary. The conference will be hosted by the Cape Breton Regional Police.

Visit our website at www.awle.org for the release of the upcoming training dates and conference updates.



AWLE Female Leadership through Fitness

On September 2, 2016 AWLE President Carolyn Nichols travelled to the Atlantic Police Academy Cadet Graduation Ceremony in Summerside PEI. President Nichols, on behalf of the Atlantic Women of Law Enforcement, presented Cadet Mandy Avery the Top Female Leadership through Fitness award. We are happy to announce Cadet Avery is now Constable Mandy Avery with the Halifax Regional Police.

Constable Mandy Avery grew up in Hammonds Plains, Nova Scotia. She received her Bachelor of Arts from Saint Mary's University, majoring in Criminology and Sociology in 2013 and graduated with a diploma in Police Sciences from the Atlantic Police Academy in September 2016. She has worked as a Ringette Nova Scotia on-ice official, a Referee in Chief of St. Margaret's Bay Ringette Association, and a national level official with Ringette Canada. Constable Avery enjoys competing in Field Hockey, enjoyed her time playing for Team Canada in the Australian Test Series in 2012 and touring internationally. She continues to work with the Saint Mary's Women's Field Hockey team as an Assistant Coach, and has been Head Coach of the Charles P. Allen High School Women's

Field Hockey team since 2009. Constable Avery works on training to improve the Nova Scotia Women's Field Hockey Program. Constable Avery also dedicates her time to the Alzheimer's Society, Canadian Breast Cancer Society and at the Out of the Cold Shelter, as well as mentoring young officials in Atlantic Canada.

Congratulations Constable Avery, we wish you well in your new career.



AWLE Announces Host City for 2017 Conference

The Executive Board of AWLE is pleased to announce that the 25th Annual Atlantic Women in Law Enforcement Training Conference will be held in Cape Breton, Nova Scotia. During the 2016 Annual



Photo by: Tourism Cape Breton



Photo by: Tourism Cape Breton

Conference held this past October in Halifax, Nova Scotia, Cape Breton Regional Police offered to host our Silver Anniversary Conference in 2017. Please visit our website as we look forward to exciting information on our 2017 Conference and the announcement of planned dates. www.awle.org

IAWP COORDINATOR'S REPORT



Submitted by Suzanne Byrnes

Region Eleven Coordinator
International Association of Women Police

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<http://iawpregion11.blogspot.com>

Greetings, since I last communicated with you, a number of events, articles and conferences and newsworthy items have taken place. As you all know managing a work-life balance is challenging at best, hence this newsletter.

According to a CBC news report "Quebec police forces have best representation of women in Canada" <http://www.cbc.ca/news/canada/women-police-quebec-1.3679657> I welcome you to read this interesting article. We have come a long way let's challenge ourselves.

On October 5th, 2016, I set out to Barcelona to attend the Late Board Meeting and the 54th IAWP Training Conference. As usual the meetings were efficient as a number of items were resolved. As a Board, we welcomed the new Region 19 Coordinator Neloumta Edwige Ndanguet from Chad. The Early Board Meeting is scheduled for April 1-2 followed by a Regional Conference in California, Walnut Creek Marriott.



The IAWP Annual Conference in Barcelona was filled with a variety of speakers discussing topics such as Preventing Violence Against Women, Human Trafficking, Protecting victims in conflict zones, Equality in Recruitment and Career Development to name a few. In addition, delegates were entertained by Cultural music, art, and the warmth of the community. The historical landscape and architecture was breathtaking. In excess of 350 delegates attended the conference in addition Barcelona welcomed a number of companions who enjoyed the parallel tour.

Canadians were well represented. We even made the local paper. Five of IAWP award recipients were from Region 11-12.

Let's congratulate all of the recipients:

Officer of the Year

Chief Superintendent: Debbie Platz, Queensland PS

Leadership:

Sergeant Edith Turner, Winnipeg PS

Excellence in Performance

Detective Inspector Julie Henderson, Metropolitan Police

Mentoring:

Staff Sgt. Cathy Bawden, Durham Regional Police and
Commisar Edlira Teferici, Albanian State Police

Heritage Award Recipient:

Dolores Most

Community Service:

Captain Cristina Ekizabeta Ramos Bermeo, Ecuadorian Nation
Police and Assistant Commissioner of Police Habiba
Twumasi-Sarpong, Ghana Police Service

Medal of Valor:

Constable Stephanie Pelley, Royal Newfoundland
Constabulary and Constable Elizabeth
Skilding Water Regional Police Service

Civilian Achievement:

Jennifer Duncan, Nishnawbe Aski Police Service.

United Nation Female Peace Keeping Award:

Police Commissioner Yvette Zombre- Boni-Bonki from
Burkina Faso

IAWP COORDINATOR'S REPORT

The 55th Annual IAWP Training will be held in Cairns Australia September 17-21, 2017, visit <http://2017iwlec.com.au/> for additional information.

Once again the Atlantic Women in Law Enforcement (AWLE) successfully held their 2016 Conference Change -Challenge- Opportunity in Halifax this past October. The conference was attended by 150 delegates including OWLE President Lisa Hewison. During the conference, the AWLE Award recipients were announced. I would like to congratulate all of them and wish them luck as their names will be forwarded to IAWP to be considered for the IAWP Awards. A full list of the Award Recipients can be found at <http://www.awle.org/>. The next AWLE Conference is scheduled for 2017 in Cape Breton.

AWLE and OWLE both affiliates of IAWP, have been promoting one another's events demonstrating great team work. As I indicated at the Regional Meeting, I will endeavour to promote these events to our neighbours in Quebec who are welcoming these opportunities and welcome agencies in Quebec to follow suit.

On November 3rd 2016, I had the pleasure of attending the Ontario Women in Law Enforcement Fall training Day. The event was attended by approximately 200 people and was very successful.

Kimberly Fawcett-Smith, Captain and serving member of the Canadian Armed Forces recounted her story which was both emotional and inspirational. As the only woman in Canadian Forces history to serve in combat in Afghanistan as an amputee, she inspired all of us to meet challenges face on by looking at the future while learning from the past.

Margaret Couch, officer with Hamilton Police Service, shared her personal story of challenges and how she survived these personal death related situations. Margaret embarked on a journey to self-discovery and educated us on how we can learn to manage stress and deal with difficult and unpredictable events. During

her journey, Margaret completed her FPPT certification program which enables her to assist those members touched by PTSD.

Finally, attendees were presented with an exposé of the Regina Vs Pan Homicide Investigation. York Regional Police Detective Bill Courtice and Allan Cooke provided a summary of the investigation leading to the arrest and conviction of the accused. The Ontario Women in Law Enforcement Board of Directors should be commended for their successful organization in providing this great training opportunity to both men and women.

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 am available to attend your organization to make a presentation about IAWP.

I would like to thank the members who have renewed and the new members who have joined us. Promote memberships to new and experience members. Tell a friend or renew your membership. Membership makes a great Christmas present. Remember to confirm your e-mail and log on the website. Consider purchasing an IAWP membership as a gift, a little goes a long way. 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.

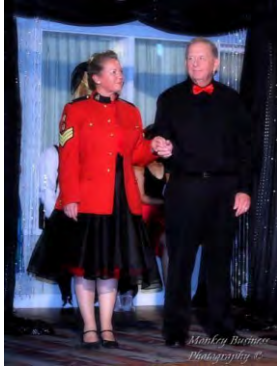
Looking forward to hear from you soon

A Bientôt
Suzanne Byrnes

"Hospice PEI Dancing with the Stars"

Submitted by Constable Louanne McQuaid

In April, Sergeant Leanne Butler was honored to be invited to dance in Hospice PEI's 2016 Dancing with the Stars! Her first reaction was "I can't dance!" but because it was the Hospice Palliative Care Association of PEI,



she could not say no.... During the last weeks of her father's life, he was a recipient of the special care that Hospice PEI provides. Their mission is to assist people in Prince Edward Island by preparing, supporting and caring for those affected by a life-limiting

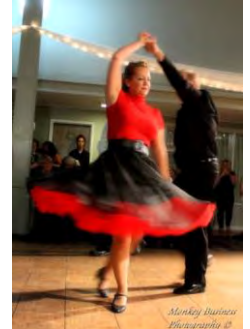
illness before and after death. Her father lived his last days in dignity and with comfort through their excellent care.

Hospice PEI is a volunteer-driven organization and depends on donations, so Sergeant Butler decided to do her part by fund raising and dancing her heart out for the 2016 "Dancing with the Stars" event.

This year 8 couples danced and Sergeant Butler represented the RCMP - her "star" status came from holding the PEI Media Relations position for 2 years. As PEI is a small Province she became well known from her media interviews.



On October 22, 2016 she



danced the Jive with her wonderful Pro, Gordon Matthews - on a weekly basis since April 2016, he and his

wife Marjorie, patiently taught Leanne to Jive!

Sergeant Butler was able to personally raise \$8548.00 through much support and the event itself raised \$143,000.00 in total!! To be able step out of her comfort zone was a huge event for Leanne as she never danced before, not even on her wedding night!

Chief Leanne Fitch

The AWLE Executive Board would like to recognize and congratulate Chief Leanne Fitch of Fredericton Police Force on her reappointment as Chief. Earlier this year, Chief Fitch agreed to another three year term as head of the Fredericton Police Force.

Chief Fitch has been a member of the policing community for more than 30 years and was sworn in as Chief of Fredericton Police Force in 2013. The reappointment of Chief Fitch is a reflection of her hard work and dedication to the people of Fredericton City. The AWLE is very fortunate to have her support in our efforts to promote professional as well as personal development to the women in the Atlantic Region.





What one police action has the most positive impact when dealing with family

Reprinted with permission
Royal Canadian Mounted Police
Gazette Vol. 78, No. 2 — Panel discussion
October 3, 2016

The Panellists

- Cst. Joan Harty, Domestic and Intimate Partner Violence Coordinator, Fredericton Police Force, New Brunswick
- Cst. Kathleen Fossen, Domestic Violence Coordinator, Spruce Grove/Stony Plain detachment, Alberta, RCMP
- Nneka MacGregor, Executive Director of WomenatthecentreE and survivor of family violence, Toronto, Ontario

Cst. Joan Harty

In June 2014, the Fredericton Police Force developed the Domestic and Intimate Partner Violence Co-ordinator (D/IPV Co-ordinator) position, the first of its kind within the policing community in New Brunswick. The goal is reduce the cycle of domestic and intimate partner violence in the Fredericton area.

When responding to a call for service involving domestic violence, a Fredericton Police Force patrol officer investigates the complaint, lays a charge when the elements of the offence are present, completes the Ontario Domestic Assault Risk Assessment (ODARA) when it meets the criteria, and completes the file. With the addition of the D/IPV Coordinator, follow-up with the victim takes place by the co-ordinator if the incident is considered high risk. Previously, the patrol officer would do the follow-up.

The D/IPV Co-ordinator reads all non-criminal and criminal domestic dispute files for the Fredericton Police Force, ensures the ODARA is complete and the D/IPV study codes are used. When the ODARA score falls in the high-risk category, the D/IPV Co-ordinator will follow-up with the victim and attempt to build a relationship and help to ensure a safety plan is in place. There are also times when the ODARA score doesn't reflect the risk associated with the case. The D/IPV Co-ordinator will make a follow-up call in these cases and flag the address as dangerous, if needed.

Offenders have a role in breaking the cycle of violence. If an offender is held for court in relation to a D/IPV incident, the co-ordinator will attend the cell area and attempt to speak to the offender. The goal is to provide information on services available for them.

Members of the public can visit the Fredericton Police Station for advice about domestic incidents, either for themselves or for someone else. In these cases, they are referred to the D/IPV Co-ordinator. The co-ordinator also takes daily calls from members of the public. The advice can be for themselves, children or relatives who live in the Fredericton area, children or family who live outside of the Fredericton area, or for friends. The Fredericton Police Force provides a consistent message to the public through the D/IPV Co-ordinator. When

What one police action has the most positive impact when dealing with family

requested, the co-ordinator can speak about intimate partner violence to a larger audience within the community.

The D/IPV Co-ordinator and other Fredericton members instruct police officers, Atlantic Police Academy cadets and police volunteers on domestic and intimate partner violence and ODARA. This ensures that calls for service are responded to and investigated in the same manner.

Community partnerships are key in reducing the incidents of domestic and intimate partner violence. The D/IPV Co-ordinator has developed relationships with many government and non-government agencies within the City of Fredericton. Participation on committees and boards that relate specifically to domestic violence is instrumental in understanding the different needs within the community and what the community offers victims and offenders of D/IPV.

The risk in domestic and intimate partner violence complaints can be high. The D/IPV Co-ordinator meets bi-weekly with the New Brunswick Department of Social Development to discuss high-risk cases within the City of Fredericton.

The social workers set up case conferences for high-risk victims and invite the co-ordinator, other community agencies and family members who support the victim to help keep the victim safe. A case conference will also be done for the offender if he or she is willing to participate.

Will the D/IPV Co-ordinator position end domestic and intimate partner violence? That's the goal. Through partnerships, education and enforcement, the D/IPV Coordinator can have a real impact on this societal issue.
Cst. Kathleen Fossen

Family violence investigations are the most complex, high risk and difficult files that police members investigate. What's become apparent to all agencies and support services over the past several years is that we can't do this work alone.

Creating partnerships and forming collaborations is key to proper investigation, intervention and ultimately prevention.

With this in mind, in 2014, the Spruce Grove/Stony Plain detachment, in partnership with a local group, the Parkland and Area Response to Family Violence Committee, created the Domestic Violence Support Team (DVST). The DVST is an inter-agency collaborative group established for the purpose of promoting safety from violence through education, accountability and support for individuals and families who are affected by family violence.

The DVST consists of a specialized family violence RCMP member, a domestic violence court caseworker, a Victim Services Society advocate, a specialized family violence probation officer and a child welfare worker. The team members possess knowledge, training and expertise specific to family violence and are able to create a supportive environment for victims using empathy, compassion and non-judgement.

The DVST ensures that families have the appropriate supports required to maintain safety and move toward a family free from violence. The specialized team engages clients in a timely manner, assesses individual client needs, makes referrals, conducts risk assessments, provides comprehensive ongoing safety planning and arranges case consultations when appropriate. By using this approach, victims, offenders and their children are able to access community supports on an ongoing basis and are connected to appropriate intervention services within the community.

One area where the DVST has seen great success is within the justice system. For many victims of family violence, once the initial crisis is over and the matters are before the courts, victims commonly lack the confidence necessary to follow through as a witness to provide the

What one police action has the most positive impact when dealing with family

necessary evidence to support a conviction. As a result, a high number of charges are withdrawn resulting in no accountability or opportunities for offender rehabilitation. The offender then returns to the home, and the cycle begins again.

The DVST maintains ongoing contact with victims throughout the court process and provides a conduit for communication between victims and crown prosecutors. These actions keep victims engaged with the court process and ensure offender accountability, effective treatment outcomes for offenders and less recidivism.

I believe that family violence can be prevented, and that true collaboration, sharing resources and creating partnerships are the keys to achieving this.

Nneka MacGregor

In 2014, WomenatthecentrE embarked on a participatory research initiative to hear from female survivors who had experienced strangulation by an intimate partner. This came out of ongoing conversations that several members of our organization were having about their experience of violence. Although these women recognized how serious the assaults were, many were completely unaware that being strangled posed adverse short- and long-term risks to their health.

The executive summary outlines some of the key findings, including the participants' interactions with police. We know that most incidents of intimate partner violence (IPV) aren't reported to police and our findings are in keeping with the national average currently at about one in three women calling police when assaulted.

We naturally want more women to call the police, especially when the assault they've experienced is as serious as strangulation. However, we understand the real barriers that women face, including fear of reprisals or escalating violence, if there are no consequences or accountability on the perpetrator at the end of the day.

We've seen in our most recent Court Watch initiative, where we monitored three of the specialized Domestic Violence Courts in Toronto, that regardless of the severity of the assault, perpetrators were most likely to receive Peace Bonds or a Conditional Discharge. The message this sends to victims is that the criminal justice system doesn't take their safety seriously.

Women say that this message often starts with an officer who either minimizes the gravity of the situation or blames her for the violence she's experiencing. In some instances, victims have been dually charged where an officer was unable to determine the primary aggressor, something that is worrisome, since this added dimension where women run the risk of being arrested will further deter reporting.

So, in thinking about the one police action that had the most positive impact on survivors of IPV, it was something common to all officers who the women praised: they were patient/empathetic, with a genuine understanding of the socially constructed, individually willed and culturally organized roots of IPV.

We know that officers must not show bias when taking statements, but saying something as simple as "this should not happen to anyone" makes a non-judgmental statement that applies to society at large but, at that moment, puts women at ease to disclose, without the shame and guilt they may feel.

Sitting at her level is less intimidating than standing over her, especially when asking the traumatizing and intimate questions that need to be asked. Attending training programs co-facilitated by female survivors is imperative.

For the women in our strangulation research — almost all of whom thought they were going to die that day — a patient and empathetic officer would have made a world of difference.

Legacy Leadership

Submitted by Cst. Julie Cunningham and Ms. Lynn Best



In May 2016, twenty women from 5 areas of law enforcement in Newfoundland and Labrador came together to participate in a 4-day Legacy Leadership® Institute at the RNC Training Centre, Memorial Campus. The women work for the Royal Newfoundland Constabulary, the Office of the High Sheriff, Fish and Wildlife Enforcement, the Royal Canadian Mounted Police, and Adult Custody. The institute was sponsored by the Gender Equity Community of Practice, a committee of the Government of Newfoundland and Labrador's Department of Justice and Public Safety. The Department's Strategic Plan aims to support women's participation in non-traditional roles by enhancing gender equality and enhancing responses to gender equity issues. This was the first time women from these law enforcement agencies came together to learn about leadership.

According to the Police Resources in Canada 2015 Juristat Reportⁱ, women now account for 12.4% of senior officers, up from 1.6% in 1995. The proportion of female non-commissioned officers, with a rank between that of a constable and lieutenant, has similarly increased from 3% in 1995 to 18.0% in 2015. While progress is being made towards gender equity, there is still considerable work to do.

What is Legacy Leadership®?

Legacy Leadership® is a foundational framework that guides the behaviors and attitudes of great leaders. Legacy Leadership® was developed in response to the need to fully engage talent; foster innovation; and develop individuals, teams and whole organizations. Dr.'s Lee Smith and Jeannine Sandstrom created Legacy Leadership® through extensive research and collaboration with organizational executives from around the world. Its 5 Best Practices and related competencies are timeless and proven, forming the foundation for real-time legacy in today's organizations.

Legacy Leadership® is a complete system: a philosophy, a process and a model.

Throughout the leadership institute, the participants explored the 5 Best Practices of Leadership:

1. Holder of Vision and Values;
2. Creator of Collaboration and Innovation;
3. Influencer of Inspiration and Leadership;
4. Advocate of Differences and Community; and
5. Calibrator of Responsibility and Accountability.

The Legacy Leadership® Institute was led by two certified facilitators, Lynn Best and Josie Di Vincenzo, both of whom have strong backgrounds in adult education. The institute was highly experiential and the pre-work completed by each participant ensured the material was relevant to their personal circumstances and organizations. Guest speakers from law enforcement and government were invited to share their personal stories related to the best practices.

<http://www.legacyleadership.com/index.html>

"In my 24 years with the RCMP this is the only leadership model that has really stuck with me. The 5 Best Practices are something I use every day in my professional and personal life. It is the language we should all be speaking in Law Enforcement. It really changed the way I approach most things. I see the bookends (Best Practice 1 and 5) in everything I do now."

- Corporal® Tracy Horwood, Royal Canadian Mounted Police

What happened during the 4 days

To ensure participants came to the Institute engaged in the topic of leadership, the facilitators made three pre-institute requests: First, participants were asked to bring a tangible object that



ⁱ Statistics Canada, *Police resources in Canada, 2015* (vol. 36, n o. 1) Mazowita, B. and Greenland, J. Retrieved September 12, 2016 from <http://www.statcan.gc.ca/pub/85-002-x/2016001/article/14323-eng.pdf>

represented their leadership. There was “no wrong way” to do this and these symbols were creative and insightful. Second, participants were asked to write a brief description of a leadership challenge they or their organization were currently experiencing. Third, it was requested each person bring an article that represented their views of leadership. In addition to engaging participants, the pre-work was used throughout the Institute to explore and illustrate the 5 Best Practices of Legacy Leadership®.



and the facilitators deliberately did not use electronic presentations. Participants were engaged through experiential learning, discussion, activities and teach backs. In addition, participants were introduced to leadership tools such as coaching, storytelling, creativity, and authenticity. We were pleased to have the Minister responsible for Women's Policy Office, Honourable Cathy Bennett, join the group to discuss themes that emerged throughout the Institute. Some of the topics discussed included: challenges for women working in male dominated environments; gender harassment; uniforms and equipment; and modified duties during pregnancy.

Several invited guest speakers brought real life leadership experiences to the Institute. For example, Sgt. Sharon Warren of the Royal Newfoundland Constabulary spoke on **Best Practice 3: Influencer of Inspiration and Leadership**. She spoke about work/life balance and her messages were an inspiration to all participants. Sgt. Warren successfully raised four children while she and her husband both worked as police officers. She did this without sacrificing family or her career, which was encouraging to many women with young families. She spoke about values, team work, and making the most of the time that you have with your family. This helped many see the importance of holding a personal vision for family, career and community. Participants also realized that leadership is not always as overt as one might think. During this session, one

participant shared that she mentored a high school student and that this student saw her as a leader- a characteristic that she had not noticed in herself.

“I want to step up and become the leader she thought I was.”

- Jessica Belbin, Fish and Wildlife Officer

The final day was led by Institute participants and highlighted some interesting law enforcement work. Jessica Belbin and Heather Nowak from Fish and Wildlife Enforcement staged a wildlife crime scene and participants had to find evidence to solve the case. Corporal Jayne Stewart of the RCMP presented on concealed weapons and characteristics of armed individuals. The day ended with a tour of Her Majesty's Penitentiary, the largest prison in Newfoundland and Labrador, led by Captain Diana Gibbons.

“We are all going to be leaders together.”

- Constable Lisa Fitzgerald, Royal Newfoundland Constabulary

Feedback from the women who attended the Institute indicated significant value of networking and learning from women in other law enforcement agencies. The diversity of age, background and rank led to many discussions about past challenges and how to overcome these obstacles. Throughout the week, networks and friendships were developed while learning how to apply the model, and work together to accomplish goals. There were immediate results of how individuals within this newly established network provided support to each other.

Following the 4-day Legacy Leadership® Institute there were 5 follow up coaching sessions. During each coaching session, one of the 5 Best Practices was discussed. Each participant was assigned a Best Practice and presented to the group how they were applying that Best Practice in their position using a workbook with the Critical Success Skills to guide them in preparing for their assigned session.

For example, **Best Practice 3: Influencer of Inspiration and Leadership** was applied by Constable Julie Cunningham of the Royal Newfoundland Constabulary. Constable Cunningham is assigned to the Strategic Planning & Research Section. For her presentation, she chose the following two Critical Success Skills: **Intentionally Delegate for Development of Others** and **Lead with Constant Focus on Showcasing Others, not Self**. In her position, one of her roles is to work with management in



creating and amending police policies. For the Critical Success Skill of **Intentionally Delegate for Development of Others**, she noted that in the development of some policies, there was a need to have accompanying training. She met with RNC's training

section to develop training in an effort to align policy with training. With regard to **Lead with Constant Focus on Showcasing Others, not Self**, Constable Cunningham made a submission to the Chief's Office to have constables, in addition to managers, involved in the development of policy. As a result, constables within the Forensic Identification Section and the Missing Persons Coordinator are involved in their respective policy reviews. The benefit of having constables involved in policy is that their practical knowledge of the work informs the creation of effective policies, and also provides career development opportunities.

Outcomes

At the conclusion of the Institute, the facilitators made a commitment to meet with the participants of each agency and their top management at their respective agencies. The goals of these sessions was to share with the management the skills learned, the value of the networking across the each of the law enforcement agencies and to share any concerns

within their own department. The management of each agency was receptive and appreciative of the follow up. Additionally, representatives from the Women's Policy Office attended and invited all participants to bring forward any concerns in relation to challenges that they face as female law enforcement officers. Participants decided to first meet with managers at their agencies and then follow up with the Women's Policy Office in an effort to ensure a collaborative approach to resolving any outstanding challenges.

Next Steps

It is the intention of the Gender Equity Community of Practice to continue to bring this group together to continue the work of attaining gender equality and support leadership development. The group is committed to developing a joint presentation about women in law enforcement to encourage other women to consider careers in law enforcement. There is also a keen interest in developing a mentoring program for emerging leaders. Additionally, there is a collective commitment among stakeholders to continue to ensure women are treated respectfully in the workplace.

"The positive energy felt during the Legacy Leadership® training was empowering. It is encouraging to know that female leaders and potential leaders have the same drive for excellence and professionalism."

– Captain Diana Gibbons, Adult Custody

¹ Statistics Canada, *Police resources in Canada, 2015* (vol. 36, n o. 1) Mazowita, B. and Greenland, J.

Retrieved September 12, 2016 from <http://www.statcan.gc.ca/pub/85-002-x/2016001/article/14323-eng.pdf>

Recognition of NS Award Recipients

On November 8, 2016 the AWLE award recipients from Nova Scotia were recognized by The Justice Minister of Nova Scotia, The Honourable Diana C. Whalen at Province House where she read a resolution, acknowledged their awards and introduced the officers to the legislature.



2016 IAWP Conference in Barcelona

When my friend and co-worker Barb and I, finally decided to attend the 2016 International Association of Women Police Conference (IAWP) in Barcelona, Spain we began asking friends and family about Barcelona and many became nearly as excited as we were. It turned out that Barcelona happened to be a favourite destination city for many of those we consulted. And for good reason; it boasts fascinating architecture, a warm and welcoming climate (although we managed to hit one of the four days a year it rains), high speed transportation, a bustling night life, coastal beaches and great wine!

One of the most unique things about the IAWP Conference is the Parade of Uniforms. Everyone is decked out in their highest order of dress. What an incredible display



of uniforms exist when 77 different countries gather to march proudly together! While it was a very warm day, and the route was over 2 kilometres, everyone was buoyed by the cheering and clapping from the crowds that lined the streets to watch the parade.

The Parade is followed by an Awards Luncheon that saw five Canadians receive International Awards, each cheered to the stage by a small stuffed hamster playing O Canada! These included Sgt Edith Turner, Winnipeg Police Service (Leadership), S/Sgt. Cathy Bawden, Durham Regional Police (Mentoring), Jennifer Duncan, Nishnawbe Aski Police Service (Civilian Achievement), Cst Elisabeth Skilding, Waterloo Police Service (Medal of Valor), and last but certainly not least, one of our very own, Cst. Stephanie Pelley, Royal Newfoundland Constabulary, and her partner Cst. Charley Torres, who also took home the IAWP Medal of Valor!

The conference format had a keynote speaker for all to attend each morning prior to breaking into a variety of smaller sessions to choose from. Two of the keynote speakers were internationally renowned Mauritanian lawyer and Human Rights advocate Fatimata M'Baye and Judge Joyce Aloch, First Vice President, International Criminal Court. The theme of the Conference was 'Equality and Security'. There were a plethora of sessions to choose from daily. Examples of these included Human Trafficking, Human Smuggling, Female Genital Mutilation; Health and Human Rights, Intimate Partner Violence Risk Assessment, Violence against Women and New Technologies, The Changing Face of Policing in Ukraine, Roles of Women in Combatting Violence against Women, Radicalisation: Women in the Caliphate of ISIS, Incorporation of the Gender Perspective into Police Forces, Tackling Gender Based Violence, Perceptions in Leadership, Project Self Defence Training, Gender Responsive Policing, Missing Children; Cross Border Issues, Interpol and the Global Fight

against Online Child Sexual Exploitation, Fighting International Internet Pedophilia Project, Engaging the Millennials, Women in the US Diplomatic Security Service, and Border Security and Management.

United Nations Panels also presented on an array of topics including Sexual Gender Based Violence, Training Police in a Hostile Environment, Human Trafficking in Conflict and Post Conflict Countries, Protection of Civilians, and Police Women in Peace Keeping.

Given it is an international conference with such an assortment of topics, speakers at the Conference hailed from Liberia, Tunisia, Ecuador, Pakistan, Spain, Bangladesh, Ireland, Israel, Lithuania, Belgium, the Philippines, Ukraine, Indonesia, France, The Netherlands, Mongolia, United States and yes, Canada.

While each conference's primary function is professional development, in areas such as information sharing, policing trends and best practices, international awareness, and personal improvement, it also has a secondary, and ever present, function of networking. The host country treats the attending delegates to a Cultural Night wherein they showcase local food, drink and dance. Delegates are encouraged to represent their home countries by wearing traditional dress. This night can be as splendid a display of dress as the Parade of Uniforms. As Canadians, who don't really possess a nationwide 'traditional' dress, we banded together by wearing red based plaid shirts with a few hockey jerseys thrown in. We looked pretty good eh!

As hosts of next year's IAWP Conference in Cairns, the Australian delegation hosted a boisterous and interactive Fun Night. There was food, drink, relay races and prizes, with the whole event being hosted by Terri Irwin (wife of Crocodile Hunter the late Steve Irwin) and their son Robert.

The Conference wrapped up in one of the most captivating venues in Barcelona, the Catalan National Art Museum (Museu d'art de Catalunya). It was built in 1929 and overlooks the famous Magic Fountain. The fountains were in full operation and therefore full colour, as we made our way to the Gala Dinner. As we dined for the last time together as a group that evening, many debated the 2017 Conference...who would be lucky enough to attend and chant 'Aussie Aussie Aussie Oi Oi Oi!!'



Note - Things we learned the hard way - 1) when travelling to Spain your passport must not expire within 3 months of your travel plans. 2) Always keep a tight grip on your valuables...the pickpockets are prolific! On the upside the Canadian Consulate is easily located at the Catalunya Playa, right on the redline subway route!

Sergeant Nancy Rudback
Halifax Regional Police
AWLE Executive

AWLE 24th Annual Training Conference

The Atlantic Women in Law Enforcement (AWLE) 24th annual training conference was held in Halifax NS from October 25th - 28th, 2016 with approximately 150 delegates in attendance. The conference was a tremendous success and provided excellent opportunities in networking for the delegates in attendance. The theme of the conference was "Change - Challenge - Opportunity" and was co-hosted by Halifax District RCMP and Halifax Regional Police. The Co-Chairs were Cst Susan Camus and Sgt. Carolyn Nichols.

Janice Landry was the keynote speaker. Landry has been a writer and journalist for 29 years. A former television reporter, producer and anchor with CTV-Atlantic, Landry is an established and experienced storyteller in varying mediums. She has assisted in coordinating, producing, writing and hosting a magnitude of live events, shows and fundraisers since 1987. She is also currently an in-demand public speaker. An emerging author, ***The Price We Pay*** is Landry's third book, which follows "The Sixty Second Story." The works examine the lives of first responders, mental health issues and extraordinary people affected by trauma.

Over the three day training conference, other speakers included Chief Jean - Michel Blais of Halifax Regional Police. Chief Blais spoke about leadership and how more women are needed in policing in the leadership role. Nancy Tower, Chief Corporate Development Officer, Emera Inc., Halifax, Nova Scotia spoke about women in leadership roles. Dr. Margo Watt was back again to present for the second year in a row. Dr. Watt, a registered Clinical Forensic Psychologist spoke on the Black Widow, an elderly lady who has been convicted numerous times of murdering men that she has married.

Angela DuFour, a Professional Dietitian spoke about trends on Nutrition. Phil Gurski is the President and CEO of Borealis Threat and Risk Consulting. He spoke about Radicalism and Terrorism. Jade Brooks spoke of her personal story of human trafficking. Jade Brooks is a 24 year old young woman, born in Toronto, Ontario and raised in Halifax, Nova Scotia. As a survivor of domestic human trafficking, Jade has spent the last three years on a journey of self-healing, exploring female empowerment, and transforming her lived experiences into social advocacy. Jade has worked tirelessly as a support worker in Toronto, offering peer counseling to young women involved in the sex trade. The case study was presented by Trent Milton who was a member of the Halifax Integrated Major Crime Unit. He spoke on the Murder of Catie Miller in Nova Scotia. These presentations were 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 including representatives of the Royal Canadian Mounted Police, Provincial and municipal police departments from the Atlantic Region. The following awards were presented:

Officer of the Year

Constable Tanya Lawlor has served with the Saint John



L-R Cst. Louanne McQuaid, Cst. Charley Torres, Cst Tanya Lawlor, Cst Stepanie Pelly, Cst. Julie Cunningham, Cst. Monia Thibault

Police Force (SJPF) for the past 25 years. She has a tremendous gift at being able to ooze so much compassion while maintaining her cool and not getting riled during a crisis situation. She goes above and beyond the 'call of duty' like so many officers do. She is just always on the ready when it comes to looking after someone's needs and being able to calm the storm.

Cst. Lawlor is very strong physically and mentally. She picked up a second job at Castle's Funeral Home recently on her days off because she simply loves helping others and is so filled with compassion. She may be one 'tough cookie, but she loves deeply and she cares about people.

Over the past 25 years, Cst. Lawlor has distinguished herself from others by showing superior leadership while performing her duties as a patrol constable, acting sergeant, coach officer, forensic (Ident) member, crisis negotiator and constant 'go to' person for her peers as part of the Employee and Family Assistance Program. She not only demonstrates a strong work ethic, but provides members with guidance, direction and support and encourages them in their efforts to succeed.

Cst. Lawlor is a volunteer and organizer of various committees. She strongly believes that being involved with your community is very important, not only as a member of the community, but as a police officer. Over the years, she has organized or been involved with planning and organizing the SJPF Children's Christmas party, the SJPF golf tournament to raise awareness of mental health (PTSD) and several roles with the Cure for MS society. As stated previously, Cst. Lawlor is the 'go to' person for her peers as part of the Employee and Family Assistance Program. She has tremendous compassion and exercised the utmost confidentiality, a gift that only special individuals possess. Cst. Lawlor has been on many committees over the years within the Saint John West neighbourhood, the Saint John school system and in relation to various community events.

Distinguishing herself not only from her peers but breaking new ground as a female is nothing new for her. Cst. Lawlor was the first ever female referee for hockey in New Brunswick, back in the late 80's. During her 25 years policing she has been faced with many challenges and barriers as a female in a male-dominated field; however,

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she is one who has made changes for the new generation of woman in policing by showing courage, honesty, understanding and equality amongst the community and within the work environment. She has mentored other junior officers and served as a coach officer to many new members over the years. Cst. Lawlor is also a big advocate for mental health. When a member of the Saint John Police Force took his own life in April of 2015, she was not only there for her colleagues, but also for the family members of the officer. Cst. Lawlor played a huge role in starting a wellness program for the Saint John Police Force and their first responders. She consistently checks in on family members and colleagues to ensure their mental health wellness. Many colleagues know that if you ever require anything, at work during a shift or once you are off shift, you can call her and she will be there. She is hardworking and caring. Cst. Lawlor is an example of a police officer that goes above and beyond the call of duty.

Cst. Lawlor has demonstrated a natural ability to deal with whatever comes her way. She has demonstrated good judgement and reactions during serious incidents. This past April, Cst. Lawlor was presented with a commendation award by SJPF's Chief of Police. The Commissioners Board met and voted unanimously that she receive the award in recognition of her efforts in relation to an incident that occurred on New Year's Eve 2015 where a young man lost his life. Cst. Lawlor was called to the incident at the end of her shift and did everything she could to help the young man. Despite giving it her all, the man succumbed to his injuries. Cst. Lawlor takes initiative in any situation and her intuitive communication skills seem to follow her wherever she goes. Last August, she and her husband were in Toronto to celebrate their 23rd wedding anniversary by taking in a Toronto Blue Jays baseball game. They were not far from the Rogers Center, when they observed a man in distress threatening to jump from the top of the high trusses of a railway monument near the stadium. Cst. Lawlor quickly went into action, and with her 10 years of crisis negotiator experience, began making conversation with the man. She continued to speak with the man and attempted to talk him down from the ledge. Shortly after police and fire crews showed up, the man climbed down safely. These are just two examples of many, showing Cst. Lawlor's sound judgement under pressure.

Leadership

Constable Julie Cunningham joined the Royal Newfoundland Constabulary (RNC) in 2005 and has distinguished herself as a leader and performed in an exceptional manner in every aspect of her work.

In 2007, Cst. Cunningham became a coach officer for incoming new recruits. In her role as a coach officer, she was responsible for assisting these new officers in developing their skills up to the point that they could work independently. She remained a coach officer for three consecutive years, monitoring and mentoring recruit constables.

In 2010, the Officer-in-charge of Patrol Services tasked Cst. Cunningham with delivering the training to new coach officers, as she was quite familiar with the program. Cst.

Cunningham eagerly accepted this responsibility and took it upon herself to conduct an in-depth look at the training being provided. She felt it to be quite outdated and in need of revision to ensure that the development of the recruits was paramount and that a formalized competency evaluation was in place. In consultation with the Officer-in-charge of Patrol, she was given the liberty to review what was in existence and develop a coach officer program that would effectively monitor the work performance of the recruit constables and their competencies in delivering quality police service. The program is still being used by the RNC.

While she was working on the coach officer program, Cst. Cunningham also saw an opportunity to develop a guidebook for patrol officers. She recognized that there wasn't any reference material for front line officers. Since policing is quite complex and requires an officer to be knowledgeable in a variety of areas, she felt that there should be some reference material containing report formats for calls and specific legislation associated to the type of call. She researched the matter and drafted a proposal on what she thought was needed and presented the proposal to the Executive of the RNC. The Executive agreed and Cst. Cunningham led the effort to bring the guide to fruition. With the support of the Officer-in-charge of Patrol, she identified and established a core committee and led this very diverse team to complete a comprehensive document. Under her leadership, and through hard work and determination, the Police Officers Guide for Patrol Officers became a reality. This guide is a consolidated reference to federal, provincial and municipal legislation as well as key reference points to RNC policy as it relates to different calls for service. Cst. Cunningham's significant contribution to the RNC Coach Officer Program and the development of the Patrol Officers Guide distinguishes her as a true leader with exceptional problem solving, planning and organizational skills.

Cst. Cunningham is also a positive role model which certainly aligns with her leadership abilities. In 2014, when a member's infant son was diagnosed with a life threatening illness and required a bone marrow transplant at the Toronto Sick Children's Hospital, she became heavily involved in a large fundraiser to help offset the cost of the family's travel and residency in Ontario. She tirelessly worked soliciting donations for a silent auction, selling tickets and helping to organize the overall event, all while on maternity leave herself. The event was a huge success that raised a significant amount of money for the family.

Since returning from leave in January 2015, Cst. Cunningham has been assigned to Patrol Division. She is currently in the promotional pool for the rank of sergeant and is eagerly awaiting the opportunity to supervise, coach and mentor junior officers.

Leaders are often considered to be people who know how to achieve goals and inspire people along the way. Cst. Cunningham definitely fits that definition.

Excellence in Performance

Constable Monia Thibault has been a Halifax Regional Police officer since 2008. She has been assigned to the

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Patrol Division for the duration of her career and presently works in a uniformed capacity doing general patrol duties in East Division.

On May 23, 2015, Halifax Regional Police responded to several robberies of fast food businesses in which the suspect fled in a taxi. At around 1:20 am Cst. Thibault was patrolling in the south end of Halifax near Atlantic Street looking for the robbery suspect when she came across a taxi parked and idling in the area of Atlantic Street and Brussels Street. Cst. Thibault noticed that the back window of the taxi was fogged up and felt this was suspicious. She exited her vehicle and approached the taxi on the driver's side. When she got close to the vehicle she observed a woman lying down in the back seat and the male driver turned facing the back of the cab. Cst. Thibault observed the driver fumbling with something and it appeared he was trying to hide it between himself and the centre console of the vehicle. Cst. Thibault's policing experience and instincts told her this activity was suspicious and warranted further investigation.

She approached the driver, who was still in the taxi and asked for identification. She then checked the back seat and observed that the woman, who was partially clothed, was not moving and appeared to be passed out. Cst. Thibault told the driver to turn off the vehicle and get out. The male didn't comply right away and continued to fidget with something at his feet, again appearing to hide something. Cst. Thibault then opened the door and pulled the man out of the vehicle. Upon the man exiting the vehicle, Cst. Thibault saw property belonging to the woman under the front seats of the taxi. When the taxi driver exited the vehicle, Cst. Thibault observed that he was in a state of undress. She immediately placed him under arrest for sexual assault and called for assistance.

Additional officers quickly arrived on the scene and Cst. Thibault turned the taxi driver over to another police officer. She then began to tend to the woman. She was very kind, compassionate and reassuring with her and ensured she had the help and support she needed. Cst. Thibault also initiated contact with the Integrated Criminal Investigation Division to facilitate transfer of the file to the Sexual Assault Investigation Team.

The taxi driver was charged with sexual assault and no longer works for any taxi company in Halifax. Cst. Thibault's superior attention to duty and outstanding investigative efforts led to the identification and arrest of a dangerous individual. There have been several incidents of sexual assaults involving taxi drivers and female passengers in Halifax over the past five years; however, the prosecution rate is low, in part due to insufficient evidence as well as the victims choosing to not proceed with charges or continue through the court process. Due to Cst. Thibault's diligence and thoroughness, this taxi driver has been charged and is awaiting trial, and the female survivor has been given the opportunity to seek justice for this crime.

Community Service

Constable Stephanie Glendenning is a Community

Response Officer (CRO) in the Greystone community housing area of Spryfield. She has worked there for the last two and a half years alongside former partner Cst. Todd Stephenson and current partner Cst. Jim Vaters. Cst. Glendenning has become an integral part of that community and has embraced it as her own.

Cst. Glendenning goes well beyond policing criminal behavior in the area. In her role as CRO, she has become a key member of several neighbourhood improvement committees and helped to revitalize and recruit new members for a board operating in Greystone. The board is up and running again and recently assisted with a large community event.

Cst. Glendenning organized Greystone youth days together with the board, and the local school. She worked with municipal recreation staff members, the fire department, the tenant's association and the school to ensure this event ran in 2016. She arranged for HRP officers and cadets from the Atlantic Police Academy, the local radio station, the local member of the legislature and the councilor for the area to attend the event, and most importantly, had free ice cream treats for the participants!

She assisted tenants of Greystone with applications for programs such as the Halifax Transit bus pass program for low income residents of the municipality. This process involved filling out a lengthy application form and collecting previous years' tax returns. She also identified a key issue that was contributing to a low number of applications for the program - many low income residents don't file taxes.

Cst. Glendenning works collaboratively with the housing authority to remove tenants who create problems for the community including suspected drug dealers in the area who target the youth in the community. She works with the Drug Section of the Integrated Criminal Investigation Division and patrol members, to investigate drug activity and liaises with housing to have these people reviewed for living in the complex once charges are laid.

This summer, Cst. Glendenning started a summer reading program for children. On Wednesday afternoons throughout the summer, she and her partner would go to the local playground where they would sit down with the children and they would all read a book. Of course, she arranged treats for the kids as well.

Cst. Glendenning takes calls at all hours of the night about problems in the area. Her Divisional Commander has repeatedly told her that she does not have to take calls after hours but she wants to be accessible to her community and these calls often become a source of information for the patrol members who are working during that shift. She takes complaints from people who would not call patrol to the scene and then forwards that information to the appropriate unit.

She works with other partner agencies, such as Children's Family Services, to ensure that youth in the area are well looked after and not in high risk homes. Cst. Glendenning has a big heart and when she sees youth in at risk homes she will

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either help in the home or removal from the home if necessary. She will then support the parents in taking steps to get their children back by encouraging them to fix the issues.

Cst. Glendenning collects bottles from her neighbours in Bedford and attends the bottle return depot with a car load of empties. This money is all turned over to the Greystone community to assist with programs in the area.

The following comment was noted on a Greystone resident's Facebook page:

"If it wasn't for Steph, I don't think the playground or the new GTA committee would be there! Which I know isn't her job! But hey, she's done a lot for the community since she got there. Plus a little birdie told me that she has been helping to organizing a community yard sale and has also helped keep the community food bank stay open. Remember this isn't her job as a police officer, her role is to uphold the law and to keep the peace but she has gone above and beyond to help as many as she can in this community!! In her few years in Greystone she has helped volunteer her off time with community events and has taken a lot of her time to help as many as she possibly can."

Because of all of the above and likely more, members come to Cst. Glendenning to see what is going on in the Greystone community or who is living where in the complex. She usually knows the answer right away, but if not, she can reach out to the community to get the information in short order. She is a valuable contributor to COMSTAT meetings every three weeks and shares information with Parole and Probation involving our joint clientele. It is said that listening to Cst. Glendenning is like listening to your Grandmother, "this one is married to that one, who is cousins with that one who used to live here..."

One of the most impressive things about Cst. Glendenning's involvement with this community is the fact that she does so much for them and at the same time balances her home life. She is the single mother of two boys, 9 and 11 years old. She includes her boys in the community events at Greystone, which allows her to attend, but also provides them with the opportunity to interact with youth who may have it harder than they do and to learn the value of helping others. This shows that Cst. Glendenning is fully integrated with the community. Most officers keep their own families separate from their work not wanting to expose their kids to "that side of the world".

Many will say that all of this is Cst. Glendenning's job as a community officer. In part they are correct, but her involvement is well beyond what most community officers do. She truly feels she is a part of the Greystone community and totally gives herself to this job, well beyond the expectations of Halifax Regional Police. Cst. Glendenning's contributions, along with a regular police presence in Spryfield, have made the Greystone area, a community that is well on its way to becoming self-

sufficient.

Mentoring

Constable Louanne McQuaid is a serving member of the Royal Canadian Mounted Police "L" Division in Charlottetown, Prince Edward Island. Cst. McQuaid brings a wealth of knowledge to her present position having served eleven years in two RCMP divisions – Alberta and Prince Edward Island. As a general duty member with a flair for police/community relations and working with schools, seniors and youth groups, Cst. McQuaid has established herself as a leader in the area of mentoring and fostering positive relationships, especially with troubled youth.

Between February, 2006 and October, 2009 at Wainwright, Alberta, Cst. McQuaid spent countless hours in local schools organizing school talks, working with youth, lecturing on the effects of drugs and alcohol and being a positive role model. This also included many evenings on her own time working with youth as a part of the scouting and guiding movement; working with local service groups at organizing bicycle rodeos on weekends; volunteering time to speak with seniors on issues of importance, and working within the DARE Program, both internally in schools and externally in the community. In Wainwright, she organized an annual ball-hockey tournament with the proceeds being returned to local schools in support of DARE. Affectionately known as "Constable Lou," she won the praise of the community for her selfless determination at making a difference and bridging the gap between youth and members of the Wainwright Detachment.

In the Community of Irma, Alberta, "Constable Lou" was given the title of Honorary Citizen by the Mayor, at a community ceremony prior to her transfer to Prince Edward Island. As a young constable, she had chosen to reside in an adult living facility in this isolated community 25 kilometers from Wainwright. In doing so, she became the first ever RCMP member to live in Irma, and hence immediately ascended as de facto "village sheriff." Cst. McQuaid would go out of her way to ensure fairness in everything she did – be it traffic stops, speaking to people, serving on committees, appearing at community events, or participating in Red Serge. In her annual assessment in April, 2010, Sergeant Jim Moran said "... even the high profile criminals had respect for her in the village." In one particular case, a high profile criminal, who once served time for murder, showed up at the counter with a case of beer to show his appreciation for being treated fairly and Sgt. Moran noted "he is showing new respect for members in the community and in the district."

Cst. McQuaid's work continues to have an impact on Prince Edward Island. At Souris Detachment, she moved quickly to establish herself as the School Liaison Officer in the Souris area of schools. Cst. McQuaid's work was vital in organizing ball-hockey tournaments in the summer and a charity Kings District hockey tournament in the winter where members of the RCMP played against well-known individuals in the community and local business people. The tournament has developed into an annual affair with money

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One evening in March 2011, Cst. McQuaid and two other RCMP colleagues came into contact with a very troubled young female following a complaint of a domestic disturbance. As part of their joint attendance at the scene, Cst. McQuaid and other members took the time to speak with the girl about the various forces that prompted the call to police for assistance. The girl related that her grades were slipping, her school attendance was poor, and how countless other factors affecting her personal health and well-being were taking their toll on her emotionally, including drug and alcohol use, poor parenting, persistent arguments with her mother, etc. Cst. McQuaid took it upon herself to meet with the girl and discuss her situation at home. She would spend many nights volunteering her personal time as a tutor to ensure her homework was completed and submitted on time. As time passed, the many weeks of assistance started to take effect and the girl was suddenly showing an interest for learning and her attendance at school had improved significantly. She has since graduated high school, and recently Cst. McQuaid and another member of the RCMP attended her graduation from the New Brunswick Community College at Miramichi where she received a Certificate in Police Foundations. Today as a young adult, she is employed with the Provincial Sheriff's Office for the Province of Prince Edward Island. Cst. McQuaid's intervention and subsequent involvement as a positive role model is a shining example of her compassion towards others.

Internally, Cst. McQuaid's work in the district, whether with her colleagues at identifying mental health, by raising awareness or by helping others in need is also a testament to her character. She reaches out to others behind the scenes as a voice of reason when she learns of someone in need, or perhaps for just a reassuring voice. This quality is seen by others in positive comments from school officials about her interaction with students. "Constable Lou is a consummate team player who gets along well, with everyone. She is passionate about the job and about doing what she can to assist those in need. She is the student's champion." Another spoke of Cst. McQuaid "as being very approachable to students, but one who tells it like it is, and that has earned her tremendous respect with teaching staff."

Cst. McQuaid is presently on the Executive for the Atlantic Women in Law Enforcement. She continues to serve with distinction, both as a positive role model and as an advocate for women in our profession. Earlier this month, she was promoted to a position in the General Investigation Section. Part of that selection was based on her qualities as a role model and as a leader.

Medal of Valor

On November 9, 2015, two patrol officers with the Royal Newfoundland Constabulary, Constable Stephanie Pelley and Constable Charley Torres entered the frigid ocean waters of the North Atlantic in full police gear to rescue a woman in distress.

At approximately 1:25 p.m., the Royal Newfoundland

Constabulary (RNC) received a call of a suicidal female in the town of Flatrock, Newfoundland. Family members had called 911 after discovering the woman's cell phone on a walking trail that led to the Atlantic Ocean. The woman had been reported missing from the Psychiatric Unit of the Health Sciences Complex and she had texted her loved ones a message indicating that she was going to commit suicide.

Cst. Stephanie Pelley, a two-year member of the RNC, was one of the first responding officers on the scene. Upon arrival, the police officers located the woman on a steep rock embankment near the ocean's edge. As they began to approach her, she moved down the rocks and closer to the ocean. The officers' attempt to negotiate with the woman failed, and she jumped off the rocks and into the ocean. The strong current and the waves quickly swept her away from the rocky coastline. She began thrashing around and screamed for help while being dragged further from the shore. Without hesitation, Cst. Pelley jumped into the water and began swimming towards her, while her partner retrieved flotation devices from their patrol vehicle. Once in the water Cst. Pelley struggled to maintain buoyancy due to the weight of her duty belt and the waves crashing over her head. She quickly realized she would not be able to swim much further given the situation she found herself in, so she returned to shore, removed her duty belt and reentered the water. By this time, Cst. Pelley was joined by another officer, Cst. Charley Torres, a five-year member of the RNC, who had overheard the call on his radio. While other officers on scene retrieved flotation devices and ropes, Csts. Pelley and Torres courageously swam towards the woman amidst the high waves and strong current. When they reached the woman, she was uncooperative and was fighting to break free. They managed to get her to shore but found it difficult to hold onto her, due to their own numbness from the frigid ocean water. They used their bodies to pin her against the rocks until help arrived. With every crashing wave, all three were forced underwater together, but Constables Pelley and Torres managed to maintain control of the woman and stay on the slippery rocks until a third officer and other emergency personnel arrived to assist them. The woman was then pulled to safety despite her repeated attempts to break free. She was immediately taken to hospital for treatment of her injuries while the officers were treated at the scene.

This successful rescue is due to the quick and courageous actions of Csts. Pelley and Torres. They risked their own lives to rescue this woman who would have undoubtedly perished in the ocean waters that day. The waters of Newfoundland and Labrador in November are tumultuous and bitterly cold; this woman would have likely faced a different outcome had it not been for the fearless response of these two officers. Their actions truly exemplified what it means to go above and beyond the call of duty. Though this was an undeniable act of bravery for the two officers, they remained humble amidst recognition for their rescue. During an interview with a local newspaper the day after the incident, they stated that they acted out of necessity and were concerned only with helping this

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woman in distress. This act of bravery, risking their personal safety in the face of great danger, demonstrated just that! As we all know, a police officer takes an oath for the preservation of life and a final quote attributed to Cst. Pelley in the newspaper article, sums up nicely how she felt about her actions that day, "Last night was probably the first time in my career when I went home and said 'That's what I signed up for.'"

Team Endeavors

On November 4, 2014, a woman was reported missing by her sister to the Cape Breton Regional Police Service (CBRPS). The woman was from Eskasoni, but was believed to have been in Sydney when she went missing. This case could easily have been side-tracked with complicated jurisdictional issues as Sydney and the surrounding areas are policed by CBRPS, while the nearby Eskasoni First Nation is policed by the RCMP. Either agency could have claimed the other was responsible for the case, or conversely, claimed exclusive jurisdiction. However, officers from CBRPS contacted the RCMP Eskasoni Detachment to advise them of the missing person case and it was agreed from the outset that it would be a joint investigation. CBRPS would follow up on all leads in the Cape Breton area and the RCMP would pursue investigative avenues outside of Cape Breton. Investigative teams were assembled from both agencies and agreed to meet on a regular basis to share information and to formulate and coordinate investigative activities.

Cst. Angela McKay was the primary investigator for the RCMP on this case, with support from other RCMP Major Crime investigators, including Cpl. Shari Pictou, Cst. Trevor Gallen, Cst. Robert Daley, Cpl. Calvin Byard and Cst. Gerard Rose-Berthiaume. Cpl. Pictou was a Truro Police Service investigator assigned to the RCMP Major Crime Unit and Sgt. Paul Vickers was the Major Crime Commander, who was also heavily engaged in this file. Sgt. Sheldon O'Donnell was the lead investigator for CBRPS, with support from Cst. Duncan Currie, Cst. Dwight Miller and Cst. Kalolin Francis.

Investigators from both teams followed the usual investigative protocol for a missing person case, including checking local transition houses, hospitals and speaking to friends and associates, etc. They also checked and added the missing female to the normal police systems, such as CPIC, PROS, and Versadex. Missing person bulletins were created and distributed across the Atlantic Region and were shared with the Halifax Regional Police /RCMP Integrated Vice Unit and the Toronto Police Service Vice Unit.

A significant amount of investigative effort was put into locating and interviewing potential witnesses who claimed to have sighted the missing female, as well as reviewing many hours of video from locations where she tended to frequent. None of these efforts were fruitful other than to confirm she was likely not currently frequenting the Sydney area. Investigators determined that the woman had a prepaid phone registered to her which was tracked as

roaming in the United States. US Homeland Security confirmed that the woman crossed the border on foot at Houlton, Maine. Through contact with police services in the United States, investigators tracked the woman's movements from September 5-19 through a number of states from New Jersey to Tennessee.

At this point in the investigation, investigators became extremely concerned for the woman's safety as the last confirmed contact with her was nearly two months earlier. There was no evidence that she had returned to Canada and there had been no credit card, health care or cell phone activity since then. She had no money, was transient, and had no strong social or family ties. She had been known to engage in a high-risk lifestyle, her mode of transportation was hitchhiking and she had been frequenting truck stops. Investigators had tried a number of innovative approaches, including using the National Trucking Association to disseminate a missing person bulletin to all truckers. They also took advantage of the power of social media, but all investigative leads were quickly drying up. The investigators could have easily concluded the investigation as "all investigative avenues exhausted," however; the team was not ready to give up. Although they had received excellent support from their American colleagues in speaking to key individuals in Knoxville, the team decided they would personally travel there to speak to witnesses to see if they could develop further leads. On November 30, 2014, four members of the team, Sgt. Vickers, Cst. McKay, Cst. Francis and Cst. Currie travelled to Knoxville and worked with the Knox County Sheriff's Department, the FBI and other law enforcement agencies. They also followed up with social agencies in the area and held a press conference. Law enforcement officers in the United States were surprised and impressed with the degree of effort this team had made to locate the woman. Unfortunately, they exhausted all investigative leads and were unable to determine her whereabouts before they left Knoxville. However, they had raised the woman's profile to the point that she was on the minds of law enforcement officers, local shelters, the media and the citizens of the area where she was last seen. Thankfully, three weeks later, she walked into the local area Rescue Mission looking for shelter. Because of the recent exposure of her case, workers at the shelter immediately recognized her and contacted police. Travel arrangements were made with her family and the Band Council to return her home. She re-joined her family in Eskasoni a few days later.

It is important to note that this case began and concluded prior to the Federal Government's announcement of the *National Inquiry into Missing and Murder Indigenous Women and Girls*. There is no doubt the national inquiry will hear a number of stories on how law enforcement agencies failed the victims in some cases. This case will not be one of them. Cst. McKay, Sgt. O'Donnell and the other members of their investigative teams distinguished themselves by their unwavering commitment in solving this missing person case. They set the bar high and as a result this case has become a standard of expectation for missing person cases in Nova Scotia.

AWLE 24th Annual Training Conference

Atlantic Women in Law Enforcement Team Endeavors Award winners - Cst. Angela MacKay, Sgt. Sheldon O'Donnell, Cpl. Shari Pictou, Sgt. Paul Vickers, Cst. Robert Daley, Cst. Trevor Gallen, Cst. Gerald Rose-Bethiaume, Cpl. Calvin Byard, Cst. Duncan Currie, Cst. Dwight Miller, and Cst. Kalolin Francis.

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 was Dress for Success. The mission of Dress for Success is to empower women to achieve economic independence by providing a network of support, professional attire and the development tools to help women thrive in work and in life. The delegates had the opportunity to bring in their gently used professional clothing for Dress for Success. It was a huge success as was the conference.

Cst Louanne McQuaid, Atlantic Women in Law Enforcement, Media Relations



Minister Parsons Recognizes Accomplishments of Royal Newfoundland Constabulary Officers

On November 21, 2016 a statement was given in the House of Assembly by the Honourable Andrew Parsons, Minister of Justice and Public Safety acknowledging three RNC officers who received awards at the AWLE Conference in Nova Scotia. He also recognized the award given to one of the officers at the International Conference in Barcelona, Spain. The officers were thanked for their service by Minister Parsons on behalf of the Government and the people of Newfoundland and Labrador.





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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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