



The Notebook



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

Spring 2017



**2017 AWLE Annual Conference will be held
at the Membertou Trade and Convention Centre, Cape Breton, NS**



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 Spring Edition of the Notebook. In this issue you will find details surrounding the 25th Anniversary AWLE Annual Conference which is being held in beautiful Cape Breton, Nova Scotia. The conference committee is working very diligently to bring a varied agenda to meet the demands of our membership and its vast range of law enforcement experience. We hope that you take the time to consider attending the conference as it promises to be very informative and will include a celebration of AWLE's past 25 years.

In this issue you will read about the Marihuana Task Force that was implemented to look at and provide recommendations regarding the legalization of marihuana and its possible impact on the country. A staffing specialist gives a civilian account of Police Recruitment and a number of Polar Plunge events that were held throughout the Atlantic Region are highlighted as well as accompanied by some wonderful photos.

I have included information regarding the AWLE award criteria in this issue and you can also locate this information on the website www.awle.org. The AWLE Executive would encourage it's membership to give consideration to nominating a coworker, a supervisor, a law enforcement partner or a team that has made significant contributions to law enforcement in any of the award categories. Have a read through the award categories and the outlined



criteria for each, if you have any questions please contact one of the executive Board members and we will assist you in any manner that we can.

This year marks the 25th year of the AWLE Conference and Awards; I am looking for submissions of photographs from the general membership to commemorate our history in a slideshow that we will use during the conference.

If anyone has photographs they wish to share, please email them to me at notebook-editor@awle.org. As some may not be in a digital format if you would scan or photograph the pictures to make them more readily accessible that would be appreciated.

I hope you enjoy this issue of the Notebook. I look forward to seeing you in Cape Breton! Until next time, stay safe!

Sharon

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

Report from the President

Welcome to a new year of Atlantic Women in Law Enforcement. I would like to thank all of our returning members for your continued support and extend a heartfelt welcome to our new members. We really couldn't have the success we have had without the support of our membership.

This year AWLE has reached a milestone; we are celebrating our **25th Annual Training Conference** and our Silver Anniversary. The Conference will be held **November 7-10, 2017** at the **Membertou Trade and Convention Centre** located on beautiful Unama'ki (Cape Breton Island) in the Mi'kmaq community of Membertou.

The theme of the conference is "Believe in the Possibilities" and will feature keynote speaker, 3-time Olympian and 2-time Olympic gold medalist, Heather Moyse. The conference theme is her personal motto.

The theme is perfect for our Silver Anniversary year as we are happy to announce we have formed a corporate partnership with the Ontario Women in Law Enforcement (OWLE) and Axon Public Safety Canada.

With Axon's support we are able to send our 2016 Officer of the Year to the 55th International Association of Women Police (IAWP) Training Conference in Cairns, Australia Sept. 17-21, 2017. The AWLE Officer of the Year was named at our Conference in Halifax, Nova Scotia in October and is Saint John Police Force Officer, Cst. Tanya Lawlor. We look forward to seeing Cst. Lawlor at this year's Annual Awards Banquet on November 9th in Cape Breton, Nova Scotia and can't wait to hear all about her trip to Australia.

I would like to invite all past AWLE Executive members and our retired members to attend our Banquet this year and help us celebrate 25 years of AWLE. It is because you believed in the possibilities of the AWLE Organization that we have been able to achieve the success we have today. Information on the Conference Banquet is available on our website www.awle.org



Thank you to the AWLE Winter Warriors who took part in the Polar Plunge in Halifax, Nova Scotia in support of Special Olympics.

On March 4th, 2017, I took the plunge along with AWLE Executive member Sgt. Nancy Rudback, AWLE member CO Christina MacMillan and my son Logan Nichols. With us, to cheer us on, were AWLE Executive member Louanne McQuaid and my daughter Kaiya Nichols. Thanks to all those who donated to this worthwhile cause.

The nomination packages for this year's annual AWLE Awards Program will be sent out in late Spring. The nomination forms will also be available on our website. Please consider nominating someone in the following categories: Officer of the Year, Leadership, Mentoring, Community Service, Medal of Valor, Team Endeavors and Excellence in Performance.

Thank you and I look forward to seeing you in Cape Breton.

Carolyn Nichols
president@awle.org



Fredericton Police Officer Participates in Torch Run for Special Olympics in Austria

Pictured is Constable Sam McInnis, from the Fredericton Police Force, with athlete Michael in the final leg of the Torch Run for the Special Olympics in Austria.

Cst. Samantha McInnis of the Fredericton Police Force was chosen as one of a handful of Canadian police officers who participated in torch runs across the European nation leading up to the International Special Olympics held in Austria from March 8 to the 19, 2017.

McInnis, who served with the RCMP before joining the Fredericton Police Force in 2011, has been participating in the Law Enforcement Torch Run since 2008, first doing the run in Saskatoon. In 2012, she took over as the Fredericton force's official torch-run rep.

The Law Enforcement Torch Run is a fundraising and awareness effort to benefit the Special Olympics in Canada, she said, noting Fredericton officers raise several thousand dollars every year.

Last spring, she was nominated by the torch-run organization to represent Canadian law enforcement at the international games.



"Obviously, I accepted," said McInnis, who's currently seconded with the RCMP's Internet child exploitation unit.

She's had a soft spot for people with intellectual disabilities for years, she said, ever since she connected with a boy named Eric in high school. He had physical and intellectual disabilities, and she worked with him three days a week on his physical rehab.

"I took him to the prom," McInnis said, and she was thrilled when he got involved in Special Olympics through lawn bowling.

Cst. McInnis participated in another key fundraising event in Austria as well: a polar plunge. She said she's raised about \$1,100 for that, and the money will go to the International Special Olympics.



IAWP COORDINATOR'S REPORT

Submitted by Suzanne Byrnes

Report from Region 11 Coordinator

iawpregion11@gmail.com

<http://iawpregion11.blogspot.com>

Anne-Marie Slaughter in 2012 wrote an article for Atlantic Magazine entitled “[Why Women Still Can't Have It All](#).” Ellen McCarthy in 2016 featured an article in the Washington Post about Slaughter’s statement. She explains that the basis for this earlier statement was based on Slaughter’s personal journey. However since that time Slaughter has come to the realization that women are not the only ones who cannot have it all. Slaughter through her personal life has been placed in a role

reversal whereby her husband has become the primary parent. He has been the one who provided the stability for their children while she commuted to work and followed her career path. The instability of her schedule and the seemingly lack of time that she has had to balance her own work and life made her realize that the employed, dismiss the value of those who stay at home or leave their employment to care for family. This attitude in actuality was contributing to the sense of inequality. She believes that gender equality between men and women can only be achieved when we all value the work put into the aspect of care as much as we value work that is paid. I found this article very enlightening, and true. Sometimes we need to make those choices and there is nothing wrong with it. For those interested in reading the article follow this link. https://www.washingtonpost.com/lifestyle/style/she-famously-said-that-women-cant-have-it-all-now-she-realizes-that-no-one-can/2016/08/26/889944e4-5bf3-11e6-831d-0324760ca856_story.html?utm_term=.0f27389993b7

Since the last article, I have had the opportunity to celebrate International Women’s Day and attended a York Regional Police (YRP) special event. Guest speakers Kimberley Fawcett-Smith and Christine Hickson delivered their presentation to the 102 members in attendance. YRP is always seeking speakers who would be interested in participating in this yearly event.

On March 9th, OWLE celebrated their 20th Anniversary and in partnership with the Ontario Police College hosted the unveiling of their 100-year timeline of women in policing in the province of Ontario. Some of the women featured on the wall graced us with their presence, including Senator Gwen Boniface, Leanne Bradburn and the first female chief of police, retired Chief Laurie Hayman of Strathroy-Cardoc just to name a few. Dr. Amy Ramsay shared a detailed summary of the history of OWLE and how the vision of a few women, developed into a respected and sustainable organization currently led by Inspector Lisa Hewison of Peel Regional Police.

Seeing the names on the wall was overwhelming. Should you have occasion to attend the Ontario Police College, do not forget to stop by the wall and reflect on the trail blazers who paved the way for the rest of us.

I attended the IAWP Early Board meetings and the Region 10 conference, held in Walnut Grove California. Although the Board meetings were long, I feel that a number of issues and concerns were addressed. A members’ survey will be conducted and in the first phase, all current IAWP members will be sent the survey. I anticipate that affiliate members will receive a survey in the following phase. Please

IAWP COORDINATOR'S REPORT

complete the survey to ensure that the organization is going in the right direction and to offer feedback for the membership review. Should you wish to remain anonymous, you can send comments to me directly. I will respect your wishes of anonymity and will forward the comments on your behalf. The regional conference was excellent with entertaining and knowledgeable speakers. It is to be noted that Region 11's own Corrie Slaughter gave a timely presentation- The Peaceful Warrior, which, if given the opportunity should not be missed.

Good News, Axon Public Safety Canada Inc., agreed to a partnership with our two region 11 affiliates; Ontario Women in Law Enforcement and Atlantic Women in Law Enforcement. These agreements are aligned with the global sponsorship initiative for the IAWP 2017 Officer of the Year Award. I would like to congratulate Constable Tanya Lawlor of Saint John Police Force, the first recipient of the Axon Public Safety Canada sponsorship. She will join others at the 2017 IAWP Conference in Cairns, Australia.



It is that time again; the World Police and Fire Games are scheduled for August 7th to 16th, 2017 in Los Angeles California. Every two years, serving or retired firefighters and police officers, battle with or against one another in multiple sporting events to bring home the gold. Friendships and connections are made with athletes from around the world. Some of you have probably already registered for the games. I am looking for all the names of those attending along with the events you are taking part in, so I can display your work. You can send me an e-mail including the events you are preparing for, the sacrifices that are being made and how important the games are to you. If you have not considered participating, come and offer your support. The

administration is also always looking for volunteers.

I have not been participating in the games for a long time, however having been there to experience the passion and the seriousness in the way the athletes take time to train and to be their best, you get caught up in the desire to want to do better. Visit their site at <http://www.la17wpfg.com/6/index.htm>.

2018 is an election year for the IAWP Executive and Board of Directors including Regional Coordinators. I will not be running for the Region 11 Coordinator position, as I will be seeking a different position. If you are interested in the Regional Coordinator position, please contact me. I will be happy to summarize the responsibilities and expectations. You can visit http://www.iawp.org/about/policy/Policy30_DutiesBoard.pdf for some of the duties. The deadline for the letter of intent is January 4th 2018. I will provide more information in future article.

The 2017 AWLE Training Conference will be held November 7-10, 2017 at the Membertou Trade and Convention Center located on Cape Breton Island in the community of Membertou.

AWLE will be celebrating their Silver Anniversary with a Conference in Cape Breton, Nova Scotia. This year's theme "Believe in the Possibilities" will feature keynote speaker Heather Moyse.

Heather Moyse, a 3-time Olympian and 2 time Olympic gold medalist has inspired people all around the world with her motto "Believe in the Possibilities". She lives her life with that philosophy. Heather is from Summerside, Prince Edward Island. She has been described as Canada's best ever all-round female accomplished athlete.

IAWP COORDINATOR'S REPORT

If you wish to book accommodations for the conference contact The Hampton Inn by Hilton Sydney located at 60 Maillard Street, Membertou, NS. To make a reservation call 1-902-564-6555 and use block code: Atlantic Women in Law Enforcement.

IAWP is always looking for submissions and information regarding the activities and events of its membership. Although the AWLE Facebook is alive and well, the great work that AWLE members are doing is worth promoting throughout the Region. Feel free to send me articles, photos and any other information you wish to share. Please indicate if your photos can be published in another magazine or on the internet.

I would like to thank the members who have renewed their IAWP membership and welcome the new members who have joined us. Please promote memberships to new and experienced members. Tell a friend or renew your own 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 for any occasion as a little goes a long way. For those members who have yet to have logged on the IAWP members' only site, please take an opportunity to look it up. If you have difficulties with the password or your username, contact Carol Paterick at carolpaterick@gmail.com for assistance.

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

Looking forward to hear from you soon

A Bientôt

Suzanne Byrnes



Chief Superintendent (C/Supt.) Joanne Crampton joined the Royal Canadian Mounted Police (RCMP) in 1988. She has served in British Columbia, Alberta, Saskatchewan and Nova Scotia. She transferred to Prince Edward Island in 2013 as Commanding Officer of Criminal Operations and was then promoted to Commanding Officer for Prince Edward Island. C/Supt. Crampton has taken a transfer to Ottawa as the Assistant Commissioner of Federal Policing Criminal Operations. She has been a huge supporter of Atlantic Women in Law Enforcement and we wish her all the best in her new position.



A Staffing Specialist's View on Police Cadet Recruitment

By: Jay McGrath

Senior Merit Officer, Public Service Commission

My adventure into the world of police recruitment started when my director came into my office on a Wednesday afternoon in July 2013. She asked if I'd be interested in taking on the Royal Newfoundland Constabulary (RNC) cadet recruitment assignment. Our division is responsible for providing a staffing specialist to the RNC Recruiting Unit in their annual selection of a cadet class. The staffing specialist's role in this recruitment, broadly speaking, is to ensure all candidates are treated fairly and their success is based solely on the merit of their application.

Since I started with this division in 2009, I wanted to be assigned to the RNC Recruiting Unit, but I still played it cool and waited until Friday morning before accepting the assignment.

That Friday afternoon, I printed the 72 page RNC cadet application package with the intent to fill it out that weekend. My strategy was to put myself through as many of the same experiences as the applicants would face. This way I could better understand the process and relate to candidates as they attempted to become cadets.

The RNC cadet recruitment process is lengthy and competitive. The process begins with outreach. From late August through November, the RNC accepts applications. During that time, the Recruiting Unit, through various means including information sessions, career fairs, and 'tweet alongs', attempts to get the word out that the organization is hiring. For candidates, the first step is filling out the application package. From there, candidates must successfully complete a standardized physical abilities requirements evaluation (PARE). If the PARE time is met, candidates are interviewed by the staffing specialist and a Sergeant/Inspector of the RNC. For successful candidates, this is followed by a polygraph evaluation, psychological assessment, an occupational medical examination, and a background investigation

including reference checking. Unsuccessful candidates are notified and feedback is provided to those who request it. By late Spring, the Recruiting Unit presents their recommendations to the Chief of Police, who ultimately decides on the members of the cadet class.

Once selected, cadets enroll in the Police Studies Diploma Program at Memorial University. This Diploma Program is three semesters. The first two semesters are academically based, but also include specialized police training. The third semester of the Program is an on the job training opportunity at the RNC which includes ride alongs with police officers. After successfully completing the recruitment process and the Diploma Program, cadets are then eligible for employment as an officer with the RNC.

While the recruitment process depends on the contribution of several players, for example the polygraph examiner, psychologist, and background investigator, there are two individuals central to the process – the staffing specialist and a Sergeant/Inspector of the RNC. These two positions are responsible for the coordinating of the entire process and are the point of contact for all candidates. Ultimately, they make the recommendations to the Chief.

Completing the application package on that first weekend was the first step to better understand this assignment. Completing the application made me realize how much work goes into applying, as it challenges you to remember past experiences and to be honest with yourself.

I also ran the PARE and quickly realized how difficult the test is. The polygraph examiner hooked me up to the polygraph and I learned that the machine is more a 'truth verifier' than lie detector and that the examiner is just as important as the machine in this evaluation.

The greatest learning experience, however, came from a ride along with patrol services. The Chief had green-lighted the experience with one condition: it was to occur on a Saturday night in the downtown area of St. John's. I was assigned to an officer and witnessed him shift from addressing an impaired driving accident, to being in the living room of a family in a mental health crisis, to breaking up a fight on George Street

and trying to take a statement from a man as thousands of people headed home. At the end of the night I understood two things: 1) policing was not a career for me, and 2) there is a social intelligence and emotional maturity required from officers to function in their roles. An effective officer must be able to navigate complex social relationships and situations. To have a better understanding of that intelligence and maturity was beneficial when considering the lengthy application packages and especially helpful when interviewing candidates.

The RNC understood that the staffing specialists assigned to the recruiting unit are human resource professionals. We are there to ensure candidates are treated fairly and on the merit of their qualifications. We likely have had minimal exposure to the world of policing, maybe a speeding ticket or some other limited experience. Plus, the information disclosed by candidates is often very personal in nature and requires significant analysis in formulating recommendations to the Chief. So, as we learn and adapt to this recruiting environment, we rely on the policing organization, particularly the other members of the recruiting unit, to empower us and to help us understand what they are looking for in candidates. Ultimately, I came to understand that, while there was a lot of information to be considered, the best question I could ask about a candidate was "If my family was in crisis and we had to call the RNC, would I be ok if this person showed up?"

As much as the RNC empowered me in this way, they also trusted the expertise I brought to the table. For example, my outreach approach was

to speak to as many potential candidates as possible by participating in a variety of activities. If the University was having a networking session for international students to meet community groups, we were there. If a high school career class needed a presenter, we were there. The Recruiting Unit would always try to participate in any outreach activity that was suggested.

Aside from respecting my input throughout the process, the RNC were supportive of my work life balance. During my time there I completed a Master of Arts and a couple of semesters my classes were scheduled during work hours. The message from the RNC was always the same: do not miss class. During my last year with the RNC, my mother became ill and ended up in the hospital before passing away. Again, the message from the RNC was always the same: go be with your mom. They trusted the work would get done while allowing great flexibility in my schedule and I cannot express how important that was to me.

During my three years with the RNC recruiting unit, I reviewed approximately 700 applications, interviewed over 300 people, and helped select 64 cadets. While a challenging assignment, it was also a lot of fun. While there, we had a sentence we used a lot during our outreach to potential candidates: "We are looking for honest, hard working, intelligent people, who exercise common sense and good judgment." After three years with the RNC, I believe I fit this sentence better now than I did then.

Grand Falls Police Force announced new Chief appointment

On December 20, 2016 Suzanne Saindon Themens was appointed Chief of Police, making her the first female Chief for Grand Falls Police Force, and one of the few that are currently serving across Canada.

Suzanne attended the Atlantic Police Academy and graduated in May of 1981. She began her career as a Police Officer in Grand Falls, NB during that same year. In 1983, Suzanne moved back to her home town and became the first female officer for the Edmundston Police Force. A few years later, Suzanne left Edmundston PF and moved to Fredericton, NB due to her husband's transfer. She worked as a civilian member of the RCMP while in Fredericton.

In 1986, she attended the RCMP training facility in Regina, Saskatchewan where she received her certificate and obtained qualifications for monitoring electronic devices during major organized crime investigations at the National and International level. One of these investigations involved the seizure of 500 kilos of cocaine that came directly from Columbia on a twin engine that landed on a private and isolated strip south of McAdam. Suzanne has worked approximately three years on special assignments with the RCMP in Fredericton.

In 1991, Suzanne returned to the Grand Falls Police Force as a Constable and during the following years she worked on patrol as well as major case investigations such as sexual assaults and other high profile crimes.

She has also been involved in different community programs and still participates in committees with the local Emergency Measures Organization as well as a few other local groups. Suzanne is a trained and qualified D.A.R.E. officer which saw her deliver a 17 week program regarding drugs to grade five students. She has always been an enthusiastic speaker and lecturer on many different topics touching prevention of crime for all ages. For the past 6 years, during the summer, Suzanne has been volunteering her time as a mentor in a reading program for a young student of a local school.

Over the course of her career, Suzanne has completed a broad range of police courses offered through the Canadian Police College, the



Atlantic Police Academy and the RCMP such as: Crisis Negotiator, Supervisor Level II, Sudden Death investigator and the Senior Police Administration Course to name a few.

Suzanne was promoted to the rank of Sergeant on August 9, 2006 after serving as a Police Officer for the GPPF since January 1991. Suzanne received a Police Exemplary Service Medal in 2006.

Suzanne is currently a member of the New Brunswick Chief of Police Association and of the International Association of Women in Law Enforcement.

Suzanne held the position of Vice President of the Grand Falls Police Association from 2008 to 2016.

On the leisure side, Suzanne loves to play sports. She takes part in two community softball teams and plays on three local volleyball teams. In 2009, she led and implemented the first woman's hockey league in Grand Falls. She played in that woman's league for 5 years and held a role on the executive committee as a treasurer.

Suzanne and her husband Jocelyn, who is a 36 year veteran, a retired member of the RCMP, are the parents of 3 children, Sebastien, Kristian and Karine. Their daughter followed in her parents footsteps and is now a member of the RCMP.

In conclusion, Suzanne believes in, policing Grand Falls and the surrounding communities with respect, integrity, and professionalism. Suzanne is proud to serve with the Grand Falls Police Force as Chief of Police.

Exciting Partnership for Canadian Women in Law Enforcement

On March 23rd, 2017 it was announced that Axon Public Safety Canada Inc., a subsidiary of Axon would form a new partnership with the Atlantic Women in Law Enforcement (AWLE) and Ontario Women in Law Enforcement (OWLE). The partnership would allow AWLE and OWLE to support their Officer of the Year to attend the International Association of Women Police (IAWP) Annual Training Conference.

It was decided that AWLE would avail of the opportunity and send their 2016 Officer of the Year to the 55th Annual Training Conference in Cairns, Australia in 2017 and OWLE would send their Officer of the Year to the 56th Annual Training Conference in Calgary, Canada in 2018. The AWLE Officer of the Year was named at the 24th Annual Training Conference in Halifax, Nova Scotia on October 27th, 2016. The AWLE Officer of the Year is Cst. Tanya Lawlor of the Saint John Police Force located in the Province of New Brunswick.

The fun began for AWLE when discussions ensued on how to deliver the news to Cst. Lawlor. The AWLE Executive decided that a planned visit to Saint John, NB to surprise Cst. Tanya Lawlor with this wonderful opportunity would be its best approach. AWLE President Carolyn Nichols and

AWLE Secretary Nancy Rudback with the help of Saint John Police Force Chief of Police, Chief John Bates devised a plan to deliver the announcement. Cst. Lawlor was tasked with conducting a station tour for some visiting dignitaries on behalf of her Chief. Carolyn and Nancy travelled to Saint John Police Headquarters where they were able, with some wonderful helpers, to get her family, friends, co-workers and the media into Police Headquarters without Cst. Lawlor's knowledge. Chief Bates led Cst. Lawlor into the police station's community room where everyone was waiting. With a blow up kangaroo and a sign promoting Cairns they were able to pull off the surprise of a lifetime.

AWLE is proud to announce that, with Axon's support, we are sending our Officer of the Year, Cst. Tanya Lawlor, to this year's IAWP Training Conference. We look forward to seeing the photos of her journey to Cairns, Australia at our 25th Annual Silver Anniversary Conference November 7-10, 2017 in Cape Breton, Nova Scotia.





**The Cape Breton
Regional Police
Service is very
proud to be hosting
the 2017 Atlantic
Women in Law
Enforcement
Conference**

November 7-10, 2017

Sydney, Nova Scotia

**“Believe in the
Possibilities”**



For more information visit
us online at: www.awle.org

Keynote Speaker

*Our keynote will be two
time Olympic Gold Medalist
Heather Moyse.*

Heather has won gold at the Olympics twice in bobsled. She is a multi-sport national athlete, inspirational speaker, ambassador, humanitarian, and above all, champion and leader. Heather uses her personal experience- and professional training as an occupational therapist- to encourage and inspire others to embrace challenges and face adversity head-on, believe in the possibilities of achieving their dreams, and to step outside of their comfort zones in order to discover and maximize their potential whether in sport, business, or life.



Conference Speakers

Superintendent Kari Dart
Ontario Provincial Police-
Mentoring and her career in the
Criminal investigation Branch

Constable Tammy Lobe RCMP-
See Something Say Something,
human traffic

Chief Leanne Fitch Fredericton
Police Service- Domestic
Violence

**Sergeant John Anthony &
Sergeant Bill Turner CBRPS-**
Homicide Case Study (Tom
Barrett)

**Other speakers have not been
confirmed, speakers are subject
to change.**



*There will be a dress
parade prior to the
start of the Awards
Banquet. Photo will
be taken during
cocktail hour.*

The 25th Annual Atlantic Women in Law Enforcement Conference will be hosted in Sydney, Nova Scotia at the Membertou Trade and Convention Center, hosted by members of the Cape Breton Regional Police Service the theme for this conference is “Believe in the Possibilities.”



AWLE will honor outstanding female officers with the presentation of major awards at the annual awards banquet!

Accommodations

HAMPTON INN by
HILTON SYDNEY
60 Maillard Street
Membertou, Nova Scotia
902-564-6555

Booking code: Atlantic
Women in Law Enforcement

The Hampton Inn has an indoor swimming pool with water slide and a fitness facility. The hotel is attached to the Membertou Trade and Convention Center via a pedway. Room fee is \$129 plus tax.

Early Registration deadline will be: Friday September 15th, 2017 (There will be a prize drawn for those who register prior to this date)

Early Registration Fees

*Members
\$175

*Non-Members
\$275

After Early Registration Fees

*Members
\$175

*Non-Members
\$325

Daily Rate

\$70 half day-includes
nutritional break

\$110 for full day- includes
nutritional breaks and lunch.

Cancellation Policy if you cancel 35 days prior to the conference you will receive a 50% refund. 30 days or less there will not be a refund, however registration may be transferred to someone else.

Registration form can be located on the AWLE web page. www.awle.org

For further information please contact:

D/Cst. Melissa MacDonald
or

D/Cst. Danielle Campbell

at

awle@cbrps.ca



The Legalization of Cannabis in Canada

In the 2015, Speech from the Throne, the Government of Canada committed to legalizing, regulating and restricting access to marihuana.

On June 30th, 2016, the Government of Canada announced the creation of a Task Force on Cannabis Legalization and Regulation comprised of Canadians of varied experience and background.

I was contacted by Minister Ralph Goodale, Minister of Public Safety who asked me if I would like to be one of the nine persons on the "Task Force" who would provide the Government of Canada with recommendations in relation to a new regulatory regime on the legalization of marihuana. I responded Sure!!!! I am Superintendent Marlene Jesso, a 34 year member of the Royal Newfoundland Constabulary. I am presently the OIC of the Combined Forces Special Enforcement Unit (CFSEU-NL) and have many years of drug investigation experience. The CFSEU-NL consists of members from the RNC and RCMP. Their mandate is to investigate, disrupt and dismantle drugs and organized crime in the Province of Newfoundland and Labrador. It was an honor and a privilege to be a part of the Task Force though it was probably one of the most complex things I have ever worked on.

The following information is just a snapshot and does not include all the recommendations found in the Final Report to the Government of Canada.

The Task Force mandate was to engage with provincial, territorial and municipal governments, Indigenous governments, as well as representatives from youth, patients, and experts in relevant fields including public health, substance use, criminal justice, law enforcement, economy and industry including experts in production and distribution.

In taking a public health approach, the Task Force proposed measures which will maintain and improve the health of Canadians by minimizing the harms associated with Cannabis use, including delaying the age, reduce the frequency of use, reduce higher risk use, reduce abuse and dependence, ensure sustained public education and expand prevention and treatment programs.

Setting a minimum age for the purchase of cannabis was an important requirement for the new regime. It was the subject of much discussion during our deliberations. During the public consultations the Task Force heard:

- persons under the age of 25 represent the segment of population who are the most likely to consume cannabis;
- the Government's intention was to move away from a system that criminalizes cannabis use;
- if the age was too high then people would go to the illegal market; and,
- you are considered an adult at the age of 18 and it was your right to make your own decisions.

After careful consideration of the factors presented to the Task Force, it was recommended that the Federal Government set a national age of purchase to 18, while acknowledging the right of provinces and territories to harmonize it with their minimum age of purchase of alcohol.

The Task Force made recommendations to apply restrictions to the advertising and promotion of cannabis. It suggested plain packaging for cannabis products which allows some information such as company name, strain and price, amounts of Cannabinoids (CBD) and Tetrahydrocannabinol (THC), as well

as health warnings.

The Task Force also looked at cannabis based edibles and other products. During the consultations it was discussed that edibles have a broad appeal and are attractive to consumers who don't want to smoke or inhale. Information was received by the Task Force that in Colorado, over use of an edible has sometimes resulted in accidental overconsumption. Because of that we felt it was important to control the level of THC and/or portion size as it related to edibles.

Some of the recommendations to the Federal government in relation to edibles were:

- Prohibit any product deemed to be appealing to children; eg, candies, lollipops, gummy bears
- Resealable packaging;
- to provide single serving packaging with a single serving of THC;
- Appropriate labelling etc.

As well, we looked at potency and in an effort to discourage higher potency products it was proposed that these products be taxed at a higher rate.

On a consistent basis we heard it was important to communicate the information on the new system, help young people to understand the harms from cannabis use, inform Canadians of the risks of impaired driving, provide parents with information and provide reliable information at point of sale.

Some of the recommendations that resulted from this feedback were:

- Implement as soon as possible, a fact based public education campaign, targeted at the general population but with an emphasis on youth, parents and vulnerable populations;
- Facilitate and monitor ongoing research on cannabis and impairment, considering implications for occupational health and safety policies.

Production - we heard through consultations that some wanted production to be left to the private sector while others wanted it left in the hands of the Federal Government.

Having the Federal Government regulate cannabis production was seen as essential because the government could ensure that consumers could access high quality safe products, free from harmful pesticides, fungi and bacteria. The Federal Government was well placed to establish and oversee a national system of quality control, as well as implementing a seed to sale tracking system, reviewing the Industrial Hemp Regulations and implementing a fee structure for administrative cost. Just to name a few.

The Task Force recommended the retail side would be left to the Provinces and Territories but that the retail environment would follow the recommended guidelines:

- No co-location of alcohol, tobacco or cannabis sales;
- Limits on location;
- Dedicated storefronts; and,
- Dedicated well trained staff.

The strongest views we heard were in relation to Personal Cultivation. We heard strong arguments both for and

against. We heard compelling arguments in favour of prohibiting personal cultivation in homes because of health and safety risks and the ease to exploit to the illicit market. On the other hand, we heard arguments in favor which were premised on the belief that personal cultivation can be done safely and responsibly.

People argued that similar to alcohol, the majority of consumers will purchase from the legal market and few will chose to grow their own.

The law enforcement community has indicated a prohibition on personal cultivation.

After all the consultations the Task Force recommended four plants per residence with a maximum height, no dangerous manufacturing, security measures etc.

As it relates to Enforcing Public Safety we heard the need for clear, enforceable rules to ensure all Canadians, including law enforcement agencies, understood what is permitted and what continues to be prohibited in the new legal regime.

Criminal offences would be maintained for illicit production, trafficking, possession for the purpose, import/export and trafficking to youth.

There would be a need to implement administrative penalties e.g., licensing, production, distribution and sale.

The Task Force also looked at personal possession. We heard different points of view but at the end of the consultations we felt a limit was applicable.

The recommendation was 30 grams of dried cannabis and for the Government to implement a corresponding sales limit for dried cannabis and other cannabis products.

One of the most concerning discussions was around the issue of cannabis impaired driving. There is a heightened anxiety where legalization may lead to increased dangers. Cannabis impaired driving is not new for law enforcement. We agreed that impaired driving needs immediate investment and research. Some of the recommendations proposed were:

- A fact based public education strategy which will inform Canadians of the dangers of impaired driving;
- Invest in research to assist with per se levels; a per se limit for THC Blood levels which simplifies enforcement and adjudication by eliminating the need to prove, on a case by case basis that a driver was impaired.
- Development of an appropriate roadside screening device;
- More Drug Recognition Experts(DRE) and Standardized Field Sobriety Testing (SFST) training; and,
- Baseline data collection.

The last thing we discussed was the Medical marihuana regime and whether it would be based on one system or two systems?

Canadians live with serious health challenges such as cancer, HIV/AIDS and arthritis. Most patients felt that the

medical regime should stay separate. Patients felt that under one system their access would disappear. Moving to a non-medical system does not acknowledge the legitimacy of medical use.

As a result, the recommendation from the Task Force was to maintain a separate medical access framework to support patients.

I hope this article gives you some insight on the efforts put into designing a new legislative and regulatory framework for legal access to cannabis for Canadians.

The regulation of cannabis is a complex public policy issue and the complexity will increase with the implementation. As government determines how to roll out the system there will be many things to consider. It will be up to the Federal Government to take a leadership role to ensure resources are in place and developed among all levels of Government prior to the start of the regulatory regime.

It was a pleasure to be a part of history in the making. There was an enormous amount of pressure on the Task Force to get it right as the rest of the world was watching.

It was a privilege to have been involved. "It is not every day that you are asked to participate in helping to change Canadian policy".

Supt. Marlene Jesso
CFSEU-NL



2017 International
Women & Law Enforcement
CONFERENCE
Cairns, Queensland, Australia
17-21 SEPTEMBER 2017

IAWP 2017 Conference

The International Association of Women Police (IAWP) and the Australasian Council of Women and Policing (ACWAP), supported by the Queensland Police Service are delighted to host the 2017 IAWP Conference.

For the first time, this global event will take place in Cairns, Queensland, Australia. Cairns is known for its community spirit which aligns perfectly with the conference theme, "Global Networks: Local Law Enforcement".

The conference will be held from September 17 to September 21, 2017. The early bird registration for the conference has been extended to June 30, 2017. Check out www.iawp2017.org for further details regarding registration and accommodations.



1st Annual LETR Halifax Polar Plunge 2017

As a member of the Halifax Regional Police Service, I have been provided with many great opportunities to serve my community through the various roles that I have been tasked with during my 16 years as a police officer. In 2016, I was asked to take over the duties of retiring HRP officer, Cst. Steve Saunders, as the HRP representative for the Provincial Law Enforcement Torch Run committee. As the parent of a child who is an athlete with Special Olympics Nova Scotia, I readily accepted this role.

The Provincial LETR committee is part of a larger organization, comprised of police agencies across North America. The mandate of this organization is to raise awareness of Special Olympics and their athletes, and to raise funds so that these athletes can participate in sports. The great work of LETR Nova Scotia is made possible by many great fundraising events held each year.

With 2017 marking the 30th year of the Law Enforcement Torch Run in Canada, our LETR committee kicked off this amazing milestone by partnering with Special Olympics Nova Scotia to host our very 1st Polar Plunge in support of Special Olympics. This event was held on March 4th, 2017, at Halifax Grand Parade Square, and raised over \$20,000 to assist the 1700 Special Olympics athletes throughout this province.

The idea for the Polar Plunge event came from the brainchild of Superintendents Robin McNeil and Sean Auld, long time LETR board members, who travelled to Ontario in 2016 to learn about the Polar Plunge fundraising events held annually in that province. Based on the success of these events in Ontario, and other provinces throughout the country, they decided to bring this idea to Halifax, and

formed a Polar Plunge Planning Committee to make this event a reality and a success.

Serving as the co-ordinator for this event, I was in charge of a large-scale fundraising operation, unlike anything I had ever been involved with during my career with HRP. As the coordinator for the 1st annual Halifax Polar Plunge, I was provided with an excellent team of partners, including Anne Marie Shannon and Mike Greek, with Special Olympics Nova Scotia, and Michelle Kempton with Maritime Race Weekend, who served as our Public Relations manager. With a list of stakeholders, including Halifax Regional Police, Halifax RCMP, Special Olympics Nova Scotia, HRM Fire, EHS, and the Halifax Water Commission, the establishment of this great team of volunteers helped us make this one of the most successful Special Olympics fundraising events in our province. The Halifax Polar Plunge is now expected to be an annual fundraising event, hosted by Halifax Regional Police and Special Olympics Nova Scotia.

Congratulations to everyone who assisted with this great event. Your involvement made this dream a reality for LETR Nova Scotia and, for the many Special Olympics athletes that benefitted from our efforts. As a member of the LETR committee, I am inspired to recruit more of my co-workers at Halifax Regional Police to volunteer with future LETR fundraising activities and to partake in the upcoming 2017 Provincial Special Olympics Summer Games, being held June 16th-18th, at St. FX University, in Antigonish, Nova Scotia.

Halifax Regional Police Sergeant Kim Robinson
Patrol NCO/Central 4 Watch



AWLE Executive Takes the Plunge for Special Olympics

By: Sergeant Nancy Rudback
AWLE Executive

Have you ever accepted a 'dare' that has landed you in hot water? Well...how about freezing, 'on the rocks' cold water? Well, this is exactly what happened to Atlantic Women in Law Enforcement (AWLE) President Sgt Carolyn Nichols and me, AWLE Secretary Sgt Nancy Rudback.

The process involves a participant creating a unique water related video outlining the premise of the 'polar plunge', most importantly; highlighting that the event is an awareness and fund raising event to support Special Olympic athletes. There were some very creative minds at work, with several real gems enjoyed by those following the Polar Plunge on social media. Before signing off, the participant in turn 'dares' five new individuals to join in on the frosty fun or face a bail payment to opt out of the chilly dip!

Since we were dared as Atlantic Women in Law Enforcement members, we in turn dared fellow AWLE



members, along with family and friends. While some joined in and took the icy plunge, others paid their bail but attended to watch and cheer. Either way, it was a win-win!

As luck would have it, while Halifax was enjoying above average temperatures in the days leading up to the event, March 4th was a frigid minus 11 (Celsius) with gusty winds. There was ice added to the water for good measure. Perfect for plunging...said no one ever!

The intrepid participants were hustled outside, clutching their name tags with team affiliation, huddled together for warmth. Teeth chattering, we sang O' Canada and everyone joined in for the reading of the Special Olympics Pledge. Our group made our way up the line, nervous about just how cold the water was going to feel and how we'd react to it. It was a tossup as to whether to fight your way to the front of the line where a fuller pool would await you, or hang back in the cold, for some of the ice cold contents to inevitably splash out.

The temperature of the water did not disappoint. It was taking-your- breath -away, get-me-out-of-here bitter cold! Safety divers were stationed in the water to guide you, in your state of shock, to the other end of the water tank (sea container) to climb up an icicle dripping ladder. Upon exit, participants were crowned by a Special Olympic athlete with a dashing new Polar Plunge toque! A tangible sign of your brrrrravery!

The crowd of family, friends, coworkers and curious onlookers were raucous and appreciative of each and every jumper. From beginning to end they cheered, encouraging the timid and scoring the artistic.

The event was a huge success due to the hard work of Sgt Kim Robinson and the committee. We were very happy to be part of it.



By: Kristi MacKay



Charlottetown Police Service "CPS Girls" team which included left to right Corporal Jen McCarron, Constable Jana Vessey, Constable Kristi MacKay, Constable Tara Watts and Constable Ashley MacIntyre.

Charlottetown Police Service

Special Olympics PEI held their 5th annual Polar Plunge on April 9th, 2017. It is their largest fundraiser outside of the Special Olympics Festival Gala Dinner that is held each year. This past year the Polar Plunge event raised \$18,000, which is donated in its entirety, to support the Special Olympics athletic programs in PEI. The Special Olympics Polar Plunge uses the slogan "Freezin' For A Reason!" The Law Enforcement Torch Run (LETR) is the largest public awareness vehicle and grassroots fundraiser for Special Olympics.

LETR PEI participates in a number of events including a Fun Run which is a sanctioned 5KM/10Km run, Truck Convoy and Cycling PEI event. Since its inception, LETR has raised more than half a billion dollars and changed millions of attitudes worldwide.

I, Kristi MacKay have sat on the Law Enforcement Torch Run Special Olympics PEI committee as a board member for almost 5 years and have participated in 4 Polar Plunges. In addition to the monthly meetings, the objectives of the committee is to ensure continued planning for upcoming events. The 2017 Polar Plunge had 114 participants and took place at two different locations. One event was hosted at Charlottetown Police Services and the other was held in Summerside.

The Charlottetown Police Service entered two teams, one comprised of six male members and the other, with five female members. There were also other teams representing Summerside Police Services, Kensington Police Services and the RCMP. The LETR committee would like to thank everyone who came out to take the plunge, for their continued support and we hope to see you next year!



Law Enforcement Torch Run Newfoundland and Labrador 5th Annual Polar Plunge



On November 6, 2016 a number of Law Enforcement agencies in Newfoundland and Labrador took part in the 5th Annual Polar Plunge. This event was hosted by the Newfoundland and Labrador Law Enforcement Torch Run (LETR) for Special Olympics.

This year's brave plungers included members of the Royal Newfoundland Constabulary, Her Majesty's Penitentiary, Canada Border Services Agency, Memorial University of Newfoundland Campus Enforcement and Patrol, Fish & Wildlife Enforcement and Department of Fisheries and Oceans. They were joined by Hon. Andrew Parsons, Minister of Justice and Public Safety who also took the plunge for Special Olympics.

The LETR committee was especially pleased to be joined by the recruit classes for the Royal Newfoundland Constabulary and Her Majesty's Penitentiary. These young law enforcement officers are tomorrow's leaders and the next generation of Torch Runners.

The law enforcement community raised in excess of \$9000 for Special Olympics in Newfoundland and Labrador!



**ATLANTIC WOMEN IN LAW ENFORCEMENT (AWLE)
2017 AWARD NOMINATION**

Nominations must be received by September 22nd, 2017

Rules

1. Exceptional women in the law enforcement field may be nominated in no more than two (2) of the seven (7) nomination categories for the current year. However, to ensure adequate consideration of the skills and achievements specific to each category, a separate submission will be required for each category. Nominations are reviewed by an independent awards committee.
2. Describe the nominee's observed behaviour against the criteria outlined in the nominated category selected. It is important to be detailed, clear and concise in addressing the criteria. **The nomination must be submitted electronically in the following format:**
 - a) Introduce the nominee – include current position, length of time at this position/rank, main duties/tasks of this position in 200 words or one half page;
 - b) Identify the position/job duties which are the subject of the nomination category (if different than current position). Explain how the nominee qualifies as performing the position/job duties in an exceptional manner as per the nomination category criteria. It is not sufficient to state that the nominee performs in an exceptional manner or that she exceeds job expectations. The demonstrated behaviours must be clearly described to the awards committee. This section has a maximum of 1400 words or three and a half pages. Please keep in mind that members of the awards committee may not be familiar with acronyms or specialized work or duties within your law enforcement agency. It is important that no assumptions be made and that clear articulation be provided.
 - c) A brief biography of the nominee of 400 words or less is optional. The biography must stand alone and cannot be combined with the first two sections.
3. Do not provide supporting documentation such as letters of appreciation/commendation, performance appraisals, newspaper or media clippings or photos as these will not be considered by the awards committee.
4. Provide the contact names and phone numbers of two references to allow verification of accuracy of the nomination, in the event they are required by the awards committee.
5. **The nomination must be completed electronically and forwarded in a word document or pdf format to: AWLE President, Carolyn Nichols at awle@bellaliant.net by September 22, 2017. Award nomination forms are located on the AWLE website at http://www.awle.org/awle_awards.html.**
6. Each award recipient will be notified via telephone by the AWLE President. Unsuccessful nominees and their nominators will be notified via letter by the AWLE President. If the nominations submitted do not meet the exceptional or distinguished rating criteria for the nominated category, an award will not be presented.
7. Award recipients will be nominated for the International Association of Women Police (IAWP) Awards Program for the following year.

Please contact AWLE President Carolyn Nichols if you require further information.

AWLE AWARD CRITERIA

1) Officer of the Year Award

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

2) Leadership Award

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

3) Community Service

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

4) Mentoring

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

5) Excellence in Performance

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

6) Medal of Valour

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

7) Team Endeavors

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

Note: The team activity should have concluded in the last 18 months. If the project was a sensitive undercover or similar project, please indicate what names and information should not be disclosed publicly.

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

Award Category: _____

Nominee

Name: _____

Address: _____

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

Fax: (____) _____

E-mail: _____

Nominator

Name: _____

Address: _____

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

Fax: (____) _____

E- mail: _____

Reference Names/Phone numbers:

1) _____

2) _____



A. W. L. E.
ATLANTIC WOMEN in LAW ENFORCEMENT
Association Membership Form

(Please Print)

Name: _____
(Please print)

Home Address: _____
(Mailing) # Street

City / Township Province Postal Code

Home Phone: () _____
Area Code

Home E-Mail: _____

Agency: _____

Business Address: _____
Street

City / Township Province Postal Code

Business Phone: () _____
Area Code

Business E-Mail: _____

Job Title / Rank: _____ Job

Function/Posting: _____
(Feel free to attach your 'Business Card')

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

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

Member _____

\$25.00 Reg Member fee enclosed:

\$25.00 Assoc Member fee:

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

Cash _____ **(please do not send cash in the mail)**

Payment Date _____

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

Return form and Payment to Membership Co-ordinator:

D/Cst. Joan Harty
Fredericton Police Force
311 Queen Street
Fredericton, NB E3B 1C1
506-460-2300
membership@awle.org

Mentoring Support Training



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

For further
information visit
www.awle.org
or write to -
membership@awle.org

Professional Development Networking Recognition



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