



The Notebook

Fall/Winter 2019

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

www.awle.org



The Notebook



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Insp. Sharon B. Warren
Royal Newfoundland Constabulary
1 Fort Townshend
St. John's, NL
A1C 2G2
Email: notebook-editor@awle.org

Production: Modern Printing Group

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From the Desk of **The Editor**

Welcome to the Fall/Winter edition of the AWLE Notebook.

This is the final edition for 2019 and my final booklet as Notebook Editor. I have enjoyed my tenure as your Notebook Editor very much and although the position is demanding it is also extremely rewarding. The position of Notebook Editor was vacated at the 2009 Conference in Stellarton, NS and I put my name forward to take on the role. I have to admit, I had no real idea what I was taking on. Since that time, I have leaned on the membership and my fellow board members for their opinions, for ideas, and most especially to contribute articles, stories and photographs so we could continue providing all of you with our Notebook. It has been an absolute pleasure to publish the booklet over the past nine years while printing everything from bulletins to celebrate promotions and achievements, some good news stories, highlights of volunteering, showcasing programs while also including a variety of educational and professional development articles and to provide an overall rundown of activities that's happening in our regions in each issue.

The highlight of the Fall/Winter issue of the Notebook has always been the AWLE Award winners and their stories. This issue is no different and the conference report details why some of the amazing women who work alongside us every day were deserving of the recognition and the award. It's our opportunity to celebrate their achievements and their contributions. It's also a great time to take the opportunity to thank those who took the time to nominate them. There are lots of women in our Atlantic Region that are deserving of recognition. The nomination forms take time and effort to complete however the result is so worth it! Read all about AWLE 2019 Officer of the Year, Constable Ann Marie Gallop, RCMP B Division and all of our award winners inside this issue. Congratulations to all our award winners!!



I welcome Mary Sisco-Sleigh to the AWLE Executive Board as our new Notebook Editor. Mary expressed her interest in assuming the position as a result of the unexpected Board vacancy that was made available at the 2019 AWLE St. John's conference when I moved into the President's position. Mary's interim term as Notebook Editor will be up for election at AWLE 2021. I ask that the membership support Mary in her role by sending her articles, story ideas and tidbits from your respective services. I look forward to working with Mary and will continue to be a resource for her as she takes on this new role.

The AWLE 2020 Conference will be held in Charlottetown, PEI!! The Charlottetown Police Service and RCMP L Division are looking forward to greeting you in November, 2020. See the Save the Date information within the Notebook for more details.

As the planning continues more details regarding the 2020 conference will be posted via the AWLE website and Twitter.

Stay safe,
Sharon Warren



The President

I would like to take this time to introduce myself as the new President of AWLE. I am an Inspector with the Royal Newfoundland Constabulary (RNC) and have 31 years' experience as a police officer. I am currently a Platoon Commander with Operational Patrol Services stationed at our Headquarters in St. John's, NL. My policing experience has been with Operational Patrol Services, Child Abuse/Sexual Assault (CASA), Major Crime, Training Section, Recruitment and General Investigations. I have been an active member of the community and throughout my career I have served, and presently serve on a number of Boards and Committees. I am an advocate for healthy Police and Community relationships. I have concentrated on violence prevention due to my background in CASA and Major Crime, so most of my committee and board work has been with organizations that contribute to supporting people and their needs in a variety of areas.

Most of the membership will recognize the fact that I have been your Notebook editor since 2009. I took on the interim position for the Notebook Editor at Stellarton, NS during the 2009 Conference and I have been in this position as a member of the AWLE Executive ever since. I have worked hard to ensure that the Notebook is a reflection of the agencies we represent and hope that you have been pleased with the progress over the last number of years. I look forward to having a new editor and seeing the Notebook grow under Mary Sisco-Sleigh's vision.

I am married, my husband is an officer with the RNC and is currently stationed in our Labrador West Detachment. We have four children. Our lives are very busy but we consider ourselves extremely blessed given the successes we have had throughout our careers and most especially for our family.

As the incoming President, I want to say a huge thank you to Carolyn Nichols for her insight and hard work throughout her tenure as President. Carolyn will continue with the AWLE as Past President and I look forward to our continued working relationship.

I would also like to extend my appreciation and thank you for the commitment shown to the AWLE by Nancy Rudback who has served on the AWLE Executive as Secretary since 2015. Nancy has been a dedicated member of the AWLE Executive and is currently Sergeant at Arms for the International Association of Women Police (IAWP). She brought with her a vast wealth of policing experience from her 30+ years of service with Halifax Regional Police and an international perspective from her peace keeping mission. Although Nancy will no longer be a member of the Executive, Nancy will continue to provide the support that we have come to appreciate from her as

she assists with the mentorship of our new board members.

The AWLE has benefited from the wealth of knowledge and years of experience that was embodied by its Executive Board for a number of years. Although sad to see a change that is so deep with the exit of four members the future of AWLE is looking pretty bright. The new Board members bring with them varied backgrounds both in law enforcement and in their education, training and their previous employment as well as a diversity of experiences. I believe that this is just what we need to develop growth as an organization and to be better able to provide an extensive platform to support to our membership. New people, new experiences and new ideas will ensure that AWLE will continue to reach its vision and mission for years to come. I am excited about the future of AWLE.

I would be remiss if I did not extend a huge thank you to the 2019 AWLE Conference planning committee. From all reports, the Conference was a tremendous success and congratulations are certainly in order. It was quite evident that everyone had fun and that the professional development second to none, due to a powerful lineup of speakers. St. John's 2019 can boast that they have had record numbers and the largest attendance at any AWLE Conference. The feedback was extremely positive with some suggestions to consider as AWLE moves in to another year of conference planning. As always we try to learn from and improve on any issues that arise from each conference so your feedback is important and valued. The planning committee for the following year's conference always takes into consideration the advice that is forwarded by the attendees. Thank you to those who took the time to send feedback to the organizers as it helps guide us as we forge on with future planning of our conferences.

Plans are in motion and the 2020 planning committee are hard at work for next year. We look forward to heading to Charlottetown, PEI for AWLE 2020!!

We are seeking a host for AWLE 2021, please give some consideration to hosting our annual conference. If you would like some information regarding the expectations of taking on a conference, please reach out to our Media Relations/Conference Coordinator, Constable Louanne McQuaid at media-relations@awle.org

Sharon B. Warren
AWLE President

president@awle.org



IAWP COORDINATOR'S REPORT



Submitted by Lindsay Williamson
Report from Region 11 Coordinator

On behalf of the International Association of Women Police (IAWP), I wish to extend my sincerest congratulations to AWLE on the successful conclusion of your 2019 annual conference. To your award winners, organizing committee, incoming and outgoing executive and all in attendance, the energy felt at these events is like no other. Without the ongoing support and comradery of each and every one of you, these conferences would not be what they have become today.

Although I was not able to join you, I did have the honour of meeting several AWLE members at this year's IAWP conference in Anchorage, Alaska. Coming together through "Mentoring the Next Generation", over 700 delegates represented 43 countries at the September conference. It was an honour to be able to celebrate alongside police officers from around the world in a time of positivity, while also forging new relationships and support networks that can be called upon when days get more difficult. With November being an important month for Remembrance, I wanted to say thank you to not only those selflessly serving their communities past or present, but also to the families that support those who are keeping Canada safe. We are all in this together.

Fittingly, the Ontario Women in Law Enforcement have also been working hard to deliver their annual training day (November 14th, 2019) focusing on the theme CONNECT: Inspire. Empower. Innovate. It is through these very pillars that the future of Canadian Policing will be shaped and it is my hope to see your members amongst those leaders forging ahead.

Wishing you all a safe and enjoyable winter,

Lindsay Williamson
IAWP Region 11 Coordinator



Meet the AWLE Vice President

Constable April Janes-Gavel is in her 15th year as an officer with the Royal Canadian Mounted Police (RCMP). Constable Janes-Gavel has served in Eskasoni, NS and since transferring to Newfoundland and Labrador (NL) has served in Burgeo, Port Aux Basques and was most recently the recruiting officer for the province of NL prior to her current assignment. April has always been active in the community and while posted in Port Aux Basques she sat on the Peaceful Communities group which is a local committee of Violence Prevention Southwest. She was also elected to the Board of Directors for the Gateway Status of Women's Council.

Constable Janes-Gavel is currently in the role of Community Policing Coordinator within the Indigenous and Community Policing Unit of RCMP B Division, Newfoundland and Labrador; she has been in this unit for just over a year. She currently has overarching responsibility for building and nurturing relationships with key strategic community partners of RCMP NL, such as Indigenous Groups and Indigenous community leaders, Crime Prevention groups, the Law Enforcement Torch Run, the Children's Wish Foundation and Seniors NL. She is a resource to Detachments and employees on this and a spectrum of areas involving youth and the community. She actively participates, on her own initiative, in a multitude of community events, always promoting a positive public image of the RCMP. Constable Janes-Gavel continues to represent the RCMP on various community based committees and initiatives. April also serves in a voluntary role as Aide de Camp to the current Lieutenant Governor of Newfoundland and Labrador, Her Honour Judy May Foote.



Introducing our new Notebook Editor

Mary Sisco-Sleigh is a Captain at Central Nova Correctional Facility, Nova Scotia's largest provincial jail.

She started her career 15 years ago at the Department of Justice, working as a Deputy Sheriff. After two years in this field and to fulfill a desire to help others, Mary quickly moved into corrections to pursue a career in Public Safety.

Officer safety is Mary's passion at work, which can be demonstrated in her involvement and development of the security risk department at CNSCF where she has won two safety awards.

Mary is a Munitions, Taser, Pepper Ball and use of force instructor.

Mary works on promoting diversity and inclusion at her work and in the community, by speaking at schools, job fairs and through her involvement on several diversity committees specific to African Canadians and Aboriginal peoples.

She has been very active over the last six years volunteering in her community, through scouts, the school breakfast program and playground committee.

Mary has been a member of the AWLE for over 5 years and looks forward to continuing to help grow a diverse organizational presence among its membership. She is extremely pleased to be a part of a wonderful group of amazing women and is looking forward to her contributions toward the growth of AWLE in her role as the Notebook editor.



Greetings from the AWLE Interim Membership Coordinator

I am Chantal Ouellette and I have been employed by the RCMP for 21 years as both a Public Service Employee early in my career and as a Regular member for the last 16 years. Currently, I am a Sergeant, Leadership Development Facilitator and I provide Leadership training to supervisors and managers throughout Atlantic Canada. Some of you may remember me as one of the Co-chairs who organized the 2018 AWLE training conference in Moncton.

I began my career with the RCMP as a public service employee in 1997 working in Fredericton NB as an employee records clerk. In 1999, I became the Official Languages Coordinator for the Atlantic Region. I remained in this position until April, 2003 when I was accepted to attend the RCMP Depot Training Academy in Regina. My first posting as a regular member was with the Shippagan Detachment, a small rural Acadian Community in North Eastern New Brunswick. I truly enjoyed my rural policing experience. In addition to being a general duty constable, I was able to train 2 new members, took part in the creation of an SPCA chapter for the Shippagan area and I also became the District recruiter and assisted Divisional Recruiting in any way I could.

In 2006, I accepted a transfer to the J Division Recruiting Section in Fredericton, NB. Recruiting was a National priority during this time and in 2009 I was promoted to Corporal and placed in charge of the J Division Recruiting Section. I was able to develop a very effective team of 15 regular members, public service employees and temporary civilian employees and together we consistently exceeded our recruiting targets.

In 2012, I returned to general duty and transferred into a team leader position at the Riverview Detachment. This was a very rewarding and yet challenging role and in 2014, all our lives changed forever after the tragic events of June 4th. In September of 2014, I was promoted to Sergeant and Detachment Commander of the Riverview Detachment. I worked hard to ensure the health and wellbeing of my members and employees post-June 4th while ensuring the service delivery of a busy rural detachment.



In 2018, I transferred into my current role and offer leadership courses to supervisors and managers. I understand the critical roles our leaders play in creating positive workplace climates that allow employees the opportunity to learn and thrive in busy policing environments.

I am a mother to two beautiful and strong girls and a wife to an amazing husband. I am a Peer-to-Peer advisor, a Road to Mental Readiness trainer, an Ontario Domestic Assault Risk Assessment (ODARA) trainer, an Intimate Partner Violence Intervention Act trainer and a search commander.

I love everything that the AWLE stands for. I became interested in being a part of this great organization when I helped organize the 2018 training conference last year in Moncton. We ensured that the speakers would provide training content that would allow everyone to develop in their respective law enforcement roles. The AWLE works hard to highlight the outstanding work done by its' members throughout the Atlantic Region. It provides members with a great opportunity to build networks and support systems.

I am honored to have been chosen as the Interim Membership Coordinator and I assure you that I am ready to put as much time and effort into my role, as I did as the 2018 AWLE training conference co-chair.

I look forward to meeting you in Charlottetown next year.

Chantal Ouellette



AWLE Secretary:

I am Jennifer Clarke and I am in my 12th year of serving the citizens of Newfoundland and Labrador with the Royal Newfoundland Constabulary (RNC). I was assigned to Patrol Division in 2008 after graduating from the Police Studies Program. This is a program that operated between the RNC and Memorial University of Newfoundland and Labrador.

In 2009 I began a secondary position with Media Relations and remained on Patrol Division until I transferred to the Mounted Unit in 2013. During this time however, I had also spent time as a Dispatcher after two significant injuries. While training for the Mounted Unit, a curriculum with the Toronto Police Service, I was awarded the Silver Hoof Pick. This award was given in recognition of my performance in both written and practical exams as well as my display of leadership and teamwork. I also had the opportunity to train as a D.A.R.E. Officer with the K Division RCMP. I transferred to the Criminal Investigation Division (CID) in 2018 and was assigned to the Economic Crime Unit. In the summer of 2018 I was given the opportunity to ride in the Tour the Rock. This is a relay style bicycle ride across the 900+kms of Newfoundland. During the ride we were able to raise \$10,000.00, which was donated to Mothers Against Drunk Driving (MADD). I transferred again just last month to the Mobile Support Unit within the CID and am excited to have another learning opportunity.

During my career I have always been an active member of the Honour Guard and have attended the National Police Memorial in Ottawa for 7 years. I have also been a member of the Public Order Unit.

Before my start with the RNC I was employed as a Correctional Officer with the New



Brunswick Youth Centre in Miramichi, NB. I also worked as a journalist with various news print media outlets in New Brunswick and Newfoundland.

I was born and raised in Bay Roberts, NL and moved to Fredericton, NB at the age of 17 to pursue an education in journalism at St. Thomas University. I earned my Bachelor of Arts Degree with a major in both journalism and criminology with a minor in sociology in 2004. I also earned a Diploma in Police Studies from Memorial University in 2008.

I am looking forward to being a member of the Executive. I believe in diversity and inclusion within the AWLE and am really excited about the opportunities ahead to work and train with all of the different law enforcement agencies that are connected through the AWLE!

See you all in Prince Edward Island!!



AWLE Treasurer Coordinator

Gina White has been employed with Canada Border Services Agency for 13 years and is Superintendent of Operations at St. John's International Airport in St. John's, NL.

She began her career with CBSA as a student in the port of Fortune, NL in 2006. This port, for those who may not know, is the main entry and exit point to the French islands of St. Pierre et Miquelon, a French territory off the south coast of Newfoundland and Labrador. Gina worked in Fortune for the better part of two summers before she started in St. John's, again as a student. Shortly after she was offered and attended training for a permanent position in St. John's, NL as a Border Services Officer. Gina continued in St. John's until her promotional move to Gander, NL, in 2017. She was fortunate to have had various temporary job opportunities within the CBSA. She worked as an Inland Enforcement Officer with CBSA NL Enforcement and Intelligence Division in 2011-2012 focusing mainly on the immigration side of their mandate. In 2013 she was selected for and was successful in Basic Firearms Instructor training in Chilliwack, BC. For nearly three years, between the CBSA Learning Centre in Rigaud, QC and the Atlantic Centre for Arming Training in Slemmon Park, Summerside, PEI, Gina worked as a Control and Defensive Tactics and Firearms Trainer. In 2016 she returned to St. John's International Airport, and it wasn't long before she took on the temporary role as Superintendent of Operations. In the fall of 2016 she was offered and accepted a 6 week assignment in Lagos, Nigeria working with Government Affairs Canada and Immigration, Refugees and Citizenship Canada as a visa officer at the High Commission of Canada, she was appointed permanent Superintendent of Operations in Gander, NL and recently transferred to her current position in St. John's, NL.



Gina became a member of the AWLE Executive as Membership Coordinator in Sydney, NS at the 2017 conference. At the AWLE 2019 St. John's Conference Gina took on the position of Treasurer.



AWLE Media Relations/Conference Liaison Coordinator

Constable Louanne McQuaid is a serving member of the Royal Canadian Mounted Police and has 13 years' service. She began her RCMP police service with her first postings in Alberta and is currently posted at Queens District, Charlottetown, PEI as a General Duty Police Officer. Louanne received the 2016 AWLE Mentorship award as a result of her work in the area of police/community relations most especially through her work with schools, seniors and youth groups. Fostering positive relationships with troubled youth was a testament to her determination, skill and of her character. The level of community involvement and her ability to tell it as it is gained her the trust and respect of young and old alike.

Louanne dedicated 11 years to her previous profession as a Financial Advisor in Bedford, NS, and in 2005 she underwent a career change in order to follow her dream of becoming a Mountie.

Constable McQuaid's motto is to enjoy life by not sweating the small stuff and treating everyone with kindness as you never know what someone else is going through. She joined the AWLE executive in 2013 as Media Relations/ Conference Liaison. Louanne states that she holds this organization close to her heart and the friendships that she has made along the way will last a lifetime.





Freezin' for A Reason



2019 Polar Plunge for Special Olympics

As the name implies, a Polar Plunge is a winter fundraising event whereby individuals have the “honour” of jumping into the icy waters of a nearby lake or similar body of water. They are able to participate by securing donations from friends, family members, co-workers, local business or their community in general. This is a signature provincial event of the Law Enforcement Torch Run initiative benefiting Special Olympics Newfoundland and Labrador by having 100% of the funds returned directly to the Law Enforcement Torch Run for Special Olympics.

This years Newfoundland and Labrador event was held on Sunday November 3, 2019 at Sunshine Rotary Park in St. John's, NL. This year there were six participating law enforcement agencies which were;



Royal Canadian Mounted Police
Her Majesty's Penitentiary
Canada Border Services Agency
Royal Newfoundland Constabulary
Memorial University Campus
Enforcement
Environment and Climate Change
Canada

They were accompanied by;

Special Olympics Newfoundland and
Labrador Staff and Athletes

This year the Polar Plunge in NL raised almost \$4000.00!!!!

Great work by all involved in the planning and the participation of such an extraordinary event!



Health and Wellness

In the Canadian workforce, there is a growing emphasis on the importance of Health and Wellness in the workplace. Many organizations are developing, collaborating on, and implementing Health and Wellness programs for their employees. While Health and Wellness are two terms that are often used interchangeably, the distinction between the two terms is important.

According to the World Health Organization *Health* is “a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity”. In other words, health does not just refer to one's physical health; rather it includes their social and emotional health too. Further, being 'healthy' does not simply mean the absence of ailment – there is a qualitative component to health as well.

Wellness is the active processes through which people become aware of, and make choices toward, a more successful existence (National Wellness Institute). Wellness is considered conscious and self-directed, holistic, positive, and self-affirming.

In short, Health is a state of well-being, whereas Wellness is a state of living a healthy lifestyle.

There is a strong connection between the Health and Wellness of individuals, and the environment in which they work. It is important that people feel respected, valued, connected and satisfied with their work; while also being given the opportunity to complete their duties in a safe and healthy work environment. In the context of policing, there are a variety of job related factors that can interfere with the Health and Wellness of police officers

and civilian employees; including stress, burnout, fatigue, vicarious trauma, and the physically demanding nature of the job, to name a few. These contextual factors make Health and Wellness programming for policing challenging, but far from impossible. Across Canada, many police organizations are placing an emphasis on the Health and Wellness of their employees, and are creating dedicated resources toward the development of these programs.

While risk factors such as job stress and fatigue can certainly affect Health, they can only affect Wellness to a certain extent. Risk factors such as these can dampen energy and commitment toward self-care and the aim to achieve one's fullest potential, but Wellness is always a choice. If equipped with the appropriate tools and resources, one can always strive toward maintaining Wellness, and thus, augmenting Health in the process.

In future issues of this magazine, this piece will incorporate practical examples, tips, and resources for maintaining and augmenting Health and Wellness that can be implemented in the workplace. It is encouraged that readers reach out with practical examples, tips, or strategies that they individually or their organization have used in the past that would like to be shared with readers. It is the intent that this piece will be a platform for sharing and collaborating across police organizations, regarding the Health and Wellness of this unique profession.

To share ideas, resources, or discuss all things wellness related, please contact samburke@rnc.gov.nl.ca.

Are you an effective Leader?

Did you know that leaders are present at every level of your Organizations? Leadership abilities do not necessarily come with rank or position. I am sure you can think of colleagues in your Organization who are great leaders and have not yet moved up the ranks. I was thinking of starting a leadership column in which we would explore different topics surrounding Leadership. What qualities do great leaders possess? Just Google leadership qualities and you will see an exhaustive list of leadership qualities.

Common qualities include;

- Having sound values which align with those your Organization.
- Having a positive attitude and working towards a positive workplace climate.
- showing genuine care and concern for your people

- Being a good communicator
- Being a team player and working collaboratively towards shared goals
- Are trustworthy
- Empowering your people and encouraging innovation
- Creating a vision for yourself and your team
- Developing yourself and others.
- Providing recognition and feedback

Leadership Development is a journey of self-assessment and self-reflection. Some people are born leaders and others have to work a little harder to become effective leaders. The first step in your leadership journey is assessing yourself against these qualities to see where you stand as a leader. Then you can look at what concrete actions you can take to improve in areas where you are lacking. Your Organization's performance and training units can help and guide you with your leadership development.



ATLANTIC WOMEN IN LAW ENFORCEMENT CONFERENCE

The Atlantic Women in Law Enforcement 27th (AWLE) annual training conference was held in St John's Newfoundland, from October 15-18, 2019. It was a tremendous success with over 200 delegates. The conference was co-hosted by RCMP Newfoundland and Labrador and the Royal Newfoundland Constabulary. The Co-Chairs were RNC Constable Tammy Madden and RCMP Corporal Lesley Devereaux. Since 1992, the annual AWLE conference has been a forum where law enforcement personnel avail of professional development and inter-agency networking opportunities.

The theme of this year's conference was *Supporting Each Other – Shaping Our Communities*. A robust and diverse conference agenda offered training sessions focused on areas including leadership, internet child exploitation, human trafficking, undercover operations and wellness. Glenda Power started with an Icebreaker amongst the delegates, which got everyone up and out of their chairs. Glenda has the gift to communicate with people and get people involved. Anne Marie Hagan shared her Journey from Murder to Forgiveness. Anne Marie continues to motivate people with her inspirational story. Leanne Fitch who recently retired from Fredericton Police Force shared her story “Forged in Fire”. A consummate leader within the AWLE Leanne continues to share her experiences to new members of the AWLE. Roger Brown, the new Police Chief of Fredericton Police Force shared his incredible story of life after the Moncton Shooting. His presentation “In the Unlikely Event” saw that if you do not fix your mask first then you would not be able to help anyone else. Other presentations included Elaine Reid a Crown Attorney in St John's, Constable Terry Follett with RNC's ICE Unit, Mike O'Neil with “How you define your health” and Lance Valcour with Axon, shared his experience with the new technology that Axon has to offer.



The highlight of the week was the Awards banquet, Stephanie Hynes emceed the event and the guest list included delegates and dignitaries from Municipal Police Forces across the Maritimes, RNC, RCMP, CBSA, Corrections, Parks, Sheriffs, Conservation Officers, and members of Memorial University Enforcement and Security. There was also representation from Hamilton City Police, Niagara Police, York Regional, Halton Police Service and Toronto City Police.

The presentation of the following awards took place during the evening:

Officer of the Year



Constable Ann-Marie Gallop has served with the Royal Canadian Mounted Police for over 17- years in Newfoundland and Labrador, Ontario and British Columbia. Constable Gallop is currently at the Bay St. George District, Stephenville Detachment and has been since July 2018. She is a top-notch investigator and very methodical in respect to her investigations. Due to Ann-Marie's outstanding performance and natural leadership abilities, she has acted in a supervisor role in both official and unofficial capacities. She consistently provides competent investigational guidance and direction to team members and remains open to those around her, while communicating realistic expectations. She naturally leads by example, so much so, that new and



seasoned members alike gravitate towards her with questions and seeking her guidance. The other female members within the detachment, all of whom are junior to her, see her as a role model and leader and someone who is always there to provide guidance whether that be during or off shift. Anne-Marie has been part of a complete Leadership change within the detachment level in the last year and a half. Her upbeat and cheerful personality, enthusiasm for police work and genuine caring personality naturally uplifts the atmosphere of other detachment members. She regularly organizes team-building exercises for her team as well as the detachment, while also including the member's families. All of these activities help contribute to a healthy, positive, well-balanced workplace. Anne-Marie is the detachment's liaison with Newfoundland Aboriginal Women's Network due to her knowledge, experience and approachable demeanor. As an indigenous woman who happens to have roots in this area, many of the local residents look up to her. Anne-Marie is also actively involved in the local school council as a representative and works closely with other council members as she brings her wealth of experience to help create a culture of sharing, communicating and dealing with issues and/or challenges that may arise. Anne Marie's personal motivation, excellent teamwork, leadership, and volunteerism has fostered positive police relations with our youth, our indigenous communities and other policing agencies on a local and national level. Her exemplary job performance demonstrates not only her dedication to the RCMP but more importantly to the public in which she serves.

Excellence in Performance



Detective Constable Sue Mitchell has been a member of Halifax Regional Police since October 2007, where she has held a variety of positions. Currently assigned to the Sexual Assault Investigation Team within the Integrated Criminal Investigation Division, Detective Constable Mitchell takes on a large caseload of files, including some of the more complex and significant investigations coming into the unit. As the lead investigator into a number of sexual assaults involving a male employee of a local university, Sue conducted very thorough and meticulous investigations while at the same time staying in constant contact with the victims to provide reassurance and support. Sue's dedication to the files, both professionally toward the investigation and personally toward the first victim who came forward and her family, led to a conviction for the accused. The reopening of a previous file involving the same accused and two additional victims came forward because of the significant media attention that surrounded this investigation. Sue's investigative skills, dedication and perhaps most importantly, compassion for victims make her an exemplary investigator.

Leadership

Corporal Laura Purchase currently posted to the Federal Serious and Organized Crime Unit in St. John's, Newfoundland, has been a member of the Royal Canadian Mounted Police since 2002. Corporal Purchase possesses a vast background in many facets of policing duties. Her current position is as supervisor of a team that investigates serious and organized crime groups operating on the inter-provincial and transnational level. With a background in investigating financial crimes, Corporal Purchase has implemented an effective investigative approach that focuses on working the financial crimes associated to the target group and making connections that link one criminal to another. Corporal Purchase has led the Federal team in this domain using her leadership skills. She has been a positive role model for others and has mentored many in the use of these techniques to disrupt and tackle organized crime. She sought out opportunities to keep her skills fresh and volunteered to teach and facilitate on national and international courses. She purposefully remained plugged in to agencies that retained investigated financial crimes and offered to assist in manners that were unique. Based on her mentoring of others and her expertise in the overall area, she became the only member in Newfoundland with expertise in the area of financial crime related to



complex criminal organizations. In fact, Corporal Purchase is the only court appointed expert in the entire Atlantic Region, and one of only a few across the country. Corporal Purchase was given a lead role within the investigative team for a recent organized crime and drug conspiracy investigation. She was responsible for overseeing the investigation as it related to the financial crimes facilitated by the group. At the time, the investigative unit was inexperienced in the area of proceeds of crime and money laundering investigations and her knowledge, skills and expertise would play a key part in ensuring a successful cross-jurisdictional investigation. Corporal Purchase has distinguished herself and has advanced the mission of the RCMP through her contributions.

Community Service



Constable Lorilee (Lori) Morash is currently at the Colchester District RCMP – Bible Hill Detachment where she has served as a School Resource Officer since 2015. As the School Resource Officer, her job is primarily to work in partnership with the local schools to ensure a positive relationship with the students while providing support to school staff and administration. This involves organizing “Code Blue” drills, presentations to students of all ages on drugs/alcohol, consent and healthy relationships, road safety, the legal system, etc. Lori participates in back to school orientation nights and does presentations in the evenings to parents to educate them on a variety of different topics including internet safety and bullying, to name just a few. Part of the SRO role is to investigate all criminal code offences that occur within the schools. These files often involve the possession and use of drugs, assaults or sharing of intimate images. This requires Lori to be aware of current trends with youth as well as maintain a strong working knowledge of legislation, policies involving policing and youth, as well as alternative measures available within the justice system. Lori consistently goes above and beyond in her role. She loves being involved with her students; she organizes fun events for members to participate with students and she is often at intramural events – playing in uniform. She stops in to have lunch with the elementary students to give them a chance to see her police cruiser and speak freely

with her. She initiates programs to address need in the schools and community such as donations of school supplies, Adopt-a-Library and a Christmas Giving campaign for families in need. Lori is a hard-working mother of three young women and grandmother to two beautiful grandchildren. Her home is always open to anyone and everyone. She has a soft spot for the “lost cause” and she has offered a place of refuge in her home to young people who have needed a warm bed and a full belly while they figured a few things out – all the while, ensuring mom or dad, that their kids were being cared for and safe.

Mentoring

Constable Chelsey Guinchard has been a member of the Royal Newfoundland Constabulary for 14 years. She is currently assigned to the Major Crime Unit of the Criminal Investigation Division and previously spent 5 ½ years working in the Child Abuse and Sexual Assault Unit. Chelsey leads by example through her tenacity and high work ethic; bringing all her skills and experience to each investigation. She continuously acts as an important mentor to her fellow officers, to civilian staff, community members as well as to stakeholders. As one of the more senior officers in her unit, she often takes time out of her day to assist her colleagues with investigative plans, interviews and presenting evidence in court and is a positive role model and mentor for new officers. She was the field trainer



within the Child Abuse and Sexual Assault Unit. Chelsey has provided training to new recruits, patrol officers, and to outside agencies, as it relates to investigating child abuse. Chelsey is an inspiring role model to other female officers within the RNC by always demonstrating initiative, professionalism, leadership and dedication throughout her work as a police officer. As a mother of three, she shows other female officers that they can achieve a balance between being a mother and a strong effective police officer and, as a role model. Chelsey's co-workers and members of the public heavily rely on her knowledge, compassion, patience and professionalism when assisting with often difficult and complicated situations.

Team Endeavours



Constable Lindsay Dillon, Constable Nadia Churchill and Malin Enström form the dedicated Royal Newfoundland Constabulary Intimate Partner Violence Unit. This team has distinguished itself by working with a person-centered approach to reaching victims and survivors of Intimate Partner Violence through engagement and building trust. The Unit excels at establishing and maintaining collaborative relationships with community partners. Together they are helping to eradicate barriers for people experiencing Intimate Partner Violence through implementing innovative initiatives. The unit also builds capacity amongst officers and community stakeholders through developing and delivering training focused on victim safety and sensitivity. The unit has been

instrumental in establishing a coordinated and standardized victim-centered police response to Intimate Partner Violence cases. The trust that is being built by the Unit throughout the community helps build public confidence in the police overall and extends to the perception of other police officers in their daily work. Constable Lindsay Dillon, Constable Nadia Churchill and Ms. Malin Enström truly embody the RNC commitment to building safe and healthy communities.

An independent committee, based on nominations submitted to the AWLE selects the award recipients. Congratulations to all the Award winners!

In addition to the professional training and the awards presentation, delegates participated in a fun night at the RCMP Headquarters. These events give delegates the opportunity to network and meet new people outside the training days. As well, during each annual conference, a donation to the charity chosen by the conference committee is given; AWLE 2019 presented a check for \$1525.00 to this year's recipient Newfoundland's Law Enforcement Torch Run.

I personally want to thank Tammy Madden for all her hard work over the last year and especially in the lead up to the conference. What most delegates did not know was that Tammy unfortunately suffered a serious head injury a few weeks before the conference but she did not miss a beat. Tammy, your work ethic and your people skills shone through during the conference where every detail was covered.

I extend a huge thank you and a job well done to all of the committee.

Cst Louanne McQuaid
Atlantic Women in Law Enforcement
Media Relations



2019 International Association of Women Police Conference

The 57th Annual International Association of Women Police (IAWP) Conference was held in Anchorage Alaska from September 23-27, 2019. Anchorage hosted over 700 police women at this year's conference and their theme was "Mentoring the Next Generation". The Alaskan conference committee did a great job in organizing this conference. They had made available a wide range of plenary sessions for law enforcement personnel within all levels of experience to choose from and offered a number of networking opportunities.

The highlight of every IAWP conference is the Parade of Nations and the celebration of the IAWP Award winners at the Awards Luncheon. This year's Officer of the year was Chief Superintendent Phyllis Ama Tebuah Osei, Ghana Police Service. Chief Superintendent Osei has served 13 years with Ghana Police Service and served as the commander of the Domestic Violence and victim Support Unit from 2010-2017, as strategic Coordinator/team leader of the National Joint Operations Center during the Ghana Presidential and Parliamentary elections and in 2018 was deployed as a peacekeeper with United Nations in Somalia.

The IAWP Officer of the Year Award is sponsored by Axon.



Chief Superintendent Osei

International Association of Women Police 2020

The Indonesia National Police is hosting the 58th Annual International Association of Women Police (IAWP) from September 6-10, 2020 in Yogyakarta, Indonesia. This will be the first time that the IAWP conference will be held in the continent of Asia. This year's theme is "Women at the Center Stage of Policing". The conference will be held at the Royal Ambarrukmo Hotel which once served as the Yogyakarta Royal Palace and gardens. The conference organizers are looking forward to providing a wide array of speakers in the areas of Leadership, Peace and Security, Science, Technology and Policing as well as Police Women and their Challenges. The training conference will provide an opportunity for its attendees to experience one of the foremost cultural centers of Indonesia.

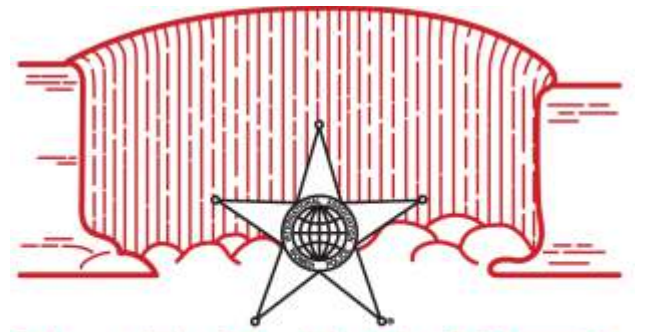
Police Brigadier General Ida Oetari Poernamasasi of the Indonesia National Police is your 2020 conference director and also on the Board of IAWP as Region 23 coordinator. Visit www.iawp2020indonesia.org for more information on the registration, the speakers and venue.



International Association of Women Police 2021

By: Myra James

Over the past 8 months the Niagara Regional Police Service, members from Hamilton Police Service and the Ontario Women in Law Enforcement partnered to prepare an IAWP bid presentation to host the 2021 conference in Niagara Falls. During the annual IAWP conference in Anchorage, Alaska this past September, their bid team delivered a presentation to the IAWP Board of Directors who also heard from a bid team comprised of members from Chicago PD and the Chicago Women in Law Enforcement. Both teams delivered their bids at the IAWP annual general meeting where members voted and we are delighted to say that the Niagara Falls bid team were selected as the host city for the 2021 conference. Their team want to thank all our members for their support in promoting Niagara 2021 throughout the Anchorage conference. Additionally, please save the date and we look forward to seeing many of you in Niagara Falls, Ontario in 2021.



IAWP
— 2021 —
Connect. Empower. Lead.

SEPTEMBER 20 - 24
NIAGARA FALLS, CANADA



2021 Co-Directors Niagara RPS Det./Sgt. Sarah Rose, Chief Bryan McCulloch and Hamilton PS Det./Sgt. Andrea Torrie



AWLE Female Leadership in Fitness Award

My name is Kennedie Ogden, I am 23 years old and I am from a rural community on the Eastern end of Prince Edward Island. I come from a supportive and loving family of 4; my parents and my one older sister. In my spare time you can often find me in the kitchen trying out new cooking or baking recipes. I have always had a passion for physical activity and maintaining a healthy lifestyle, so if I'm not in the kitchen you can find me outside enjoying the fresh air, golfing or participating in the local softball league. From a young age, I have been involved in a variety of different sports, but ultimately fell in love with the sport of competitive cheerleading.

I started cheerleading at the age of 10 and by the time I turned 18 cheerleading became more than just a sport, it became a lifestyle. My passion and dedication for the sport took me from the small Province of Prince Edward Island to Mississauga, Ontario providing the opportunity to achieve my dream of competing in the ESPN World Cheerleading Championships. Immense hours of training, several practices a week, a love for the sport, and personal perseverance made my dream come true. In April 2015, my cheerleading team, PCT Cobra Vengeance, earned a spot to go to Orlando, Florida to compete in the 2015 ESPN World Cheerleading Championship. Taking the step to move across Canada at 18 years old in pursuit of my dream, certainly paid off.

Following the World Cheerleading Championship, I moved back home to Prince Edward Island where the desire to achieve another dream of mine became stronger than I could have ever imagined. That dream was to become a Police Officer, a dream that I have had ever since I was a little girl. Being given the opportunity to make a difference and to give back to the community, as well as to have an impact on citizen's lives when they're in a time of need, is both a blessing and an honour.



After many months of testing and preparation I was accepted into the Atlantic Police Academy in December of 2018. Throughout the application process I was often told that my size would create difficulties for me in this profession, I am 5 feet tall. Hearing this so often, sometimes made me overlook myself and my abilities, but more often than not, it made me work harder to pursue my dream career. I wanted to prove, not only to the ones who doubted me, but to myself that I could achieve this dream of mine, and I did just that. I graduated from the Atlantic Police Academy as a Police Constable and I am extremely proud, honoured, and humbled to be the 2019 recipient of the Female Leadership through Fitness Award. I cannot wait to start my next journey and develop new dreams, in what I hope to be, a long and successful career.



A Little Good News

Promotions to the rank of Sergeant:

Cynthia Crocker, RNC
Karen Didham, RNC

Promotions to the rank of Corporal:

Heather Ellis, RCMP
Ashley Davis, Summerside Police Service

Honours and Awards:

Awarded the NB Association of Chiefs of Police, Excellence in Police Leadership Award:

Superintendent Colleen Kelly, HRP, 30 years
Inspector Mary Henderson, Kennebecasis Regional Police, 20 years
Staff Sergeant Carolyn Nichols, HRP, 20 years
Sergeant Nancy Rudback, HRP, 30 years
Constable Carol Campbell-Waugh, HRP, 30 years

Awarded the Peace Officer Exemplary service medal:

Monique Drummond, NS Sherriff Services
Cheryl MacPhee, NS Sherriff Services

Recognized by NS Department of Justice:

Mary Sisco-Sleigh, 15 years' service.
The Camp Courage Leadership Award was presented to
Constable Michelle Everson, HRP

Chiefs Commendation Award presented to Corporal Kim Bennett,

Kennebecasis Regional police Inspector Mary Henderson
of Kennebecasis received the NB Association of Chiefs of Police,
Police Leadership Award

Constable Shawna Doiron of Kennebecasis received the NB Association of
Chiefs of Police, Police Leadership Award



Laurie Sparks is currently employed at the Central Nova Scotia Correctional Facility located in Dartmouth Nova Scotia.

Laurie Sparks has just been recently promoted to Assistant Deputy Superintendent Operations and is responsible for the daily operations of the East Unit within the Central Nova Scotia Correctional Facility.

Laurie received her post-secondary education at the Nova Scotia Community College (Hants Campus) in Windsor Nova Scotia which earned her employment at the Yarmouth Correctional Center.

Laurie is presently in her 24th year employed with the Department of Justice and is the first black female to work directly with offenders in their living units within adult male correctional facilities. Laurie began her career in Yarmouth Correctional Center as a part time correctional officer, then transferred to Cape Breton Correctional Center and was the successful candidate for the fulltime correctional officer in the Halifax Correctional Center.

ADS Sparks held numerous positions while in the Department of Justice Corrections Division such as Programmer, Control Officer, Correctional Officer, Correctional Worker, Acting Sergeant, Acting Captain, Term Captain as well as her current roll as Assistant Deputy Superintendent Operations.

Laurie continues to put her best foot forward in her field which shows through in her work ethics. "Laurie knows that she is unable to change the world, but she believes it is important to try to make a difference." "Laurie believes that everyone deserves a second chance."



Correctional Services NS

Rachel Critchley was promoted to full-time Captain in June 2019, having spent the last eight years with the Department of Justice, working at the Central Nova Scotia Correctional Facility in Dartmouth, NS. Rachel has had a varied career within the facility, working as a front line officer, security risk officer and in management. She was also recently promoted to the position of Acting-Deputy of Provincial Adjudications. Rachel is part of the CNSCF field training program, mentoring junior staff and providing guidance to help them perform to the best of their abilities. Rachel has a keen interest in the safety and security of the facility and those within it, and is looking forward to continuing to work with those within her team.



2020 Atlantic Women in Law Enforcement (AWLE) Conference

SAVE THE DATE

This year, the 2020 Atlantic Women in Law Enforcement (AWLE) Conference is being held in Charlottetown, PEI. Charlottetown Police Service and "L" Division RCMP are cohosting the conference. The theme for the 2020 Conference will be "Kindred Spirits: Celebrating Who We Are" and will be held at the Delta Hotels by Marriott Prince Edward, in beautiful Charlottetown from November 17th - 20th, 2020. The AWLE Conference will be comprised of a number of Informative Presentations and Workshops which will promote professional development and provide opportunities for interagency networking. All those in attendance at the conference will participate in a Parade through downtown Charlottetown in full dress uniform. Following the Parade, there will be an Awards Banquet to recognize those who have shown outstanding service in the communities that they serve. We look forward to hosting this year's conference and hope that you can join us in Charlottetown for an informative and entertaining time!



Charlottetown, P.E.I. from November 17th - 20th, 2020.



Operation

Author Helen C. Escott

From the author of acclaimed Newfoundland and Labrador crime thriller, *Operation Wormwood*, comes the highly anticipated second novel, *Operation Vanished*.

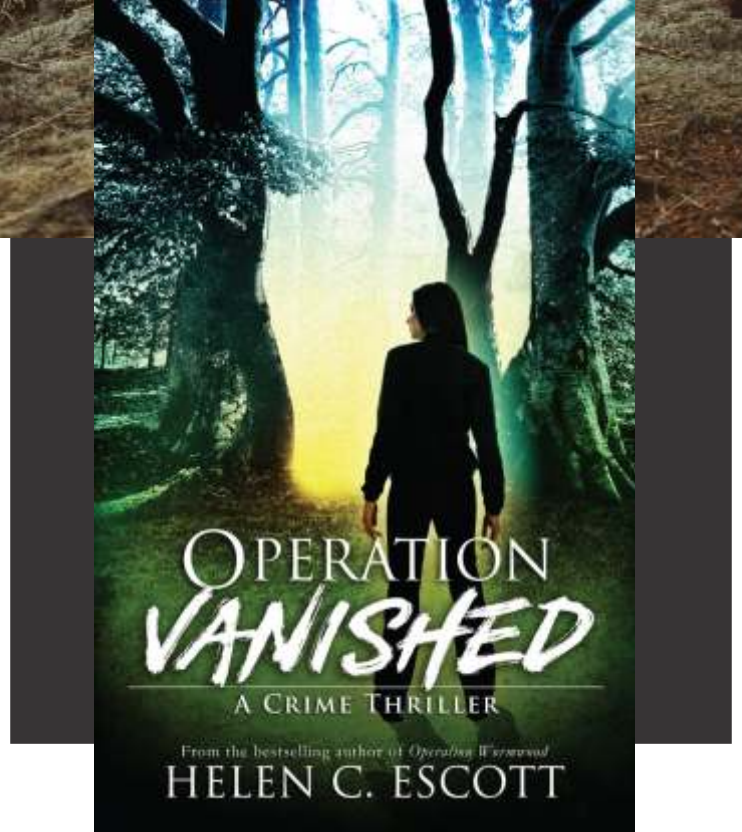
Helen C. Escott uses her experience as a retired civilian member of the RCMP, and the connections she made along the way, to pen a modern crime thriller that takes crimes committed in the past and investigates them through the lens of modern society.

In the 1950s, three young women in rural Newfoundland were brutally murdered. The killer was never caught. During the same time period, an eight-year-old girl disappeared. Her body was never found. Flash-forward to 2018, Corporal Gail McNaughton must fight against stereotypes, workplace politics, and local folklore to close these casefiles.

The subject matter resonates with issues still facing women today, and Escott hopes to shine a spotlight on missing children and women. “No matter what year they went missing, they should never be forgotten,” said Escott. She adds, “We can’t forget the women who protested in the streets, made phone calls to elected officials, and who fought for the rights of every woman who came after them.”

Operation Vanished is available at: indigo.ca, amazon.com, Apple – iTunes, Nook, Barnes & Noble and Kobo. Worldwide orders can be placed by calling 1-866-739-4420 ext # 22 or you can send e-mail to eoldford@flankerpress.com

For more information on *Operation Vanished*, author Helen C. Escott, or for a complete list of where you can purchase *Operation Vanished*, contact Ashleigh Pardy, Marketing & Publicity Coordinator at Flanker Press, at (709)739-4477 ex. 24 or via email at apardy@flankerpress.com.





Atlantic Women in Law Enforcement (A.W.L.E.) Membership Form (Please Print)



Name: _____

Home Mailing Address: _____

No. Street Name

City Province Postal Code

Home Phone: _____

Home E-Mail: _____

Agency: _____

Job Title/Rank: _____

Business Mailing Address: _____

No. Street Name

City Province Postal Code

Business Phone: _____

Business E-Mail: _____

I am applying for:

- ☐ Active Membership (\$25.00 annually) Employed by or Retired from a Law Enforcement Agency
- ☐ Associate Membership (\$25.00 annually) (Non-Voting/Non-Peace Officer Status)
- ☐ 7-Year Membership (\$125.00)

Payment Method

- ☐ Cash ☐ Cheque/Money Order (No. _____) ☐ E-Transfer to **membership@awle.org**

Completed forms accompanied by payment can be mailed to:

**Chantal Ouellette
1945 Champlain Street
Dieppe, NB
E1A 7P5
Or E-Mailed to: membership@awle.org**

For Coordinator Use Only

Date Received _____ Amount _____ Type _____

Gift (Conference Attendees Only) ☐



Mentoring Support Training



Professional Development Networking Recognition

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

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.