



The Notebook

Summer 2019

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

www.awle.org



The Notebook



The Atlantic Women in Law Enforcement Notebook is a newsletter that is distributed twice annually. The newsletter is copyrighted material and may not be reproduced in any form without permission. Material for publication is welcomed and may be subject to editing. Registered AWLE members receive copies through their association dues. Copies of the newsletter are not available through sales. Selected members of the Law Enforcement Community such as Chiefs of Police, and/or Law Enforcement Directors in all four Atlantic Provinces, the Canadian Police College Library, and Atlantic Police Academy receive complimentary copies in an effort to keep our partners informed about AWLE activities, training and progress.



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

AWLE reserves the right to refuse any advertiser or advertisement. We attempt to accurately publish all material but assume no responsibility for the accuracy or truthfulness of submitted material. The material information does not reflect the personal opinions of AWLE editors or publishers either expressed or implied. Published and printed in Canada, Atlantic Women in Law Enforcement 1998, Printing: MPS Copy Centre, St. John's, NL, Cover photo © Enstrom2019.



From the Desk of The Editor

Welcome to the 2019 Spring/Summer edition of the AWLE Notebook.

As we head into the summer months of 2019, take a moment to reflect on how quickly time is passing. We are already 6 months past our 2018 conference in Moncton where we celebrated the many deserving law enforcement officers who received awards for their amazing contributions to the Atlantic Provinces. We look forward to the excitement of Conference 2019. Anticipation is building around the training opportunity and of course, our awards are now open for nominations. Please take the time to review the various award categories. If you know someone that fits the criteria then nominate a deserving Law Enforcement officer. We thank everyone who has taken the time to complete a nomination form and for submitting them each year. Every year the awards committee has the difficult task of reviewing the nominations and deciding on the winners. The AWLE Board certainly appreciates the members of the selection committee for their dedication and the time that they volunteer to this task.

The hosts for the 2019 AWLE Conference have been extremely busy securing sponsors and planning a strong line up of speakers. The members of the conference planning committee are excited to put off an incredible conference while at the same time availing of an opportunity to show off the historic city of St. John's and encourage you to extend your stay to explore the beautiful Province of Newfoundland and Labrador.

As long as you are here, think about staying on to attend the Uniformed Services Dinner happening on October 19. The annual dinner hosts nearly 200 people each year and is a wonderful occasion to mingle with other uniform services such as Army, Navy, Air Force, Coast Guard, Fire and Emergency Services and Forestry to name a few. Tickets will be on sale soon and will include a delicious meal as well as a lovely social evening. See page 10 for further details.

This is a very exciting time for our organization. With the growth of membership the possibility of furthering our reach is at its optimum. Continuing developments in our social media enable us to expand our reach to a large number of Law Enforcement agencies which has increased awareness of AWLE and the benefits of membership. The work of our media relations officer with Facebook, our president on Twitter and the membership coordinator outreach has had a direct impact on our outreach. Last year we closed 2018 with 198 members and we have an official count of 262 members for 2019.

It is very fitting that this is an election year. As the organization grows and time elapses there is a need for new vision, new ideas and new membership on our Executive Board. Several members of our current Board have represented AWLE for many years and will not be reoffering for their current positions.

S/Sgt. Carolyn Nichols, current AWLE President has been a member of the Board since 2007. Carolyn began her commitment to the AWLE Board as Secretary and held that position until 2014 when she assumed the position of President. Carolyn graciously accepted the interim President role at the departure of outgoing President Paula Raymond upon her retirement from the RCMP. Carolyn was then elected into the President position where she has done some tremendous work in bringing recognition to AWLE. Carolyn has decided that she will be stepping away from the AWLE Board however



she will hold the past president position and will be available to assist the new President transition into the role. AWLE will be forever indebted to the time and energy that Carolyn has put into her role as President and for the growth of our organization under her leadership.

Inspector Suzanne Bill has been a dedicated member of the AWLE Board for 12 years. Sue has been Vice President of AWLE since being elected onto the Board in 2007. Sue has decided that she will not be continuing in her position and leaving the Board at the 2019 Conference in St. John's. Sue has brought a wealth of knowledge to the table and has been instrumental in ensuring that AWLE is a recognized affiliate of the International Association of Women Police (IAWP) at its Board. Sue co-hosted the 2012 IAWP Conference in St. John's, NL with Cst. Colleen Fox past AWLE Notebook Editor. The success of that conference saw a sizeable financial return to AWLE. Sue, the AWLE is extremely grateful for your contribution to the organization, your passion, wisdom and dedication.

Cst. Sara McElman has been a dedicated member of the Executive for 19 years. Sara started as Membership Coordinator in 2000 and then moved into the Treasurer position in 2007. Sara has also been a huge force behind the tasking and assemblage of policy changes as well as researching our history for record retention. She is known for her unwavering consistency in applying policy in any of our financial decision making. Sara will not be continuing with the Board and although we are deeply saddened by her departure the AWLE has benefitted from her time, her knowledge, her experience and dedication. Sara, we cannot thank you enough for all you have done for the organization.

Sgt. Nancy Rudback is our current secretary and has been since 2015. The position of secretary is also up for election this year. Nancy will be reoffering however welcomes anyone who wishes to be considered for this position to put their name forward.

In order to be considered for a position on the Board you must be a full member not an associate and your member status must be current and up to date for the year of election. The responsibilities and duties for the position of President, Vice President, Treasurer and Secretary is included in this issue. If interested in any of these positions, feel free to connect with anyone on the current Board for any questions you may have.

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 and our new members for your continued support. We really couldn't have the success we have had without the support of our membership.

I am also calling on all of our members to consider becoming part of our AWLE Executive Team. This year the following positions are up for election: President, Vice President, Secretary and Treasurer. Further in this edition you will find job descriptions for each position. I also encourage you to reach out to our Executive members if you have any questions about the positions.

As my term as President comes to an end I can't help but be proud of all of the success our Organization has achieved. I had set out at the beginning of my term to really raise the awareness of our Organization in Atlantic Canada and beyond. I am happy to say our membership has been breaking records every year. We have had an increase in our award nominations. The Department of Justice in several provinces has recognized our award winners. We have had several award winners on the International stage with our award nominations to the International Association of Women Police (IAWP). We are looking for our next president to take us forward into continued success. Please contact me at awle@bellaliant.net if you would like to apply for this rewarding position.

This year AWLE is excited to travel "to the edge of the earth" as we prepare to host our 27th Annual Training Conference October 15-18, 2019 in St. John's, Newfoundland. This year's conference will be hosted by the Royal Newfoundland Constabulary and the Royal Canadian Mounted Police. The theme of our Conference will be "Supporting Each Other-Shaping our Communities". The training agenda planning is well under way with speakers that include LG Judy Foote, Chief Leanne Fitch, Axon Public Safety Canada, Anne Marie Hagan and Roger Brown who will be taking over as the Chief of the Fredericton Police Force in June. For more information on our Conference please visit our website at www.alwle.org

We are also happy to announce that AWLE has a new 2-year renewal with our partnership with Axon Public Safety Canada and Ontario Women in Law Enforcement (OWLE). This partnership began in 2017 and with Axon's support AWLE can focus on the development and growth of our membership in Atlantic Canada.



In 2018 we began a photo challenge on our Facebook page. At last year's Conference all of our members received an AWLE Wellness Buff and were encouraged to post photos of themselves wearing their buff doing the activities they enjoy to promote personal wellness. Since the challenge began members have posted photos of themselves hiking, travelling, working out and have included their families and pets. This challenge has brought out the diversity in our membership showing we all have our own ideas of wellness and AWLE members are committed to taking care of themselves and each other. This challenge has helped boost our Facebook to over 700 members. We hope to continue this challenge into 2020 and beyond.

I will be sending out our nomination packages in late Spring for this year's annual AWLE Awards Program. You will also find nomination forms on our website. Please consider nominating in the following categories Officer of the Year, Leadership, Mentoring, Community Service, Excellence in Performance, Team Endeavours and Medal of Valour.

Thank you and I look forward to seeing you in our beautiful Province of Newfoundland.

Carolyn Nichols
AWLE President
awle@bellaliant.net

Follow me on Twitter @AWLEPresident





IAWP COORDINATOR'S REPORT

Submitted by Lindsay Williamson
Report from Region 11 Coordinator

Region 11
Greetings from the IAWP!

We hope you are able to join us for the 57th Annual Training Conference held September 23 – September 27, 2019 in Anchorage, Alaska. Here, we will also celebrate our annual award winners which include four Canadian police officers. Please join me in congratulating them on their accomplishments:

Detective Constables Sandy Avelar & Anish Parhar, Vancouver Police Department, Community Service:

Awarded to a female officer who distinguished herself by her exemplary actions to improve public safety, reduce crime and criminal behaviour, reduce anti-social behaviour or foster better relationships between Police and the local community.

Staff Sergeant Stefanie Finateri, Durham Regional Police Service, Mentoring & Coaching:

Awarded to a female officer who distinguishes herself by her support, assistance and development of women in law enforcement by focusing on their career aspirations, their ongoing personal development and/or producing training programs or policies which enhance the role of women in policing.

Sergeant Myra James (Retired), Hamilton Police Service, Heritage Award:

The highest honor bestowed by the International Association of Women Police upon an individual member to recognize substantial and significant contributions to women police and the International Association of Women Police over a period of years and

especially during milestones of the organization. The honor is meant to ensure the recording, recognition, and appreciation for outstanding and dedicated service to IAWP.

Not only has Sgt. James had a long-standing and active presence within the IAWP, her impact was also felt within her own community, throughout Ontario as well as in Eastern Canada. Spending the last few years of her career developing others through her passion of teaching at the Ontario Police College prior to returning to Hamilton to conclude her service as a Sex Crime Detective, the one constant throughout her service was the consistent support from her husband of 38 years, Rick. Sgt. James also reflects fondly of her days enforcing traffic on her police motorcycle, leading OWLE as President from 2006-2009 (and continues serving as a Board of Trustee member) and attending a number of AWLE conferences (Gagetown, Moncton, Truro, Fredericton, St. John's, Cape Breton, and Charlottetown), including the commitment to attend this year's conference in St. John's. Amongst many other accomplishments, we would like to thank Sgt. James and her fellow award winners for their on-going commitment to advancing women in policing throughout Canada and around the world.

Are you looking to get in touch with the IAWP, its members, or learn more about the upcoming conference? Download the *Wild Apricot for Members* app (available free for Android and iOS), and use your membership email and password to log in. Not a member yet? 90 Day Free Trial Memberships are still available.

Lindsay Williamson
IAWP Regional Coordinator, Region 11



News from **Ontario Women in Law Enforcement:**



On Friday, May 3rd, 2019, OWLE held their 21st Annual Awards Banquet in Mississauga Ontario.

CTV news anchor Michelle Dube was the emcee for the evening along with our own fabulous Myra James.

This year there were 89 nominations for major awards from 18 different services across Ontario. The major award winners were:

Innovation:

Inspector Sheri Meeks – Belleville Police Service

Civilian Award of Achievement:

Marissa Jeffrey – Ottawa Police Service & Tanya Tiller – Toronto Police Service

Community Service Award:

Constable Robyn Kassam – York Regional Police

Mentoring and Coaching:

Staff Sergeant Stefanie Finateri – Durham Regional Police Service

Leadership:

Sergeant Jennifer Persichetti – RCMP

Teamwork Award:

“Project Guide” Toronto Police Service – D/Sgt. Anne Marie Bishop, Det. Carol Ann Rock, Cst. Deanna Gagliardi and Ms. Megan Gray.

Excellence in Performance:

Detective Kelleigh Traynor - Durham Regional Police Service

Heritage Award:

Sergeant Margaret Coulter – Nishnawbe Aski Police Service



Award of Valour:

Constable Nathalie Urbas – Toronto Police Service

Officer of the year:

Inspector Lauren Pogue – Toronto Police Service

Presidential Award:

Lance Valcour – AXON Canada

Also during the banquet, women in law enforcement, both sworn and civilian were honored for achieving service milestones in their careers at 25 years, 30 years, 35 years, 40 years and 45 years!

This year 218 attendees were recognized with Service Awards. Most notably were:

Tracy MacKay-Stewart – York Regional Police – 40 Years

Rita Poetzsch – Peel Regional Police – 40 Years

Maria Tickl – Waterloo Regional Police – 45 years

For the 2019 – 2022 term the new OWLE Executive Board includes:

President:

Kimberley O'Toole – Toronto Police Service

Vice President:

Jodi Dawson – Peel Regional Police

Media Officer:

Penny Hermann – Royal Canadian Mounted Police

Treasurer:

Sarah Bamford – Barrie Police Service

Membership:

Andrea Torrie – Hamilton Police Service



Chief Leanne Fitch



As of Monday June 10, 2019, Chief Leanne Fitch has retired from the Fredericton Police Force. Leanne Fitch was appointed to the position of Chief of Police for the Fredericton Police Force in June 2013 after serving one year as Acting Chief and seven years as Deputy Chief. Leanne, Atlantic Canada's first female Municipal chief and Fredericton's first female police chief retired after 34 years' service to policing.

Chief Fitch has often spoken of her parents and her father's service with the RCMP. She acknowledges that policing was not his first choice for her however he was certainly very proud when she graduated from Police College. Her father did not discourage her choice, as both her parents taught her to believe that she could do anything, his fear was in the uncertainty and hardships of the career that she would face. Having been exposed to the difficulties of policing he was certainly aware of the possible challenges.

Leanne joined policing at a time that saw very few women in the profession. In fact when she joined Fredericton Police she was one of five women in the force at the time. Leanne has certainly never been one to shy away from a challenge nor stick with status quo. She believed it was important to do your best, to have people look at your work versus your gender. It is that mindset that has seen her become a role model for other young women who have chosen to become police officers. It is in that vein that she has accomplished so much in her professional career and in her volunteering.

Chief Fitch was named officer of the year for both the Atlantic Women in Law Enforcement (AWLE) and the International Association of Women Police (IAWP) in 2002 and 2003 respectively. She has earned her Police Officers'

Exemplary Service medal from the Government of Canada, the Queen's Diamond Jubilee medal and the Member of the Order of Merit for the Police Forces (M.O.M) from the Governor General of Canada.

Leanne was a member of the Canadian Association of Chiefs of Police (CACP) and International Association of Chiefs of Police (IACP) and member and former executive board member of AWLE and the Atlantic Regional Coordinator for IAWP.

Chief Fitch has served as Aide De Camp for three Lieutenant Governors of New Brunswick and served as Vice President and President of Fredericton Therapeutic Riding Association. She has been a community volunteer throughout her career and supports a variety of not-for-profit organizations.

Chief Fitch has had a very distinguished career, full of challenges, good times, wonderful colleagues and the best of friends. She has achieved academic success and has been published. It is difficult to encapsulate everything that she has accomplished in a few words.

Although retiring Leanne will start as vice chairperson of the RCMP Interim Management Advisory Board in the fall of 2019. The Board will look at strengthening RCMP management and improve members' mental health. The Executive of AWLE would like to congratulate Chief Fitch on her much deserved retirement. Leanne, we wish you good health and great things in whatever the future holds.



Brown recommended as Fredericton's new Police Chief

Mon, April 15, 2019 @ 8:12 PM

By City of Fredericton

Roger L. Brown, former Commanding Officer and Assistant Commissioner with RCMP "J" Division in Fredericton, has been recommended as Fredericton's new Police Chief.

The recommendation, which follows an extensive cross-Canada search process, was made to City Council and endorsed at their Council-in-Committee meeting on April 15, 2019. His three-year (renewable) appointment will take effect June 11, 2019. He will replace current Fredericton Police Chief Leanne Fitch, who will retire on June 10, 2019 after a distinguished policing career spanning more than three decades.

"I am confident that Mr. Brown is bringing the right combination of skills and experience to lead the talented women and men who work at the Fredericton Police Force," said Mayor Mike O'Brien. "On behalf of my colleagues on Fredericton City Council, I extend a warm welcome to Mr. Brown. We look forward to working with and getting to know him better after he assumes his new leadership role with us."

"I am looking forward to working alongside the employees of the Fredericton Police Force, the rest of the team at the City of Fredericton, and the citizens in our community," said Brown. "I feel very fortunate to have been afforded this unique leadership opportunity."

Brown has 36 years of policing experience with the Royal Canadian Mounted Police (RCMP), starting out as a constable in Rivière-du-Loup, QC and rising through the ranks to assume the top post at RCMP "J" Division. He retired from that position in 2016.

His career has taken him across Canada. He has served in a variety of positions, progressing through a number of senior level positions in the areas of human resources, protective policing, training, and operations. Most recently, he has been speaking across the country about the mental health issues facing first responders and the shift in leadership required to address the matter.

During his time as Commanding Officer at "J" Division, he had lead of the division during the murder of three Mounties in Moncton, shale gas demonstrations, and high profile mental health issues. He implemented a province-wide mental health strategy and also developed and implemented a sustainable core services model aligned with current fiscal restraints. He is fluently bilingual.

His education includes general and advanced police studies at the Canadian Police College, Ottawa, ON; a Diploma in Adult Education from St. Francis Xavier University, Antigonish, NS; course work at the University of Waterloo, ON and the University of Regina, SK; as well as a Human Resources Certificate from the University of Toronto's Rothman School of Business, Toronto, ON.

Among his many achievements, Brown was selected by the Canadian Association of Mental Health (CAMH) in 2017 as one of 150 leading Canadians in mental health. He was the 2012 recipient of the Michelle C. Comeau Leadership Award, recognizing Federal government executives who always go the extra mile in driving successful human resource strategies. In 2012, he was also the recipient of the Officer of the Order of Merit for Police.

Update: Roger Brown was sworn in as Chief of Fredericton Police Force on June 12. AWLE extends their congratulations to Chief Brown and is looking forward to working with him.



Old friends and New Friends

Join us at the 11th annual Uniformed Services Gala - October 19th

Why rush back to work? Relax and spend the weekend in St. John's where you can attend one of the most unique events of your career. After attending the Atlantic Women in Law Enforcement Conference (AWLE), Oct 15 – 18 extend your trip and stay for the 11th Annual Uniformed Services Gala on Saturday, October 19th. It's the most spectacular night of the year for those who serve. The Uniformed Services Gala brings both serving and retired members of all services together, in a relaxed, fun and cordial dinner/dance environment. The gala is open to all ranks including military, police, peace and enforcement officers, fire departments, correctional officers, Coast Guard and their spouses.

This year's gala is hosted by the Royal Newfoundland Constabulary, the oldest civil police force in North America dating back to 1729. The guest speaker is Chief of Police Leanne Fitch of the Fredericton Police Force. This NB Crime Prevention Hall of Fame police officer showed her natural leadership ability when she was cast in the national spotlight more than once. With more than 32 years in policing, Chief Fitch spent more than 20 years in a broad range of frontline operational policing roles. She will speak to her belief on leadership and optimism.

The gala is a night you'll never forget. Members attend in dress uniform and each service lines up to be

pipied into the main dining area. After we observe a moment of silence for our Fallen Comrades, a delicious prime rib or chicken dinner is served followed by the Passing of the Port. The evening is just getting started because during dinner, the Royal Newfoundland Regiment Band plays the Service March Past of each organization represented. During the marches the members of each service stands to be recognized. Many of us stand for more than one march. The dinner is followed by a dance and camaraderie.

The Uniformed Services Gala is held at the Surgeon Lieutenant Commander W. Anthony Paddon Building, Pleasantville, St. John's. Cocktails are at 6:00 PM, Dinner at 7:00 PM. Tickets are **\$55** single/\$110 double. The gala is a formal event and dress for Military is mess kit or 2B, RCMP is walking out order or veteran's dress. All other services wear their dress uniform, business suit or smart casual.

Get your tickets by contacting: Superintendent Shawn O'Reilly, Royal Newfoundland Constabulary Ph. 709-729-8111/ Cell. 709-685-1052 or shawnor@rnc.gov.nl.ca

After the AWLE conference, stay the weekend. You'll discover the only thing more colourful than the houses in St. John's will be the new friends you'll meet at the 11th annual Uniformed Services Gala.

**Thinking of attending
an IAWP conference?
Join us in Alaska!**



IAWP 2019 Anchorage Alaska US
"Mentoring the Next Generation"

See you there!

IAWP 57th Annual Training Conference
Monday September 23 - Friday September 27,
2019

Website at www.iawp2019.org



Sergeant Nancy Rudback, Member of the Order of Merit

Sergeant Nancy Rudback was accepted to the Order of Merit of the Police Forces for her exceptional service with Halifax Regional Police which has brought her both national and international recognition. Sergeant Rudback has distinguished herself by being a mentor, a trainer and as a trail blazer in policing. She is also an active member in the community volunteering her time with a number of committees and community initiatives.

Sergeant Rudback's career began in 1989 at a time when females were in the vast minority and in fact when she began with HRP the number of female officers doubled from 4 to 8. She was one of the first female officers in Halifax to become an Officer Safety Trainer and the first female instructor for dry and live firearm training. She distinguished herself in this role by supporting many female officers through training and by ensuring training programs were properly developed for the female members. Sergeant Rudback has also served as a coach officer providing leadership and mentoring for newly hired police officers.

In 2004, Sergeant Rudback volunteered for a United Nations Peace Keeping Mission in Sierra Leone, West Africa. She spent 9 months with the Sierra Leone National Police (SLP) as a trainer and mentor. She also served as the Family Support Unit Liaison Officer where she demonstrated her commitment and compassion to the international community of Sierra Leone.



Sergeant Rudback has served as an Aide de Camp for the past nine years with the Lieutenant Governor of Nova Scotia. Sergeant Rudback was one of the first four female officers to be promoted to the rank of Sergeant with Halifax Regional Police.

Sergeant Rudback has been distinguished as the recipient of the United Nations Assistance Mission in Sierra Leone Medal, the Canadian Peace Keeping Medal, the Police Exemplary Service Medal, the Nova Scotia Long Service Medal, the Queen's Jubilee Medal and received an HRP Commendation for a volunteer position with the Honour Guard and a Halifax Regional Police Superintendent Compliment for Leadership while working in the Vice Unit. In 2014, Sergeant Rudback received the Mentoring Award from the Atlantic Women in Law Enforcement (AWLE). Then in 2015 her accomplishments were celebrated internationally when she received the International Association of Women Police (IAWP) Mentoring Award in Cardiff, Wales at the IAWP Centennial Celebration.

Sergeant Rudback is a graduate of The Nova Scotia's Teacher College with an Associate of Education with a major in Physical Education. She is also a graduate of Mount Saint Vincent University with a Bachelor of Education minoring in Special Education. She has made a commitment to further her education completing police related courses offered by the Atlantic Police Academy and the Canadian Police College. She has also completed the Police Leadership Certificate with concentrations in Supervisory Skills and Administration from Dalhousie University - Henson College.

She is an example of a law enforcement officer who has distinguished herself and brought credit to her Organization.





Save The Date!

Atlantic Women in Law Enforcement

"Supporting Each Other – Shaping Our Communities"

The Royal Newfoundland Constabulary and The Royal Canadian Mounted Police

are pleased to co-host the



27th Annual Training Conference

October 15–18, 2019

St. John's, Newfoundland and Labrador



2019 Planning Committee Contacts:

Tammy Madden

709-729-8650

tammymadden@rnc.gov.nl.ca

Lesley Devereaux

709-772-6977

lesley.devereaux@rcmp-grc.gc.ca

KEYNOTE SPEAKER

The Honourable Judy May Foote, P.C., O.N.L

Born in Grand Bank, Newfoundland and Labrador, Her Honour Judy May Foote (née Crowley) attended John Burke High School in Grand Bank and is a graduate of Memorial University. Her Honour is a former teacher, journalist and communications director and served in the House of Assembly and the Parliament of Canada. She holds a Bachelor of Arts and a Bachelor of Education from Memorial University and an Honours Diploma in Radio, Television, Journalism Arts from Lambton College.



Prior to serving in politics Her Honour taught school in Grand Bank and St. John's before working in television journalism with the CBC's public affairs program "Here & Now"; was the Director of University Relations with Memorial University; and, the Director of Communications for the Office of the Premier, Newfoundland and Labrador.

Her Honour was a member of the House of Assembly of Newfoundland and Labrador representing the District of Grand Bank for 11 years. She served as

Minister of Development and Rural Renewal; Minister of Industry, Trade and Technology; Minister of Education; and, Minister of Industry, Trade and Rural Development.

In 2008 Her Honour was elected as a Member of Parliament representing the riding of Random-Burin-St. George's and was re-elected in 2011. She served as Deputy House Leader and Whip. In October 2015 Her Honour was re-elected to the new riding of Bonavista-Burin-Trinity. On November 4, 2015, she was named to the Federal Cabinet as the Minister of Public Services and Procurement Canada and Receiver General of Canada and held this position until taking a leave of absence in April 2017 to be with her family.

In August 2017 Her Honour announced her retirement as a Member of Cabinet and a Member of Parliament to be home in Newfoundland and Labrador with her family.

Contributing to community has always been a priority for Her Honour. She is a mentor for cancer patients and has volunteered with the Girl Guides of Canada, the Heritage Foundation of Newfoundland and Labrador, the organization currently known as the Vera Perlin Society and the United Nation Children's Fund.

Her Honour and her husband, His Honour Howard Foote, have three children and four grandchildren.

Her Honour is the Honorary Chief of Police for the Royal Newfoundland Constabulary.





What sounds better: "I've been to Disneyland "or "I've been to the edge of the earth"?"

Newfoundland and Labrador has been visited by many explorers and adventurers for over 500 Years. We now invite you to experience our colourful history, "Ole Worlde' charm, unique architecture and some of the friendliest people in the world!

If you haven't been to Newfoundland and Labrador, this is the time to visit now! We are proud to host the 27th Atlantic Women in Law Enforcement (AWLE) training Conference, October 15-18, 2019 in St. John's NL. The conference will be held at the Sheraton Hotel in downtown St. John's, between Signal Hill and George Street.

In 2019 the theme is *"Supporting Each Other- Shaping Our Communities"*. In keeping with this theme, we will be offering quality training focused on leadership

Leanne Fitch

Leanne Fitch joined the Fredericton Police Force as a Constable in July 1986. In June 2013 she was appointed to the position of Chief of Police after serving one year as Acting Chief and seven years as Deputy Chief. With over 30 years in policing, Leanne spent more than twenty years in a broad range of front line operational policing roles including: Patrols, Street Crime, Detective in Family Services section of Criminal Investigations, Training Officer, Media Liaison, Platoon Supervisor and Special Munitions Team Leader for Crowd Management. She



development, mentorship, mental health awareness and innovation in the law enforcement community.

The Conference will include a series of speakers addressing relevant and current law enforcement topics. Confirmed speakers include LG Judy Foote, Chief Leanne Fitch, Anne Marie Hagan and Roger Brown, RCMP.

St. John's promises you a sophisticated city experience full of small town warmth. Come join us for a Newfoundland Kitchen party that will surely be something that you will never forget!

Sheraton Hotel
115 Cavendish Square
St. John's NL

www.sheratonhotelnewfoundland.com
reservations@sheratonhotelnewfoundland.com

1-888-870-3033 (Please identify yourselves as members
of the AWLE group)

is a graduate of the Ontario Police College and holds both a Bachelor and Master's degree from the University of New Brunswick and has completed many specialized police related courses over the years at the Atlantic Police Academy, Canadian Police College and Dalhousie University. Leanne is a published author on topics including Community Policing, Organizational Change, Intimate Partner Violence and other police-related topics and has presented locally, nationally and internationally. She was named officer of the year for both the Atlantic Women in Law Enforcement (AWLE) and the International Association of Women Police (IAWP) in 2002 and 2003. She has earned her Police Officers' Exemplary Service medal from the Government of Canada, the Queen's Diamond Jubilee medal and the Member of the Order of Merit for the Police Forces (M.O.M) from the Governor General of Canada.



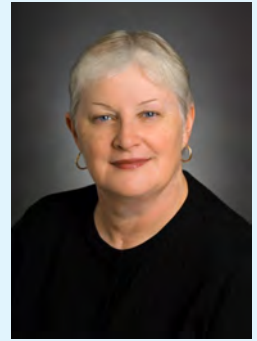
Anne Marie Hagan

Anne Marie Hagan is an award-winning Motivational Speaker. She has been profiled by numerous media outlets across Canada and the US for the past seventeen years as she shares her journey from murder to forgiveness.

Anne Marie was one of four individuals profiled in the 2007 National Film Board television documentary, "Forgiveness: Stories For Our Time." The film brings hope that there are other possibilities beyond blind revenge.

Anne Marie's story is also part of The Forgiveness Project. It is a UK based international organization that collects and shares stories in order to build hope, empathy and understanding.

The title of her presentation is "The Healing Power of Forgiveness."



Melendy

Melendy is the Support Specialist and co-chair of CASEY (Coalition against the Sexual Exploitation of Youth) currently working at Thrive. She has been a member of CASEY for over 10 years, sharing her story of being a survivor and how the experiential voice is needed to ensure the work that's being done is survivor informed at all times. She has represented CASEY both nationally and internationally. Melendy has presented numerous times over the years in classrooms and professional settings bringing a unique perspective each time. She is part of a team of CASEY members that are trained to educate people when it comes to the sexual exploitation of our young people. She is passionate about ending the exploitation of youth and fosters an environment of survivor led leadership roles in our province. Melendy is currently one of the experiential consultants of the first exiting programs in Newfoundland called Blue Door, also run by Thrive. Melendy is a member of the NSN (National Survivor Network) hosted by CAST out of the USA. Survivor leadership is her passion and she has recently developed a process called EVOLVE (Empowered Voices of LiVed Experience) to help other survivors to find their voice in a meaningful way for themselves and the community.

Congratulations A/Sgt. Karolyn Nolan



Karolyn Nolan has been a member of the Royal Newfoundland Constabulary (RNC) since January, 2005. In 2018 Karolyn was nominated to receive and received the Royal Newfoundland Constabulary Association Award of Excellence for Leadership. Her nominator wrote that over her 14 year career, Karolyn has always been eager to take on new challenges. She has worked in the Labrador West Detachment, Forensic Identification Section, Criminal Investigation Division, Mobile Support Unit, and is currently in a supervisor position within Operational Patrol Services, North East Avalon. A/Sgt. Nolan is very passionate about her work, is knowledgeable and is highly respected by her fellow officers, her supervisors and the community she serves. A/Sgt. Nolan takes great pride in her work, displays a strong work ethic and leads by example. Her attention to detail, her communication skills and her desire to perform at her best is a testament to her leadership ability. She brings out the best in her officers and encourages them to be the best they can be.



AXON reported to be among the top 50 companies voted best workplaces and brightest futures

GRETCHEN MASTELLON

AXON, SVP, People Operations

As reported in USA Today on March 27, 2019, AXON is excited to share our latest employer award! [Comparably.com](https://www.comparably.com) asked women about compensation, being challenged at work, getting valuable feedback, and other workplace issues. “After looking at nearly 10 million ratings from employees at over 50,000 companies, compensation, culture and career monitoring website [Comparably.com](https://www.comparably.com) identified the top 50 large and small companies that have the ***brightest futures, according to workers.***” Axon was named #36 among the top 50 largest companies as best places to work with the brightest futures - ahead of Facebook, Apple and Starbucks!

As a company, we are committed to investing time and resources towards ongoing diversity efforts – including hosting a D&I committee that supports Affinity Groups such as *Women@Axon*. Hannah Jones, along with many supporters, have developed an event plan with quarterly events focused on increasing brand awareness among diverse audiences, providing employees with professional development opportunities and increasing the diversity of our talent pipeline. Most recently, we took part in *Best Companies AZ Veteran's Career Fair*, *Women at Axon relaunch*, *Hopperx1*, *Women In Tech Panel* and hosted several other *MeetUps* globally. This weekend at *Hopperx1*, it was great seeing people come to our booth – right next to *Google* – and hearing them exclaim “I love your company's mission”! Other groups we are currently planning events with include *Women Who Code*, *SeaDUXX*, *Women Hack* and *GraceHopper*.

A sincere THANK YOU to **all** those supporting these great initiatives and driving ongoing progress at Axon! Below are pictures from *HopperX1* and *Best Companies AZ Veteran's Career Fair*. Amazing!



The International Police Association (IPA)

The biggest Police Association in the world with almost 360,000 members!

The International Police Association is a friendship organization for members of the police force, whether still employed or retired, and without distinction as to rank, position, gender, race, language or religion. We have around 360,000 members in nearly 100 countries, of which 65 are affiliated National Sections, and we are represented on 5 continents. Canada has 16 regions with the Atlantic Region R16 covering Nova Scotia, New Brunswick, Prince Edward Island and Newfoundland and Labrador. Our motto is 'Servo per Amikeco' - Service Through Friendship'

I joined the IPA in 2014, mostly for the travel benefits, but it offers so much more!

FRIENDSHIP WEEKS

INTERNATIONAL NETWORK OF CONTACTS

WORLDWIDE TRAVEL ASSISTANCE

AFFINITY PROGRAM AND MEMBER DISCOUNTS

TRAINING / STUDY BURSARIES / CONFERENCES

SOCIAL & INTERNATIONAL SPORT EVENTS

MAKE FRIENDS WITH MEMBERS YOU'VE NEVER MET

Let me highlight just a few.

NEW BELL MOBILITY PROGRAM FOR IPA ATLANTIC MEMBERS!

We are very excited to announce that IPA Region 16 "The Atlantic" has reached an agreement with Bell Mobility! We believe that this deal represents an amazing value for your membership dollar. You should save enough in the first month of your Bell Mobility IPA corporate account service to recoup your annual IPA membership. I currently have a plan that saves me over \$100 monthly over what I was previously paying as a Bell client!

TRAVEL - Friendship Weeks

Friendship Weeks are hosted in different regions throughout the world and is a great way to travel as a

group! A short look on the events and news page of our website will illustrate the variety of options available, ranging from Friendship Weeks in Russia or Canada, to special interest events you can join in Spain or Ireland. Whether you fancy hiking in the Austrian Alps or getting to know the treasures of Sri Lanka, the IPA is able to offer something for everyone.

In addition to organized group travel options, the IPA also offers assistance when travelling on your own or with your family: with the help of a travel form, many members take the chance to get to know IPA members in other countries on either a short stay in a city, or while touring a country. A truly unique chance to see the world from a local's perspective, and to exchange with fellow police officers what policing in their country entails. Many of these encounters have resulted in life-long friendships.

AFFINITY PROGRAMS and DISCOUNTS

As a member of the IPA you will benefit from discounts on Insurance, hotels, restaurants, etc. Everyone loves to save money and more sponsors are always being added! As a matter of fact, if you are a business owner and would like to be an IPA Affinity Sponsor, I'm interested in talking with you!

BENEFITS OF MEMBERSHIP - \$40 a year or 2 years for \$75

360,000 members in over 65 countries! Atlantic Canada has over 600 members!

If you would like more information, you can check out our website www.ipaatlantic.ca, connect with your Provincial Director or contact me directly! You can reach me at bev_hayward@hotmail.com

Servo per Amikeco
Beverly Bryant
Director for NL
IPA Atlantic Canada R16



A Little Good News

Promotions:

Staff Sergeant

Sarah Elizabeth

Corporal

Claire Corkum-Timmons, New Glasgow Police Service
Natasha Parsons Kenny, Royal Canadian Mounted Police, NS

Honours and Awards:

Kristin Colwell, Saint John Regional Corrections, 10 years

Lindsay Hachey, Saint John Corrections, 10 years

Kristine Fraser, Halifax Regional Police, 15 years

Nancy MacCulloch, Stellarton Police Service, 15 years

Marilyn Campbell, Royal Canadian Mounted Police NS, 15 years

Tanya Poore, Canada Border Services Agency, 15 years

Sherry MacKinnon, Correctional services Canada, 20 years

Anika Becker, Kennebecasis Regional Police Force, 20 year service medal

Kim Bennett, Kennebecasis Regional Police Force, 20 year service medal

Adree Zahara, Royal Canadian Mounted Police, 20 years

Wendy Martin, Royal Canadian Mounted Police, 20 years

Shannon Fear, Royal Canadian Mounted Police NS, 20 years

Susan Camus, Royal Canadian Mounted Police NS, 20 years

Karen DeGroot, Truro Police Service, 20 years

Patricia Pittman, Saint John Police, 20 years

Mary Gellatly, Saint John Police, 20 years

Sarah Hobbs, Saint John Police, 20 years

Sylvia Summerville, Saint John Police, 20 years

Angie Hawryluk, Royal Canadian Mounted Police NS, 25 years

Leanne Butler, Royal Canadian Mounted Police PEI, 30 years

Sharon Woods, Kennebecasis Regional Police Force, 30 year service bar

Sharon Warren, Royal Newfoundland Constabulary, 30 year service bar

Kelley McIntyre, Kennebecasis Regional Police Force, Chief's Commendation Award

Barbara Rasmussen, Halifax Regional Police, HRP Chief's Compliments Award

Louanne Mcquaid, Kristen Thomsen and Fleck, and Darren Doucette were recognized by Royal Canadian Mounted Police L Division's Commanding Officer with a special gold coin.

Retirements:

Chief Leanne Fitch, Fredericton Police Service

Sgt. Barb Saunders, Halifax Regional Police Service

Cst. Lynn Saulnier, Royal Canadian Mounted Police, NB

Cst. Cheryl Duffy, Royal Canadian Mounted Police, PEI

Felicity Ryan, Civilian Member, Royal Canadian Mounted Police



Join our AWLE Executive Team

The following positions are up for election at our Annual General Meeting to be held at our 27th Annual AWLE Conference on Thursday October 17, 2019:

AWLE President

The President shall be the chief executive and operating officer of the Corporation and, subject to the authority of the Board shall have general supervision of the business of the Corporation, and shall without limiting the generality of the foregoing:

- (1) Preside at all meetings of the Board or committees of the Board.
- (2) Appoint standing committees and special committees.
- (3) Act as member ex-officio of all committees.
- (4) Coordinate committees.
- (5) Submit articles to the editor of the Corporation's official publication, *The Notebook*.
- (6) *Submit articles to the webmaster of the Corporation's official website, www.awle.org, and ensure accuracy of website content.*
- (7) Coordinate award nomination procedure including soliciting nominations from law enforcement agencies, in the Atlantic provinces, providing nomination packages to the Awards Coordinator, and contacting nominees and nominators after award recipients have been selected.
- (8) Preside over awards ceremony during annual conference with the Awards Coordinator.
- (9) The President, shall also be the Professional Association Liaison, and shall perform among other things, the following functions:
 - (a) Establish contacts and introduce the object of the Corporation to all professional law enforcement associations, unions, and affiliates within the Atlantic Provinces.
 - (b) Respond to enquiries from various sources, including members, law enforcement agencies, and International Association of Women Police.
 - (c) Submit annual spring and fall affiliate reports to the International Association of Women Police.
 - (d) Represent the Corporation at International Association of Women Police functions such as annual conferences and board meetings.
- (10) Attend all AWLE Executive Meetings and AWLE Conferences, wherever possible

The President may delegate responsibility for these duties as required.

AWLE Vice President

- (1) The Vice-President, if any, shall have all of the power and authority, and shall perform all of the duties of the President in the absence of, disability or refusal to act of the President. In addition, the Vice-President shall assist the President and the Board, as necessary, in the performance of Board duties.
- (2) Attend all AWLE Executive Meetings and AWLE Conferences, wherever possible.



AWLE Secretary

The Secretary, if any, shall perform, among other things, the following:

- (1) Maintain such books, documents and papers as the Board shall determine.
- (2) Attend and keep detailed minutes of all meetings of the Board and members and prepare board Meeting Agendas.
- (3) (a) Transcribe minutes and send copies to all members of the board within 30 days after the meeting.
(b) Create task lists that require actioning of the board members from meetings and forward to all members of the board within 30 days after the meeting.
- (4) Receive correspondence and other materials for the Corporation and maintain them in orderly files. Respond to correspondence as requested by the President and/or Board.
- (5) Assure that the records and files are available at meetings as may be needed or requested for reference. Advise the President and Board as requested during meetings.
- (6) Present minutes for approval at Members and Board meetings either in writing or as read, unless otherwise waived by a majority of the Members or of the Board, as the case may be.
- (7) Provide the Board with a complete and current listing of addresses and phone numbers of all Board and committee members and updates as necessary.
- (8) Will fulfill and perform the function as the Historian:
 - a. Maintain the archives of the Corporation
 - b. Compile pertinent material of interest and/or concern to the Corporation.
 - c. Upon providing a written request to the President, present material of interest, to members at meetings and conferences.
- (9) Attend all AWLE Executive Meetings and AWLE Conferences, whenever possible.

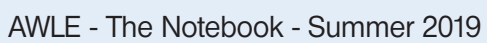
AWLE Treasurer

The Treasurer, if any, shall perform, among other things, the following functions:

- (1) Maintain custody of all funds, property and securities of the Corporation.
- (2) Submit record to two (2) appointed trustees annually, to review and verify spending accountability of the Corporation
- (3) Endorse for collections, cheques, notes and other obligations and deposit in the bank of the Corporation.
- (4) Sign receipts, vouchers, cheques, bills of exchange and promissory notes issued by the Corporation.
- (5) Make payments as necessary on behalf of the Corporation.
- (6) Enter regularly on the books, the full and accurate account of all money received and obligations paid.
- (7) Render written annual financial statements to the Board.
- (8) Make available at all times to the Board or Members, the Corporation's books.
- (9) Submit all records immediately after leaving office.
- (10) Attend all AWLE Executive Meetings and AWLE Conferences, whenever possible

Please consider joining our Executive Team and contribute to the success of our Organization! If you have any questions about these positions or the elections please contact any member of our Executive Team.







Canada Border
Services Agency

Agence des services
frontaliers du Canada

TAKING CANNABIS (MARIJUANA) OR PRODUCTS CONTAINING CANNABIS ACROSS THE BORDER REMAINS ILLEGAL!



PASSER LA FRONTIÈRE AVEC DU CANNABIS (MARIJUANA) OU DES PRODUITS QUI EN CONTIENNENT DEMEURE ILLÉGAL!

While cannabis (marijuana) has recently been legalized and strictly regulated domestically in Canada, it is still illegal to cross the border with cannabis or any products containing it.

- You cannot take cannabis across the border, even if it is a small quantity.
- You cannot take cannabis across the border, even if you have obtained it legally.
- You cannot transport cannabis across the border, even when travelling to or returning from a country or state which has legalized or decriminalized cannabis.
- Declare cannabis or products containing cannabis to the Canada Border Services Agency (CBSA) when entering Canada if you happen to have it with you.
- Individuals who do not declare cannabis products to the CBSA can face enforcement action, including arrest and prosecution.
- Holding a medical authorization for use of cannabis in any country, including Canada, does not grant the ability to take cannabis into or out of Canada. In rare and exceptional circumstances, Health Canada may authorize an individual to bring cannabis across international borders for medical or scientific purposes on a case-by-case basis.

KEEP IT LEGAL.

**DON'T BRING CANNABIS INTO CANADA.
DON'T TAKE CANNABIS OUT OF CANADA.**

Même si le cannabis (marijuana) a récemment été légalisé et fait l'objet d'une réglementation stricte au Canada, il est toujours illégal de franchir la frontière en possession de cette substance ou de tout produit qui en contient.

- Vous ne pouvez pas passer la frontière avec du cannabis, même s'il s'agit d'une petite quantité.
- Vous ne pouvez pas passer la frontière avec du cannabis, même si vous l'avez obtenu légalement.
- Vous ne pouvez pas franchir la frontière en possession de cannabis, même en provenance ou à destination d'un pays ou d'un état ayant légalisé ou décriminalisé le cannabis.
- Vous devez déclarer à l'Agence des services frontaliers du Canada (ASFC) le cannabis ou les produits qui en contiennent en votre possession au moment de votre entrée au Canada.
- Si vous ne déclarez pas le cannabis ou les produits qui en contiennent à l'ASFC, vous pouvez faire l'objet de mesures d'exécution de la loi, notamment d'une arrestation et d'une poursuite.
- La possession d'un document médical autorisant l'usage du cannabis dans n'importe quel pays, y compris le Canada, ne donne pas le droit d'importer du cannabis au Canada ou d'en exporter. Dans des circonstances rares et exceptionnelles, Santé Canada peut, au cas par cas, autoriser une personne à franchir les frontières internationales en possession de cannabis pour des raisons médicales ou scientifiques.

**PAS DE CANNABIS À LA FRONTIÈRE.
C'EST LA LOI.**

© Her Majesty the Queen in Right of Canada, as represented by the
Minister of Public Safety and Emergency Preparedness, 2018

Cat. No. PS38-96/2018-PDF
ISBN 978-0-660-27608-3

© Sa Majesté la Reine du chef du Canada représentée
par le ministre de la sécurité publique et de la protection civile, 2018

Canada



AWLE - The Notebook - Summer 2019



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:

**Gina Walsh
1000 James Boulevard
P.O. Box 350
Gander, NL
A1V 1W7**

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.