



FREDERICTON CONV. CENTRE
NOVEMBER 19-22

30TH TRAINING CONFERENCE

presented by



LAND ACKNOWLEDGEMENT

We acknowledge that the city of Fredericton is situated on traditional Wolastoqey territory. The territories of the Wolastoqiyk people are recognized in the Peace and Friendship Treaties to establish an ongoing relationship of peace, friendship, and mutual respect between equal nations. The river that runs through our city is known as the Wolastoq, along which lived the Wolastoqiyk, “the people of the beautiful and bountiful river”.



Nkocicihtunen eli yut Kci-uten eliwihtasik Eqpahak otek eleyimok Wolastoqey ktahkomiq, 'kihtakomikumuwa Wolastoqewiyik, eli-wewinasik naka eluwikhasik nihtol sankewitahasuweyal naka witapeweyal lakutuwakonihkuk weci-lihtuhtit sasokiyak nisuluhkewakon 'ciw tetpi-elokimqok mawuhkacikil. Nit sip sapicuwok Kci-utenek li-nonasu tahalu Wolastoq, ewikulticik Wolastoqewiyik, “pomawsuwinuwok toleyak welinaqok naka milikok sipok.”



MESSAGE FROM CHIEF GARY FORWARD

FREDERICTON POLICE FORCE



On behalf of the Fredericton Police Force, we are proud to welcome you to the 30th anniversary of the Atlantic Women in Law Enforcement conference, themed “Breaking Ceilings, Building Bridges.” This milestone celebrates the tremendous contributions women make in law enforcement and their essential role in building trust within our communities. We are grateful for the invaluable partnerships we’ve formed with the New Brunswick Justice and Public Safety Department and the RCMP, which have helped shape this meaningful event.

This conference is a vital platform for women in public safety and law enforcement agencies to connect, share experiences, and strengthen relationships while learning from one another. This year’s conference is particularly focused on reconciliation with Indigenous communities, ensuring their voices are integral to associated discussions toward our collective future.

This year’s AWLE conference will also explore themes of intra-agency collaboration, leadership development, and the well-being of our personnel. Together, we can continue to break ceilings and build bridges, inspiring the next generation of female leaders in law enforcement. A warm welcome to you all with our deepest appreciation for being part of this important milestone and celebration.

Chief Gary Forward
Fredericton Police Force

MESSAGE FROM DEPUTY MINISTER MIKE COMEAU

NB JUSTICE AND PUBLIC SAFETY

The New Brunswick Department of Justice and Public Safety (JPS) is pleased to partner with the Fredericton Police Force and the RCMP J Division to host the 2024 Atlantic Women in Law Enforcement (AWLE) Conference.



The theme of this year's conference – “Building Bridges, Breaking Ceilings: Celebrating 30 Years” – highlights the importance of working together and building on the achievements of women in the diverse public safety field.

At JPS, women occupy leadership, front-line, and behind the scenes roles across the department, from Probation Services, Sheriff Services, and Corrections to Crime Prevention, Enforcement, and Community and Youth Justice. They work hard every day to ensure New Brunswickers are safe, help victims deal with tragedy, and aid those involved with the justice system.

The AWLE Conference provides an essential opportunity for women in public safety and law enforcement agencies to discuss shared experiences, build stronger bonds, and learn from each other. It is evident from the list of guest speakers at this year's conference that there are empowering stories from across many areas that can be used to inform your work in the future. These stories include those related to people-first organizations, Indigenous policing, and major crime investigations as well as women in leadership and workplace wellness.

Your own resiliency and commitment to helping others is also inspiring. We are honoured to welcome you to Fredericton and wish you an enjoyable and enlightening week at the AWLE Conference.

Michael J. Comeau, K.C.
Deputy Minister
Justice and Public Safety

MESSAGE FROM CHIEF SUPERINTENDENT CHARLENE O'NEILL

J DIVISION RCMP

I am pleased to welcome you all to the 30th anniversary of the Atlantic Women in Law Enforcement Conference. It is a true honor to be a part of this year's conference alongside so many inspiring and dedicated individuals who share a common goal: to advance and empower women in law enforcement.

This year, we celebrate not only three decades of this vital conference but also the incredible partnerships and collaborations that have made it possible. The strength of our community lies in our ability to work together—across different agencies, jurisdictions, and specialties. Today, we are proud to recognize the collaboration between the New Brunswick RCMP, the Fredericton Police Force, and the Department of Justice and Public Safety. Together, our commitment to this conference is a testament to the power of unity in our efforts to support and uplift women in our profession.

As we reflect on the progress made over the past 30 years, let us also look forward to the future. The challenges we face in law enforcement are complex, but together, we can find innovative solutions. Through the partnerships we've built, we can leverage our diverse experiences and perspectives to create a more inclusive and equitable environment for all.

This conference is not just a celebration of our achievements; it is also an opportunity to engage, learn, and inspire one another. I encourage each of you to connect, share your stories, and explore the resources available throughout your time together over the next few days.

Thank you for your dedication, your passion, and your commitment to making a difference in our communities. Here's to another 30 years of collaboration, empowerment, and success in advancing women in law enforcement.

I wish you all a fantastic time at the Conference!

Chief Superintendent Charlene O'Neill
Deputy Commander Federal Policing
Eastern Region, Atlantic



PROGRAM.

WEDNESDAY November 20

8:00 AM - 9:00 AM	Registration
9:00 AM - 9:30 AM	Opening Ceremonies
9:30 AM - 10:15 AM	Keynote Speaker NYPD Commissioner Keechant Sewell (ret)
10:15 AM - 10:45 AM	Networking Break
10:45 AM - 12:00 PM	Sgt. Peter Neily
12:00 PM - 1:00 PM	Lunch
1:00 PM - 2:15 PM	Superintendent Dustine Rodier, RCMP H Division
2:15 PM - 2:45 PM	Networking Break
2:45 PM - 4:00 PM	Jackie Edwards, President ABLE
7:00 PM	Fun Night - Back to the 90's

PROGRAM.

THURSDAY November 21

9:00 AM -
10:15 AM

Candace Stevens
Homicide Case Study -
Fredericton Police Force

10:15 AM -
10:45 AM

Networking
Break

10:45 AM -
12:00 PM

Case Study
Continues

12:00 PM -
1:00 PM

AWLE Annual
General Meeting

1:15 PM -
2:00 PM

Correctional Service NB -
Justice and Public Safety (JPS)

2:00 PM -
2:15 PM

Networking
Break

2:15 PM -
3:00 PM

Inspection and Enforcement
NB Conservation (JPS)

3:00 PM -
3:45 PM

Change into Uniform

3:45 PM -
4:30 PM

Assemble for Parade,
step off 4:20 PM

5:00 PM -
6:30 PM

Group Photo
and Reception

6:30 PM

AWLE Awards
Banquet

PROGRAM.

FRIDAY November 22

9:00 AM -
10:15 AM

Elaine Leclerc

10:15 AM -
10:45 AM

Networking
Break

10:45 AM -
12:00 PM

Dr. Robyne Hanly-Dafoe

12:00 PM

Conference Wrap-up

OUR PRESENTERS



NYPD Commissioner Keechant Sewell (Ret.)

Wednesday November 20 9:30 AM

Commissioner Sewell is the first female to lead the New York Police Department (NYPD), who oversaw a comprehensive strategy focused on the safety of New Yorkers and improving core features of the NYPD. Commissioner Sewell's innovative leadership has resulted in a more diverse workforce, measurable results, and community initiatives. Commissioner Sewell has forged meaningful and lasting relationships between the Department and communities, businesses, elected leaders, and government agencies.

Commissioner Sewell brings a unique perspective to topics including innovative leadership, manager effectiveness, teambuilding, and public safety. Commissioner Sewell is currently the Vice-President of Security and Customer Experience with the New York Mets Major League Baseball Club.



Sgt. Peter Neily

Wednesday November 20 10:45 AM

Peter Neily has been a member of the RCMP since 2004, having started his career in Surrey, BC. In 2011, while in Surrey, Peter experienced a critical incident that would forever change him as a person and a police officer. He has since gone on to serve in a variety of Contract and Federal Policing roles, most recently in "J" Division, where he is now posted.

Peter will speak about resiliency when recovering from critical incident stress, and the importance of leadership in the workplace in helping employees through adversity.

OUR PRESENTERS



Superintendent Dustine Rodier, RCMP H Division

Wednesday November 20 1:00 PM

Supt. Rodier began her career with the RCMP in 1994 as a dispatcher, becoming a regular member in 2000. Since that time she has had a diverse career from front line policing to Executive Officer to the Commanding Officer. She is the Administration and Personnel Officer for RCMP H Division.

Supt. Rodier will share the unforeseen impacts that the aftermath of the April 2020 mass casualty had on the health of H Division and, eventually, her own mental wellness. We all face the challenges of balancing family and supporting our teams. Sometimes, that pressure can be overwhelming. She will share how career demands and family life became intrinsically interwoven and explain how navigating leadership and balancing family challenges through sustained crisis became an opportunity to affect meaningful organizational change and fulfilling personal growth.



Jackie Edwards, President, Association of Black Law Enforcers (ABLE)

Wednesday November 20 2:45 PM

Jackie Edwards is the Manager of Assessment and Intervention for the Correctional Service of Canada. She is the first female president of ABLE, initiating important conversations and relationships to reform anti-Black racism in law enforcement.

Ms. Edwards was awarded the Queen Elizabeth II Golden Jubilee Medal in 2021, she received the Ontario Association of Chiefs of Police President's Award of Merit, the highest honour for Ontario police leaders. She leads by engaging diverse voices in building bridges between the sector and the community, and will share how this discourse is vital to all in law enforcement.

OUR PRESENTERS



Sgt. Chris Furlotte



Sgt. Tony Gilbert

CASE STUDY - CANDACE STEVENS HOMICIDE

Sgt. Chris Furlotte, Fredericton Police Force and Sgt. Tony Gilbert, Saint John Police Force

Thursday November 21 9:00 AM

In October 2018, a house fire in Fredericton led police to discover the remains of Candace Stevens, a 31-year-old single mother, found in a hockey bag in Upper Derby, New Brunswick. Stevens was heavily involved in the local drug scene, and her disappearance triggered a homicide investigation.

Key suspects, James Knight and Wendy Losier, were identified as residents of the house and fled shortly after Stevens' presumed death. Surveillance indicated they left the scene, and three days later, Knight was involved in a violent incident at a Walmart where he shot himself during a police confrontation.

Wendy Losier, taken into custody on firearm charges, became a focus for potential accessory charges. Investigators retrieved extensive data from Stevens' phone, including videos of a violent interaction involving Knight and Losier, providing crucial evidence of their presence during the murder.

Throughout the year-long investigation which involved three police agencies, authorities collected over 500 pieces of evidence and conducted numerous interviews, building a comprehensive case against Wendy Losier for her role in the murder.

This case presented a number of challenges as well as some unique advantages for investigators, which will be the focal point of the case study.

OUR PRESENTERS



Justice and Public Safety, Correctional Service NB

Thursday November 21 1:15 PM

Correctional Services New Brunswick (CSNB) consists of the Adult Custody Services, Community and Youth Justice Services, Sheriff Services, and Crime Prevention and Program Development branches. The division is committed to working collaboratively with justice-involved individuals to address and support criminogenic factors in an effort to directly impact recidivism. The combined work of the CSNB branches achieves better outcomes for staff and those who are justice-involved. Women leaders from CSNB will present on the division's collaborative efforts.



Justice and Public Safety, Inspection and Enforcement NB Conservation

Thursday November 21 2:15 PM



Elaine Leclerc, *HCS Training and Consulting*

Friday November 22 9:00 AM

Elaine Leclerc has been providing training and organizational consulting services to business, industry and governments since 1985. She is a former employee of the New Brunswick Provincial Government, during which she designed and delivered training programs for businesses and industry. She then launched her own consulting firm specializing in developing people, and supporting organizations in achieving success.

Ms. Leclerc will discuss the road ahead for women in leadership in law enforcement.

OUR PRESENTERS



Dr. Robyne Hanley-Dafoe

Friday November 22 10:45 AM

We will end the conference with one of the most sought-after, engaging, thought-provoking, and truly transformative speakers and scholars in her field, Dr. Robyne Hanley-Dafoe is a multi-award-winning education and psychology instructor. She specializes in resiliency, navigating stress and change, wellness in the workplace, and optimal performance both at home and work. Her keynotes, grounding in global research, share accessible and practical strategies that help foster resiliency and wellness within ourselves and others.

Dr. Hanley-Dafoe's work is inspired by personal experience. She learned resiliency from the ground up as someone who has experienced significant obstacles throughout her life. This, combined with more than 18 years of university teaching and research experience, makes Dr. Hanley-Dafoe's work both accessible and relatable while providing realistic and sustainable strategies for understanding and practicing everyday resiliency and wellness.

Dr. Hanley-Dafoe is the bestselling author of two books: *Calm Within the Storm*, which won a 2022 Silver Nautilus Award, and her most recent, *Stress Wisely: How to Be Well in an Unwell World*.

Make sure you stick around until the end!

Dr. Robyne Hanley-Dafoe is presented by:



CONFERENCE PARADE OF UNIFORMS



In recognition of the 50th Anniversary of women police officers in the RCMP, the 2024 AWLE Conference is proud to have Corps Sergeant Major Elaine Maisonneuve leading the ranks through Downtown Fredericton for our annual Parade of Uniforms.

Corps Sergeant Major Maisonneuve graduated from the RCMP Training Academy in 1998, serving in many capacities including northern contract policing. She has also served at a national level in high profile investigative capacities. She has also been part of the International Peace Operations Program at home and with the United Nations in Geneva Switzerland.

Corps Sergeant Major Maisonneuve has been part of the RCMP Warrant Officer Program since 2020 and upon her return from Switzerland, was appointed as the first female Corps Sergeant Major in the RCMP's 150-year history - 50 years from the time the first troop of women were trained as police officers at Depot.

THE PARADE WILL BE HELD
THURSDAY NOVEMBER 21,
WITH STEP OFF AT 4:20 PM

FROM OFFICER'S SQUARE ON QUEEN STREET.

WELLNESS

Our fitness activities will be held from 7:00-7:45 each morning.

Locations will be announced during the conference.

Wednesday	Thursday	Friday
Trauma-informed yoga	Circuit training inspired by the new RCMP Police Fitness Assessment	Downtown Fredericton walk (weather permitting, back up plan to be accounced)

Our Wellness Lounge will be in the Devon Room of the Fredericton Convention Centre. This a dedicated space to promote emotional well-being. An environment where conference attendees can relax, recharge, or engage in grounding techniques. Coloring, quiet corner, puzzles, sensory tools, or simply a room away from the main conference if you need a mindful moment.

Our Wellness Fair will take place on Friday November 22nd from 8:30 AM to 1:00 PM. The fair is designed to encourage law enforcement professionals to take the time to practice self-care in order to maintain balance through their career. Presenters at the Wellness Fair were chosen to represent one or more of the Pillars of Wellness: Physical, Mental & Emotional, Financial, Social, Environmental and Spiritual. We encourage AWLE Conference participants to come find activities that are tried and true or new services available to you to help support a balanced and thriving lifestyle. **The Wellness Fair will be set up in the Art Gallery at the Fredericton Convention Centre.**



THANK YOU TO OUR SPONSORS

Platinum Level



Justice and Public Safety
Women's Equality Branch



NATIONAL
POLICE
FEDERATION



FÉDÉRATION
DE LA POLICE
NATIONALE TM

Gold Level



THANK YOU TO OUR SPONSORS

Silver Level



Bronze Level



OPEN LEARNING & CAREER DEVELOPMENT



THANK YOU TO OUR CONFERENCE SUPPORTERS

911 Supply
Bear Island Kingdome
Mangata Mactaquac
Rampart
Toronto Sceptres
Urban Tactical

RCMP J Division
Executive
Officer's Mess

NB Conservation
Officer's
Association



CONFERENCE CHARITIES



New Brunswick Peace Officer's Memorial



Gignoo Transition House Inc. has been empowering and protecting Indigenous women and children in New Brunswick since 1993. Gignoo means “our home” in the Mi’kmaq and Wolastoqey languages. Gignoo Transition House Inc. is the sole, non-profit Indigenous women’s shelter in the province of New Brunswick serving Mi’kmaq, Wolastoqiyik, Passamaquoddy and other Indigenous women and children. At Gignoo, vulnerable and at-risk families are supported every day to help end the trauma in our communities. Guided by Indigenous knowledge, programs and services are offered 24 hours a day, 7 days a week.

THANK YOU TO THE CONFERENCE COMMITTEE

I would like to take this opportunity to thank those involved developing the 30th Annual Training Conference. This conference took a village and the level of collaboration amongst the Fredericton Police Force, Justice and Public Safety, and the RCMP is an amazing example of what law enforcement partners can achieve together. This conference would not have been possible without the hard work and dedication of this incredible group of people:

Planning Committee

Abby Scanlan, Justice and Public Safety
Alana Rickard, Justice and Public Safety
Kyra Allain, Justice and Public Safety
Natalie MacFarlane, Justice and Public Safety
Vanessa MacDonald, Justice and Public Safety
Destiny Davidson, J Division RCMP
Hannah Doherty, J Division RCMP
Holly Erb, J Division RCMP
Joanne Spacek, J Division RCMP
Tamara Patterson, J Division RCMP, Southeast District

Thank you for the guidance and support from:

Steering Committee

Clea Ward, Fredericton Police Force
Brenda Robillard, Justice and Public Safety
Stephanie Sanford, Justice and Public Safety
Charlene O'Neill, J Division RCMP

A special thank you to Cole Walsh (RCMP), Danielle Carmichael (Fredericton Police Force) and Kim Quartermain (Justice and Public Safety) for their early contributions to the conference planning, and to our conference volunteers for being there to support our efforts. **Also, to our MC, Rebekah Chassé, for keeping things running smoothly!**

We hope you enjoyed your time in Fredericton!

Bobbi Simmons-Beauchamp
Fredericton Police Force
2024 AWLE Conference Chair