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Welcome to the 2018 Spring/Summer edition of the AWLE Notebook.

I have been a member of the AWLE Executive Board since 2009 as the Notebook Editor. Although the gathering of submissions from the membership is probably the most difficult part of being the editor, I have enjoyed the challenge and look forward to developing the content for each Notebook that I publish.

I believe that the Notebook is important. It keeps the executive and membership of AWLE connected to the general law enforcement community. Circulating the physical copy of the booklet ensures that we remain visible to those who support us. For those who may not have known of our existence it gives an introduction to our organization and gives insight into some of the events that are happening in the region. The Notebook is one way of getting our stories out to the membership and it provides an opportunity to celebrate each other within the membership. When members share their copies with coworkers and friends it widens the circle of membership and encourages networking as well as opportunities to learn something new from one another. The Notebook connects all law enforcement members by outlining the accomplishments of the women who live and work in the Atlantic Provinces and gives us all an occasion to celebrate them. As Editor, while searching for content and reaching out to the membership I love having the opportunity to learn about the women who give themselves to the job every day. Although we may not always physically meet those who we highlight in the notebook we can revel in their accomplishments and celebrate their achievements by sharing their stories. Acknowledging the successes of these women, who are in various stages of their careers, brings hope to those who are still struggling with gender equity in their area of law enforcement. It allows them the belief that change is imminent and reminds them that they have a network of women who have probably been where they are.

I ask that, for all the reasons stated, that the membership claim the Notebook as their opportunity to spread good news, to provide articles that will bring new information or perspective to their area of law enforcement and that we seize every opportunity to make it a better reflection of the amazing work that is happening in our Provinces. We will highlight career as well as personal accomplishments, celebrate team work and include changes to the rules and regulations that guide our work or court decisions that impact the way we conduct our business. I ask that you take the time to forward your idea and/or articles to me for the Fall issue.

In this issue you will also find information regarding the AWLE Awards of Excellence and the nomination form. If you know of a deserving woman in your area of law enforcement, take the time to nominate her for the Awards. There are several categories and the criteria for each are outlined in the information. We will celebrate the achievement of one of our members at the 2018 International Women in Police (IAWP) Conference being held in Calgary in August as she proudly accepts the IAWP 2018 Officer of the year. Congratulations Kelley Ann McIntyre!!

Until next time, stay safe,
Sharon

Send your stories and articles to notebook-editor@awle.org
Welcome to a new year of Atlantic Women in Law Enforcement. Our Organization has just concluded our 25th Anniversary celebrations and what a great 25 years it has been. We have reached our goals of steadily increasing membership and increasing registration at our annual training conferences. We have formed an exciting partnership with AXON and the Ontario Women in Law Enforcement (OWLE) which has allowed both organizations to fund our Officer of the Year to attend the International Association of Women Police (IAWP) Conferences. We have raised our profile in the law enforcement community not only locally but internationally. I for one can't wait to start a new chapter for our Organization and to see what we can accomplish together moving forward.

I would like to thank the conference organizers and the Cape Breton Regional Police for hosting our Silver Anniversary conference at the Membertou Trade and Convention Centre located on beautiful Unama'ki (Cape Breton Island) in the Mi'kmaq community of Membertou.

Plans for our 26th Annual Training Conference are well under way and we are looking forward to traveling to Moncton, New Brunswick November 6-9, 2018. The Conference will be co-hosted by the J Division RCMP and the New Brunswick Chief's of Police Association. The Conference theme will be "Lead-Her-Ship From Within; Explore your Influence". A dynamic line up of speakers will include RCMP Commissioner Bev Busson (Ret.), Brigadier-General Jennie Carigan and Inspector Cathy Bawden of the Durham Regional Police Service. Please see our website for conference updates, agenda and speaker information. www.awle.org or follow us on Twitter @AWLE2018Moncton

We have sent out our annual award nomination packages and more forms are available on our web site. Please consider nominating a fellow officer for one of our award categories Officer of the Year, Leadership, Community service, Mentoring and Coaching, Excellence in Performance, Bravery and Team Endeavours. Nominations close September 21st and winners will be announced at our Annual Awards Banquet being held the evening of November 8th in Moncton, New Brunswick.

I am also excited to announce that our 2017 AWLE Officer of the Year Cst. Kelley McIntyre from Kennebecasis Regional Police will receive the IAWP Officer of the Year Award during their annual Conference being held Aug. 26-30, 2018 in Calgary, Alberta. Congratulations Kelley!

Thank you to everyone who support our Organization and see you in Moncton!

Carolyn Nichols
AWLE President
awle@bellaliant.net
Summer is almost upon us. As we sit and reflect on what current events have affected us professionally and personally, let us remember those who lost their lives. Most recently, we witnessed the shooting death of Soraya Belkacemi and Lucille Farcia of Liege Police in Belgium amongst other dead. This event is a harsh reality and reminds us that we must make every day count. As time moves on, so will I. I am not retiring yet although it has been 31 years ago where a young and naïve female from Quebec join Toronto Police Service, now serving with York Regional Police. The time has come to move on and focus my time on family and local community organizations. This will be my last article as a IAWP Region 11 Coordinator. I will remain a member and continue to promote this great organization as everyone should.

As police organizations across the North America seek to recruit and increase their complement of female police officers and visible minority to reflect their community, the number of police officers is decreasing. This decrease due by naturally occurring attrition caused in part by an aging police force population brings challenges to police services and organizations such as OWLE, IAWP and AWLE.

Faced with increased scrutiny from the media, increased safety concerns and a good economic, Gen Zers aka iGen have a lot more choices of careers, making it that much more challenging for organizations to recruit. We are all recruiters in our own right. It is our duty to change potential applicant's perception of what police is all about. Demystifying female police officers depiction in the media is important. We must do our part to change the culture of police organization toward one of harassment, stereotyping, and discrimination free by reporting such incidents and supporting those who are. These #metoo, #nomore campaign brought forward some of these cases. Look at being a change agent, one case at the time. Use the gift of communication to educate both current and potential members.

I would like to congratulate Superintended Cindy White of Niagara Regional Police Service for being named the 2018 IAWP Excellence in Performance Award recipient, Sandra Kurdziel of Hamilton Police Service for being name the 2018 IAWP Civilian of the year Award recipient and last Constable Kelley McIntyre of Kennebecasis Regional Police for being named the 2018 IAWP Officer of the Year Award recipient. These recipients will be publicly acknowledge at the IAWP 2018 Calgary Conference. The Conference is being held In Calgary, Alberta, Canada August 26-30, 2018. Visit the link for more information [http://iawp.cpsevents.ca](http://iawp.cpsevents.ca)

Don’t forget to register and attend the Atlantic Women in Law Enforcement Annual Conference being held November 6-9, 2018 at the Crown Plaza in downtown Moncton, New Brunswick. See their website at [www.awle.org](http://www.awle.org) for more details.
S/Sgt. Gail Courtney

Still Blazing Trails in Retirement

by Helen Cleary Escott

The women joining the Royal Canadian Mounted Police today can't even begin to imagine what the first women experienced: The fun, the camaraderie, adventure, and the thrill of breaking new ground! Could these first women ever imagine that a female would hold the rank of Commissioner one day?

Women have always made significant contributions to the Royal Canadian Mounted Police. Over the years they have served as officers’ wives (the second man), public servants, civilian members and regular members. As early as the 1890s, the force employed females as matrons and gaolers to deal with female offenders and to assist in escorting female prisoners from one place to another. Then on September 16, 1974, women made Canadian history when they were hired as the country’s first female Mounties.

Gail Courtney from Kilbride was among the first graduating class of women accepted into the national police force, and along with Cheryl LaFosse, and Rosemarie Coffey from North River. They became the first three female officers from Newfoundland and Labrador.

Now retired, Courtney recalls how after breaking new ground at the force’s training depot in Regina, Saskatchewan in 1974, she began her policing careers in high-heeled shoes, with her gun in her Force issued purse, and force-issued pantyhose worn under men’s cut trousers and shirts without pockets.

With no place to put their pen or notebook, she quickly learned to improvise.

"Everything went in our hat. We'd be carrying it around almost like a purse,” Courtney reflects with a laugh.

Courtney, who retired in January 2007 at the rank of staff-sergeant, has held numerous positions in the force including drug section duties and internal services.

During her early years Courtney paved the way for thousands of other women who would one day enjoy a career in policing. She admits, that coming into a male-dominated profession had its challenges - not only from serving members, but also from the public.

"I can remember going on complaints - break and enters and assaults. You'd get to the scene and you'd often have a male member with you. A lot of people thought we were married to that member,” Courtney recalls.

She says the RCMP has made great strides in welcoming women into the force and since 1975, and women have made considerable progress. On December 16, 2006, Bev Busson, who graduated with Courtney, Coffee and LaFosse, was appointed commissioner of the RCMP. This year, The RCMP welcomed its second female Commissioner, Brenda Lucki who was appointed as the 24th Commissioner of the Royal Canadian Mounted Police.

Looking back on her career, Courtney says it not only gave her an opportunity to serve her country, but also the chance to visit places she’d otherwise might never have seen. And wherever she travels in this country, she meets other...
members who have much in common. “My greatest experience was when Princess Diana came to Newfoundland and I was on her VIP detail. It was such an honour to meet her,” Courtney remembers with a smile.

“The RCMP is a close-knit organization. We’re like a family, really,” she says. Courtney insists a career as an RCMP officer is still a great choice for women today. “You should be prepared to work hard; don’t expect a free ride. We are all here to do the same job. Take on that job, enjoy it and hopefully you’ll make a difference. It’s a fabulous career,” Courtney says.

Not one to sit still, Gail continues to live an active life. Today she spends her time mentoring applicants in the RCMP and RNC, some of whom are now serving members. She assists MUN students with papers and courses by sharing personal thoughts and experiences of being one of first female members of the RCMP and is a guest speaker for several community group functions. Gail is an avid community volunteer and throughout her life she has donated her time to Ronald McDonald House, the SPCA shelter, Association New Canadians, and the SPCA Thrift Store. She assists family and friends with their volunteer duties and provides support to several persons with a variety of medical issues. Anyone who knows Gail Courtney knows she is a die-hard animal lover. She has two dogs and a parrot. (Can you imagine what words that parrot can say?) She keeps active and is an avid hiker and member New World Fitness, enjoys Snowshoeing, gardening, and is an all round handy- woman. She is also a property manager for vacationing world travellers!

S/Sgt. Gail Courtney (retired), looks back on her career and remembers nothing but good memories, great friends, exciting experiences and the trill of a lifetime.
Compassion Fatigue and Law Enforcement Officers

Compassion as defined in Webster’s dictionary is a “feeling of deep sympathy and sorrow for another who is stricken by suffering or misfortune, accompanied by a strong desire to alleviate the pain or remove its cause”. The capacity to feel compassion is a trait that leads many of us to pursue careers in the helping field, such as policing. However, with ever-increasing demands and stress placed on our helping professionals, can feeling too much compassion be a bad thing?

Since the early 1990’s, research in compassion has dramatically increased, with focus on the prevalence and prevention of compassion fatigue. But what is compassion fatigue and how does it develop? As summarized by one of the foremost researchers in this area, Charles R. Figley, compassion fatigue is defined as “the cost of caring for others in emotional pain”. Compassion fatigue is often called secondary traumatization and it may co-exist with symptoms such as burnout.

Compassion fatigue is a result of our exposure to working with those suffering, often from the consequences of traumatic experiences and can come from our cumulative exposure to trauma. Therefore, in occupations such as policing, compassion fatigue is thought to be even more prominent than the potential to develop burnout or even Post Traumatic Stress Disorder. While burnout can often be “cured” by changing your occupation, compassion fatigue is much more complex, as it speaks to the emotional content of the experiences we hear about and our reactions. Research has demonstrated just how pervasive compassion fatigue can be, having dramatic ill effects on our behavioral, cognitive, physical and psychological functioning.

Police officers are at an even higher risk of exposure to traumatic stress and may suffer more cumulative and unresolved stress. In one study, it is estimated that police officers could experience a range of anywhere from 10-900 events throughout their careers which would be considered as traumatic while caring for victims of crime. They must also carry the heavy demands of this job, while imparting empathy and support for victims of crime which can also lead to negative health outcomes for officers over time, such as heart disease and diabetes (Anderson, 2015.)

For those in the policing profession, the existence of compassion fatigue may further hinder officers from feeling satisfaction by simply helping others. This can lead to hostility and apathy, and potentially contribute to increased feelings of hopelessness. Another issue to keep in mind, since compassion fatigue is seen as the “cost of caring” is where we may also be fulfilling the role of caregiver outside of our “day” jobs, especially since the idea of normalizing multi-tasking dominates our culture. Therefore, our personal lives may lead to increased exposure to chronic stress instead of relief in those instances where we fulfill more than one caregiving and helping role.

How do we know if we are experiencing compassion fatigue? There is a wealth of information on this topic, but the first step can be checking out this website: www.compassionfatigue.ca. Here, you can find information about symptoms and remedies. You can complete a self-test, which can then help you to determine how to address or minimize your symptoms.

The important first step is to become aware of symptoms. Next, take action and make changes where needed. Even in an occupation where we feel we have limited ability to change systemic issues or gain funds for professional development, we do have personal power in taking control of how we react to stress.

What can be done for those suffering from compassion fatigue? The simple answer is self-care. But, when speaking about self-care, it’s important to recognize that while eating well, exercising and getting enough sleep are helpful, the radical self-care that is required to address compassion fatigue goes far beyond these techniques. We need to do more than just a daily walk in the park or eating a healthier lunch if we are committed to mitigating compassion fatigue. We need both long and short-term methods as part of a well-rounded self-care plan. Self-care is most effective when it includes not only external measures such as physical health, but also internal/personal aspects by working on our emotional, psychological and spiritual health as well.

Recent trends also look at resilience and the concept of...
Compassion satisfaction and how these can act to reduce compassion fatigue. Compassion satisfaction comes from feeling a sense of meaning and purpose in our work. As part of the helping profession, police and other frontline professionals implicitly carry these traits.

Think about aspects of your work that bring satisfaction. These may be interpersonal, workplace specific, or even based on the public profile of your career. Consider these questions about your workplace: Are you given the opportunity to feel a sense of belonging or contributing where you feel respected? Does your workplace carry a culture of comradery, resilience, open communication and good boundaries? Do you have peers with whom you regularly debrief or share humour and let off pressure socially? How do you deal with public criticism? Do you internalize the positive aspects of your work, or focus on the negative examples? These are examples of how you may begin to seek more compassion satisfaction with the work you do or where to begin to remedy feelings of compassion fatigue.

Keep in mind that increased personal satisfaction within organizations also helps us build a more resilient and healthy workforce. This in turn reduces stigma and claims for time off/sick leave which are often related to burnout, compassion fatigue and subsequent illness. As explained in an article by Francoise Matthieu “Beyond Kale and Pedicures” we need more awareness of the impacts within our organizations, combined with regular commitments to training and preventative policies or support for self-care.

While the province of Newfoundland and Labrador has made great strides in the field of policing, through expanded training curriculums, along with taking part in workshops such as Mental Health First Aid and The Working Mind, we still have a way to go. It’s important to remember that within an agency’s power lies the power of each of us as individuals. Learning and sharing knowledge about the effects of compassion fatigue and remedies such as increasing compassion satisfaction or self-care tips can make all the difference. As evident in my favorite quote from Margaret Mead “never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it’s the only thing that ever has.”

For more information or to explore workshop topics on compassion fatigue and other related topics, see our website at http://www.coastlineconsultants.ca/.

Tracy Duffy., M.Ed, CCC
(Canadian Certified counsellor)
Associate, Coastline Consultants

POLAR PLUNGE 2018

On February 27, 2018 the AWLE Winter Warriors were freezing for a reason to raise funds for Special Olympics and The Law Enforcement Torch Run. This year’s AWLE Winter Warrior team consisted of AWLE President Carolyn Nichols and her son Logan Nichols who bravely did the Polar Plunge Challenge on behalf of the membership.

Thank you to you both for your dedication and commitment to this event!
Reasonable Suspicion versus Reasonable Grounds to Believe

In *R. v. Molnar*, 2018 MBCA 61, May 22, 2018, the accused was convicted of the offence of possession of marihuana for the purposes of trafficking. Marihuana was found by the police in suitcase belonging to the accused onboard a train on which she was a passenger. The police opened the suitcase after a sniffer dog reacted to it and incidental to the arrest of the accused.

The circumstances of the arrest and search were described by the Manitoba Court of Appeal in the following manner:

Constable Kristalovich of the RCMP received a tip from a reliable confidential informant that a person named Andrea Molnar was travelling by train from Agassiz, British Columbia to Washago, Ontario (two known ports in the drug trade) on a one-way ticket, paid for by cash, with a locked grey suitcase smelling of marijuana. The RCMP did not have time to act on that tip.

A month later, Constable Kristalovich, through his usual checks with VIA Rail Canada (VIA Rail), learned that an Andrea Molnar had purchased, with cash, a one-way ticket for the same trip. When the train stopped in Winnipeg, the RCMP sought out the passenger named Andrea Molnar (the accused) and detained her for a drug investigation. She was appropriately cautioned by Constable McGill, who was partnered with Constable Kristalovich, and remained in a police vehicle while the investigation proceeded.

Based on his experience, Constable Kristalovich determined that he had a reasonable suspicion to have a reliable sniffer dog, Bernie, check out the baggage compartment of the train. Bernie arrived at the train station with his handler of six years, Constable Safniuk. Bernie is trained to identify six different types of scheduled drugs under the Controlled Drugs and Substances Act, SC 1996, c 19 and had never made a false indication of the presence of drugs during his training and deployment in police investigations.

Bernie smelled drugs in a grey suitcase. The only tag on it indicated the destination of Washago. The suitcase had no ownership information. Unlike airlines, VIA Rail does not link suitcases to their owners with easily traceable exterior labels.

Once Bernie indicated the presence of drugs in the grey suitcase, Constable Kristalovich, who was in the baggage car, advised Constable McGill to arrest the accused for possession of drugs for the purpose of trafficking. Constable McGill cautioned the accused again. After her arrest, the RCMP searched the accused, her purse and duffel bag. These searches provided the luggage ticket that matched the tag number on the grey suitcase and a key to the suitcase.

Shortly after the accused's arrest and before the key to the suitcase was found, the RCMP pried open the suitcase. As described by the trial judge, “the suitcase was opened by 'breaching' the zipper and was found to contain a large garbage bag and coffee grounds (a substance commonly used to mask the odour of marihuana) as well as 20 half-pound vacuumed packed bags of marihuana” (at para 20).

The accused appealed from conviction. She argued that the police did not have grounds to arrest her and that as a result the search of her suitcase incidental to that arrest constituted an unreasonable search, contrary to section 8 of the *Charter*. The accused also argued that the marihuana found in the suitcase should be excluded pursuant to section 24(2) of the *Charter*.

The appeal was dismissed. The Manitoba Court of Appeal held that the search of the suitcase was unreasonable and in violation of section 8 of the *Charter* because the police did not have reasonable grounds to believe the accused had committed an offence. However, the Court of Appeal concluded that the evidence should be admitted.

Reasonable Suspicion versus Reasonable Grounds to Believe:

The Court of Appeal described the difference between reasonable suspicion and reasonable grounds to believe in the following manner (at paragraphs 25 and 26):

The difference between reasonable suspicion and reasonable grounds to believe has been described
as the “degree of certainty” (Steve Coughlan & Glen Luther, Detention and Arrest, 2nd ed (Toronto: Irwin Law Inc.) at 89) that is required. They described reasonable grounds to believe as “more likely than not” and “probable” (at 91). In R v Debot, [1989] 2 SCR 1140, the Supreme Court of Canada described it as “reasonable probability” (at 1142, 1156). Reasonable grounds to believe is less than a prima facie case (see Debot; and R v Storrey, [1990] 1 SCR 241).

Reasonable suspicion is a lower standard. As explained by leMaistre JA in R v Seymour, 2016 MBCA 118, reasonable suspicion is a “low standard to meet and requires proof that the individual targeted is possibly engaged in criminal activity” (at para 18).

(Court of Appeal’s emphasis added).

In the circumstances of this case, the Court of Appeal held that the results of the sniffer dog test did not connect the suitcase to the accused (at paragraphs 31 and 32):

The hit on the grey suitcase by Bernie was compelling information that elevated Constable Kristalovich’s reasonable suspicion that the grey suitcase contained marijuana to reasonable grounds to believe (subjectively and objectively) that it did. However, Bernie’s hit did not provide any more information to connect the accused to the grey suitcase. While the objective facts were strong

(both subjectively and objectively) for the reasonable suspicion that the accused was travelling with the grey suitcase, it was not strong enough to meet the higher threshold of reasonable grounds to believe required to arrest the accused.

The grey suitcase was “sitting off by itself” (at para 16) in the baggage car. However, none of the witnesses testified that this was the only bag destined for Washago. In his direct examination, Constable Kristalovich recalled that there was a fair amount of baggage in the baggage car, but not enough to fill it. He agreed in cross-examination that there may have been other bags destined for Washago on the train. Both Constables Kristalovich and Safiniuk agreed that there was limited lighting in the baggage car, as the search took place in the middle of the night.

Section 24(2):

However, the Court of Appeal concluded that admission of the marihuana would not bring the administration of justice into disrepute (at paragraph 46):

To conclude, the breach was at the low end of the spectrum of seriousness with minimal impact on the privacy rights of the accused. The long-term repute of the administration of justice would be impacted negatively by excluding the evidence seized incidental to the arrest of the accused in these circumstances.

AWLE Fitness Award

Since its inception the AWLE President has had the privilege of attending the graduating class at the Atlantic Police Academy annually to bestow the AWLE Female Leadership in Fitness Award to a deserving female cadet. This year on September 1, 2018, AWLE President Carolyn Nichols travelled to The Atlantic Police Academy in Summerside, PEI and presented the award to Cadet Kali MacDonald. The membership of AWLE and its Executive Board would like to extend their sincere congratulations to Kali. Cst. Kali MacDonald is now a member of the Halifax Regional Police Service. Well done Kali!
The Atlantic Women in Law Enforcement, in partnership with J Division RCMP and the New Brunswick Association of Chiefs of Police are pleased to present:

The 26th Annual AWLE Training Conference

“We are a network of women in law enforcement committed to the facilitation of the development and growth of the membership in the Atlantic Region”

2018 Keynote Speakers:

Brigadier-General Jennie Carignan enrolled in the Canadian Armed Forces in 1986. Brigadier-General Carignan’s overseas assignments include deployments to Bosnia-Herzegovina, the Golan Heights, and Kandahar, Afghanistan. In 2016, she was promoted to her current rank and is the Chief of Staff of Army Operations at the Canadian Army Headquarters.

Beverley Ann Busson joined the RCMP in 1974, as a member of first female troop to attend Depot. She continued her distinguished career, becoming the first female member to be promoted to Inspector and later, the first female Commanding Officer in charge of Saskatchewan. She returned to BC and became the Commanding Officer of BC and the Yukon. In 2006, she became the first female RCMP Commissioner.

REGISTRATION IS NOW OPEN!
SAVE THE DATE – 2018 AWLE Conference

“Lead-Her-Ship from within; Explore your Influence”

Atlantic Women in Law Enforcement in Partnership with J Division RCMP employees are pleased to be hosting the 26th Annual Training Conference in Moncton, N.B. from November 6-9, 2018.

Organizers have put together a spectacular lineup of presenters for the conference. Many of them are women who have had very interesting careers and have rose through the ranks. They will be speaking on their personal journey, what inspired them to “explore their influence and lead-their-ship”. Conference attendees will also hear about very interesting experiences from speakers such as their role in Missions overseas, their work on interesting investigations and the challenges they faced and overcame.

We invite you to come explore and discover why you do what you do today. Do you have a vision, a goal, an inspiration? Come explore your influence and how you can “Lead –your- Ship from within”.

Registration is open: download your form @ www.awle.org.

Biography
Assistant Commissioner Jennifer Strachan

Assistant Commissioner Jennifer Strachan assumed the role of “O” Division (Ontario) Commanding Officer in February, 2016.

Assistant Commissioner Strachan joined the Royal Canadian Mounted Police in Vancouver B.C. on June 3rd, 1988. As a non-commissioned officer, she undertook ten years of operational postings in “E” Division, including general-duty policing and highway patrol. In 1996, A/Commr. Strachan completed a Peacekeeping Mission in Haiti. She also carried out administrative postings within “E” Division Human Resources, and as the Desk Officer responsible for Peacekeeping Deployment to the Former Yugoslavia while posted at International Peacekeeping Operations Branch in Ottawa.

She was Commissioned in 2002 to the role of Executive Officer to the Deputy Commissioner of Corporate Management & Comptrollership and since then her postings have included: Officer in Charge of the National Child Exploitation Coordination Centre; D/Insp in Charge of Montreal Drug Section; Officer in Charge of Operational Support Services in “C” Division; and as Officer in Charge of Operational Policy and Programs at National Headquarters.

In June of 2009, A/Commr. Strachan transferred to “O” Division and served as a District Commander, and the Division Criminal Operations Officer, prior to her appointment as the Commanding Officer.

Born and raised in the Okanagan Valley, British Columbia, A/Commr. Strachan has completed undergraduate and graduate studies in the field of Social Sciences at the University of Ottawa and at Royal Roads University in Victoria, B.C.
**Biography**

**Superintendent Janis Grey**

Superintendent Janis Gray is a serving police officer with the Royal Canadian Mounted Police and has 31 years of service. She currently holds the position of Director of the RCMP's Canadian Air Carrier Protective Program and is the Chair of the International In-Flight Security Officer Committee. Supt Gray has served in three Provinces and is an accomplished police leader. Most of her experiences as a police officer has been in operational roles, including undercover operations, investigating abuses at residential schools, child exploitation, major investigations and, general duty (patrol) in small and large communities in both Newfoundland and British Columbia. As a serving police officer, she has extensive experience in leadership. In 2003, she was selected to lead the first RCMP Internet Child Exploitation Team established in British Columbia. From 2009 until 2012, researched and established a business case to create a Child Protection Centre in the Lower Mainland of British Columbia and in 2011, her vision of a multi-agency Child Protection Centre became a reality with the opening of "Sophie's Place." She has been an Accredited Team Commander since 2009 and has extensive experience teaching nationally and internationally on investigative techniques and Major Case Management.

**Biography**

**Cathy Bawden**

Cathy is an accomplished police officer and leader. Now in her 27th year, Cathy has broad experience in uniform, investigative and administrative roles and is currently an Inspector for the Diversity, Equity and Inclusion Unit for the Durham Regional Police Service (DRPS) in Ontario, Canada. Cathy has faced many personal and professional obstacles, including cultural and gender barriers. Rather than allowing these challenges to thwart her ambitions, she has used each experience as a source of learning and inspiration and to champion diversity, inclusion and equity efforts in the workplace. Her willingness to share these experiences and her lessons learned with others has earned her national and international recognition as a leader. Cathy continues to actively mentor and coach dozens of women and men within the policing profession and maintains a strong professional network to support her both internal and external to the DRPS. In addition to her work with the DRPS, Cathy supports the development of police leaders internationally through a fellowship programs provincially and internationally.

**Biography**

**Cst. Chris Fader**

Cst Chris FADER has been a member at Codiac since graduating Depot in 2008. In 2012 Cst FADER began investigating graffiti offences. Cst FADER's first major success came while investigating the HCV Crew which was responsible for creating graffiti in all of the Atlantic Provinces. Cst FADER has written multiple graffiti search warrants and has successfully prosecuted several prolific graffiti writers resulting in multiple charges and having thousands of dollars in restitution recovered for the victims. Cst FADER has spoken at several national graffiti conferences and is one of the few Graffiti Subject Matter Experts in Canada.
ATLANTIC WOMEN IN LAW ENFORCEMENT (AWLE)  
2018 AWARD NOMINATION

Nominations must be received by September 21, 2018

Rules

1. Exceptional women in the law enforcement field may be nominated in no more than two (2) of the seven (7) nomination categories for the current year. However, to ensure adequate consideration of the skills and achievements specific to each category, a separate submission will be required for each category. Nominations are reviewed by an independent awards committee.

2. Describe the nominee’s observed behaviour against the criteria outlined in the nominated category selected. It is important to be detailed, clear and concise in addressing the criteria. The nomination must be submitted electronically in the following format:
   a) Introduce the nominee – include current position, length of time at this position/rank, main duties/tasks of this position in 200 words or one half page;
   b) Identify the position/job duties which are the subject of the nomination category (if different than current position). Explain how the nominee qualifies as performing the position/job duties in an exceptional manner as per the nomination category criteria. It is not sufficient to state that the nominee performs in an exceptional manner or that she exceeds job expectations. The demonstrated behaviours must be clearly described to the awards committee. This section has a maximum of 1400 words or three and a half pages. Please keep in mind that members of the awards committee may not be familiar with acronyms or specialized work or duties within your law enforcement agency. It is important that no assumptions be made and that clear articulation be provided.
   c) A brief biography of the nominee of 400 words or less is optional. The biography must stand alone and cannot be combined with the first two sections.

3. Do not provide supporting documentation such as letters of appreciation/commendation, performance appraisals, newspaper or media clippings or photos as these will not be considered by the awards committee.

4. Provide the contact names and phone numbers of two references to allow verification of accuracy of the nomination, in the event they are required by the awards committee.

5. The nomination must be completed electronically and forwarded in a word document or pdf format to: AWLE President, Carolyn Nichols at awle@bellaliant.net by September 21, 2018. Award nomination forms are located on the AWLE website at www.awle.org

6. Each award recipient will be notified via telephone by the AWLE President. Unsuccessful nominees and their nominators will be notified via letter by the AWLE President. If the nominations submitted do not meet the exceptional or distinguished rating criteria for the nominated category, an award will not be presented.

7. Award recipients will be nominated for the International Association of Women Police (IAWP) Awards Program for the following year.

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

1) Officer of the Year Award

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

2) Leadership Award

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

3) Community Service

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

4) Mentoring and Coaching

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

5) Excellence in Performance

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

6) Bravery

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

7) Team Endeavors

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

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

Thank you for your support and recognition of women in law enforcement!
The Honourable Judy May Foote, P.C., O.N.L

The members of the AWLE Executive Board and of the general membership extend congratulations to Her Honour on her appointment as Newfoundland and Labrador's 14th and first female Lieutenant Governor. We extend a warm welcome to Their Honours as they embark on their journey with the people of Newfoundland and Labrador. Her Honour is the Honorary Chief of Police for the Royal Newfoundland Constabulary.

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.
Helen C. Escott retired from the Royal Canadian Mounted Police in 2014 and decided it was time to do what she always wanted to do – write crime novels!

“Years ago, I had someone tell me that women didn't write crime novels, they wrote romance. I decided to prove them wrong,” she laughs. She just published her first crime thriller called, Operation Wormwood.

Escott is a retired Civilian Member of the world renowned Royal Canadian Mounted Police (RCMP). She served as the Senior Communications Strategist for Newfoundland and Labrador (NL) and was the communications lead on high-profile events including the RCMP’s response on September 11th after terrorist attacked the World Trade Centre in New York City.

During her service, Escott wrote and implemented the Atlantic Region Communication Strategies to combat organized crime and outlaw biker gangs, created the media relations course and guidebook used by the RCMP and taught the media relations course for senior management at the Canadian Police College, Ottawa.

Before joining the RCMP Helen C. Escott worked in the media for 13 years in various positions including reporter, on-air personality, marketing and promotions.

In Operation Wormwood, Escott takes you on a thrill ride through St. John’s, the oldest city in North America. Where historical landmarks become clues and every name has two meanings. It’s an interactive crime thriller that will have you researching what’s real and what’s not. Never take a chapter at face value. You’ll have to read Operation Wormwood twice - once to get the story, and again to uncover the hidden secrets in each chapter.

An elderly man is carried into the Emergency Department setting off a chain of events that leave you guessing until the end. He is the first of many victims suffering from severe nose bleeds and excruciating pain. Dr. Luke Gillespie and nurse, Agatha Catania investigate their symptoms but are unable to diagnose them.

The only thing they have in common is, Sergeant Nicholas Myra, an investigator with the Royal Newfoundland Constabulary. Gillespie and Myra join forces to solve this twisted mystery. The story takes a critical turn when Sister Pius, Nun from Mercy Convent, informs them about Wormwood: a disease she believes is created by God to kill pedophiles.

Wormwood becomes an international storm when parish priest, Father Peter Cooke, holds a news conference on the steps of the Basilica of St. John the Baptist announcing that “God has unleashed a plague upon the earth.”

Is God truly unleashing his wrath on child molesters or is a serial killer targeting them? Dr. Gillespie and Sgt. Myra race to find answers as the Catholic hierarchy cashes in on the miracle that is bringing people back to the church in droves. Just when you think you know who the killer is, this fast paced, intelligent thriller will shock you when you reach the unpredictable stunning conclusion.

RCMP S/Sgt. Boyd Merrill, (Rtd.) says, "Brilliant! Absolutely Brilliant!”. Merrill adds, “With skilled detective like precision Escott kept me at the edge of my seat throughout this well told story of hurt and faith. Filled with a literal ton of well researched facts and figures regarding NL's history, criminal investigative processes and relevant political complications this novel fills the readers need for action, suspense and emotion. Operation Wormwood is 'wicked...simply wicked' in every definition of the word."

Escott says, “This book gives vengeance to victims and creates paranoia among pedophiles. This concept has never been done before. This is not a crime novel with the usual suspects. There are a lot of twists and turns that you have never encountered before.”

Operation Wormwood is available at: Costco, The Downhomer, Chapters, and Coles Book stores. It's also available online at indigo.ca. USA orders can be placed by calling 1-866-739-4420 ext # 22 or you can send e-mail to eoldford@flankerpress.com

The book was reviewed by Rev. Robert Cooke, Rector of The Parish of St. Mark the Evangelist and Adjunct Professor Queen's College Faculty of Theology. Rev. Cooke adds, "At the heart of this gut wrenching, savagely real-life novel is a deep theological struggle: why does evil against the most vulnerable go unpunished by a loving, all powerful God? Escott combines first hand police experience, superb story-telling and deep faith in this Dan Brown style epic.”

Asked why she wrote this book, she confesses, “I simply got sick of watching abusers walk free and victims suffer. I hope this book gives victims of sexual abuse some type of closure and I hope it puts the fear of God in to abusers.”

Helen C. Escott is the author of the widely read humour blog-turned-book I am Funny Like That. In her first crime novel, Operation Wormwood, she taps into her darker side. Operation Wormwood is published by Flanker Press.
Last year our Police Department said good bye to Insp Julia Cecchetto, when she decided to retire and become the Police Chief for the town of Kentville, Nova Scotia.

On Friday, April 27, 2018, we said good bye to Insp Penny Hart, as she walked through the doors of the Halifax Regional Police Station, as a Police Officer, for the last time. Our mentors are leaving us, blazing a trail of paramount career paths!

Shocking us, Insp Hart casually said during a shift meeting on April 5th, that she had accepted a six-month contract as the chief investigator into sexual and gender-based crimes in Syria. It was going to be her job to sort through the horror of a war, in which thousands of women, men and children have been raped, according to a recent United Nations report. She would be done the next day, going on a 2 week cycling vacation in Spain with her husband and coming back long enough to pack her things.

With 30 years of service and at 50 years young, she had decided to retire. Only 2 days after her last official day here, she was on a plane, bound for the United Nations headquarters in Geneva, leaving behind the quaint and relatively quiet city of Halifax, on the east coast of Canada. A province so small that you are never more than 65 km's away from the ocean.

I think it's safe to say we were all in shock. It wasn't because we were not aware of all that she had done in her 30 years and how crazy qualified she is to take a position like this with the UN, it was because we just didn't think she would ever leave. I remember she kept saying that she felt “30 was a good number” and that there were other things that she still wants to do.

The courage to do this was astounding to all of us, but in no way does she think of this as courageous.

A 19 year old Penny Hart, student at St Mary's University and daughter of a DND welder and mechanic and a Sears employee, one day, 31 years ago, walked over to police headquarters on Gottingen Street to ask about signing up. She had decided that she wanted to “change the world, particularly for women.”

In November we walked the Spryfield Santa Claus Parade together, our little group of 9. She was talking about how her very first shift was walking in this parade. Back then she was 1 of only 4 female officers, and the women were still wearing the “British Metermaid” style of hats, while in uniform. She tells the story of how her first memo to management was a request that the female officers wear the same hats as their male counterparts. I don't know if she knew at the time that this would be her last parade with us, but we certainly did not.

Hart admits she has a driven personality, having completed several full iron man races and dozens of marathons.

In 1993 she worked in the Criminal Investigations Section, where she investigated sexual and gender-based crimes, and in 1997 she worked the assisted-death case involving Halifax physician Nancy Morrison.

Hart worked cold cases for two years, then was back on the streets as the force's first female patrol sergeant.

When she was 33 an opportunity arose with The United Nations in East Timor. The mission there was to investigate the country's mass graves, some of which held up to 600 bodies. She grabbed the opportunity, even though she had never been outside of North America before this.

She was then seconded to Ottawa by the RCMP, to manage a mission to train Iraqi police officers, and in 2005, she was asked to become an investigator attached to the United Nations special court for Sierra Leone. Her focus there would be war crimes, some of them involving the procurement of child soldiers, by Charles Taylor, ex-president of Liberia, who was then in political exile.

“There were times,” she says, “when I would think 'whose life is this? How does this happen?' At the same time I was very appreciative and taking it all in.”

When she made her way back to us in Halifax, she was chosen to lead the Sexual Assault Investigative Team and then transferred to Sergeant in the Homicide Unit, leading a series of high-profile murder investigations. From there she went on to the training section, and the department would say she took our rapid deployment training to the next level.

A year ago she became the fourth female inspector. That's when she came to us in west division, to replace our previous Insp, Julia Cecchetto.

Penny, we wish you to be safe and well in this new chapter of your life. Keep proving that us women can do anything, and keep setting exemplary sites for all of us.

Cst Stephanie Glendenning, Cst Alicia Joseph, Cst Janna McCullough, Cst Heather Moran and Cst Raylene Way
A LITTLE GOOD NEWS

Promotions to Inspector:

• Mary Henderson, Kennebecasis Police
• Anika Becker, Kennebecasis Police
• Stephanie Carlisle, Halifax Regional Police Service
  • Dustine Rodier, RCMP

Promotion to Captain:

• Mary Sisco-Sleigh, Dept. Of Corrections NS

Promotions to Staff Sergeant:

• Carolyn Nichols, Halifax Regional Police Service

Promotions to Sergeant:

• Jennifer McCarron, Charlottetown City Police
• Bridget Cross, Halifax Regional Police Service
• Winnell Jackson, Halifax Regional Police Service
• Kate McQuaid, RCMP Federal Operations, NS
• Lisa Harris, Royal Newfoundland Constabulary
• Marjorie Royal, Royal Newfoundland Constabulary
  • Wanda Anstey, Sherriff Services, NS
    • Shari Pictou, Truro Police
The Royal Newfoundland Constabulary (RNC) Police Services unit is bidding a special farewell to a four-legged member.

This week, after seven years with RNC's Police Dog Services, Police Service Dog (PSD) Dyson will retire. PSD Dyson was partnered with (then Constable) Russ Moores in 2013. PSD Dyson is Russ Moores second Police Service Dog, preceded by PSD Rocky (2006-2013) who is in fact Dyson's grandfather. PSD Dyson specialized in detecting explosives and has been a terrific resource for the organization aiding in police complaints involving potential threats to public safety.

PSD Dyson has assisted the RNC in many emergency calls for service including searches for missing and endangered people. Police Service Dogs and their handlers are invaluable to responding officers at calls of armed robberies, break and entries, thefts, assaults and many other criminal and public safety investigations.

Russ Moores was recently promoted to the rank of Sergeant and is assigned within the RNC's Operational Patrol Services Division on the Northeast Avalon. Dyson will remain with the Moores family and enjoy a leisurely (and well-deserved) life of a house pet.

Police dogs play a critical role in aiding our ability to ensure public safety. We will greatly miss having Dyson on Paw-trol and thank him for his service to the people of Newfoundland and Labrador.
The Executive Board and the general membership of the Atlantic Women in Law Enforcement would like to extend our deepest condolences to the families of fallen Police officers, 45-year-old Lawrence Robert Costello and 43-year-old Sara Mae Helen Burns of Fredericton Police Force and of victims, 42-year-old Donald Adam Robichaud and 32-year-old Bobbie Lee Wright in the shootings that occurred in Fredericton on August 10, 2018.

Cst Sara Burns had been with the Fredericton Police Force for two years and served as an auxiliary officer for two years prior to that. Cst. Burns is said to have reached her dream by attending and graduating from Atlantic Police Academy and being sworn as an officer with Fredericton. Cst. Burns leaves behind her husband and her three children and her police family.

Cst. Robb Costello had been with the Fredericton Police Force for twenty years. Cst. Costello was a tremendous personality who thoroughly loved policing. Cst. Costello leaves behind his partner and their four children and his police family.

Both officers are described as being devoted family members and dedicated police officers as well as being the most positive people one could meet. The families of both have asked that the public support each other, the Fredericton Police Service and take care of the community as that is what they ultimately both considered important and would have wanted.

The membership of AWLE sends their condolences to Fredericton Police Force. We wish to acknowledge the past and present contributions of a number of members of Fredericton Police Force for their service to the Executive Board and as members of the general membership. We want you to know that we stand with you as family in this time of sorrow, we feel your grief and you will always be in our hearts. #FREDERICTONSTRONG
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

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.

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

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