

18th Annual

Atlantic

Women

in Law

Enforcement

Conference



Hosted by:

Fredericton
Police Force

October 19-22, 2010

www.awle.org



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President's Report

Greetings, and welcome to the newest edition of the Notebook! Our Notebook has a new look and a new editor. Welcome to Cst. Sharon Warren of the Royal Newfoundland Constabulary, who volunteered during the most recent AWLE conference to take on the editor position. If you have articles for submission to The Notebook, contact Sharon at sharonw@rnc.gov.nl.ca .

Congratulations to Cst. Sherri Curley of the RCMP "H" Division Traffic Services for successfully hosting the most recent AWLE conference, in Stellarton, NS. At the 2008 conference in Sydney, NS, Sherri enthusiastically offered to host the conference and began the tasks of planning and organizing. Due to circumstances beyond her control, she became the sole conference committee member and was transferred to Halifax, where she planned the conference long distance. I was unable to attend the conference due to a scheduling conflict where I was required to be in British Columbia for a pre-Olympic training exercise, but from all accounts of people I've spoken to, the conference was an overwhelming success. Thanks to Sherri, the executive, and delegates for participating, and congratulations to award recipients! A report on the conference can be found in the coming pages.

The deadline for membership dues for 2010 passed on December 31. To receive the member rate at this year's conference in Fredericton, your membership must have been paid by the deadline. If you haven't renewed your membership, you can still take advantage of the early conference registration rate for non members.

At the recent AWLE conference it was decided by the membership that elections for executive positions be staggered to ensure continuity. At the upcoming Fredericton conference there will be an election for the three positions of Media Relations, Membership Coordinator, and Notebook Editor. More information regarding these positions is found in the magazine.

We're excited to announce that we have just printed new pamphlets and posters for AWLE. The pamphlets provide information on what the AWLE is about and have an enclosed membership form, while the poster advertises the upcoming conferences, and is depicted in this edition of The Notebook. We're in the process of distributing our new media so if you'd like copies, please advise Cst. Tammy MacDonald, Media Relations, at macdnt@halifax.ca

The 2012 IAWP conference will be held in St. John's, Newfoundland and Labrador. This will be the 50th anniversary of the IAWP training conference and the 20th annual AWLE training conference. If you can provide assistance or information on guest speakers or fundraising and sponsorship, please contact conference co-chairs Sgt. Suzanne Bill of the Royal Newfoundland Constabulary (sueb@rnc.gov.nl.ca) or Cpl. Colleen Fox of the AB@ Division RCMP (colleen.fox@rcmp-grc.gc.ca). There will not be an AWLE conference in 2012, but the IAWP conference will provide a unique and exciting opportunity for training and networking. I encourage you to get involved and plan to attend. At the recent IAWP conference in Seattle, Washington, the IAWP 2012 Committee hosted an information booth and promoted the conference and the AWLE. The AWLE was well represented in Seattle, with all but one executive member present. There were also several members of the Atlantic provinces in attendance.

I would like to congratulate AWLE Past President, Chris MacNaughton, on her recent commission to Inspector. Chris has been an advocate and supporter of the AWLE for several years and has served as an executive member in various capacities. When I took over from her as President in 2007 she facilitated a seamless transition and was always available for assistance and advice. She was instrumental in leading the team that secured the bid to bring the International Association of Women Police (IAWP) Training Conference to St. John's, Newfoundland and Labrador in 2012, and has most recently served as Conference Advisor. With her promotion and subsequent move to Ottawa, Chris leaves the AWLE with a promising future. Thanks Chris, for all you've done for the AWLE! I appreciate it and wish you all the best in your new venture. I'm sure we'll see you in St. John's in 2012. With Chris's departure, Region Eleven Coordinator, Deputy Chief Leanne Fitch, has agreed to become the new IAWP 2012 Conference Advisor. Leanne brings a wealth of experience to the position and will be a valuable asset leading up to and during the conference.

The AWLE executive is working hard to ensure the success of the organization. If you have any suggestions on how we can improve, or if you would like more information, please don't hesitate to contact any executive member.

Paula

Cst. Paula Raymond
AWLE President
paula.raymond@hotmail.com

International Association of Women Police Region 11 Coordinator's Report

(NS, NB, PE, NF, ON and PQ)

Deputy Chief Leanne Fitch

Since my last contribution to the Atlantic Women in Law Enforcement Notebook I have had the good fortune of attending the IAWP board meetings in Lexington Kentucky in the spring of 2009, the annual IAWP conference in Seattle, Washington USA in September and most recently the AWLE conference in Stellarton, Nova Scotia.

I have included a few photos from the IAWP parade day in Seattle in an effort to capture the beautiful diversity of more than 600 attendees gathered from around the world that were brought together through this international training venue. This year a special highlight was the large contingent of women representing the United Nations. Congratulations to conference Director Beth Lavin and her organizing committee for providing a wonderful training and networking opportunity.



In Seattle, the Executive and Board of Directors met for three days prior to the conference for board meetings where we discussed several issues and worked on planning for the organization as we move forward. The 2009 Annual General Meeting was very well attended and I am pleased to report that Ontario's Myra James was named IAWP second Vice President and Wendy Wilson will remain the IAWP business manager. Region 12, being western Canada and the Territories, will now be represented by Cst. Sandra Martin of the Winnipeg Police Service. Executive Director Deborah Friedl and President Jane Townsley have assumed their formal roles at the head of the organization. I have accepted another three year term as your Region 11 Coordinator

and vow to keep this post until the IAWP conference has been held in St. John's Newfoundland in 2012.

Sergeant Sue Bill, Cpl Colleen Fox, Cst. Bev Bryant, Cst. Corrine James worked very hard setting up and staffing the IAWP 2012 Conference booth advertising for attendance at the Newfoundland Conference. The booth was very well done and the ladies were wonderful ambassadors for the province, for AWLE and their respective agencies!



For each conference, the IAWP president appoints a former conference director to act as the IAWP Conference

Liaison between the IAWP and the upcoming conference directors. President Jane Townsley has recently

appointed Carolyn Williamson of the United Kingdom (from the Leed's Conference) to act in this capacity for 2012. Carolyn will be the liaison for Co-Directors Sgt. Bill and Cpl Fox. I have also accepted the appointment as Conference Advisor for 2012 and will serve as the regional contact and consultant of sorts for Sue and Colleen. I know that the 2012 conference is in very capable hands and look forward to seeing their plans develop. Special thanks to former Conference Advisor Inspector Christine MacNaughton who was recently promoted and transferred to RCMP Ottawa. Chris was a primary driver to get 2012 started and on the road to success, so thank-you Chris, for your contributions to AWLE and the IAWP 2012 conference planning committee.



The IAWP 2009 awards banquet was delightful and on behalf of Region eleven, I extend hearty congratulations to all award recipients, but especially to the Canadians who were recognized for their achievements. Judy Bloomfield of the Toronto Police Service received the Civilian Achievement award, and to Cst. Sue Storey of the Ontario Provincial Police who received a Medal of Valour award.

I was also pleased to attend and celebrate the success of the 2009 AWLE award winners in Stellarton, Nova Scotia in October. On behalf of the IAWP Region eleven, I extend congratulations to Officer of the Year Cst. Sharon Warren of the Royal Newfoundland Constabulary, Cpl. Kelly Moore-Reid of Truro Police Service for Mentoring, Sgt. Tammy Ward, RCMP J Division for Leadership, Cst. Andree-France Page, RCMP J Division for Excellence in Performance and Cst. Jeannie Rankin of the Halifax Regional Police for Community Service. These officers will be nominated for IAWP consideration in 2010 by the AWLE awards coordinator.

On a much sadder note, I extend condolences to family and friends of two officers from Region 11 who recently lost their lives.

On December 15, 2009 Constable Anthony (Tony) Carlisle was killed in an off-duty motor vehicle accident in Nova Scotia. Tony was 41. He was a member of the Halifax Regional Police and is survived by his wife, four children, his mother Gail Carlisle, his father Gordon (Mac) Carlisle the former Chief of Police for the Fredericton Police Force, and his only brother Jeffrey Carlisle and his sister-in-law Stephanie (Johnson) Carlisle. Both Jeff and Stephanie are members of the Halifax Regional Police. Condolences are extended to Chief Frank Beazley and the members of his Force and to the Carlisle family.

On December 29, 2009 Constable Ireneusz (Eric) Czapnik of the Ottawa Police Service was fatally stabbed while working on his notes in his police cruiser outside of the Civic Campus of the Ottawa Hospital in Ontario. Eric was 51 years old and survived by his wife and four children. Eric's father was a police officer in Poland for thirty years. One suspect has been arrested in what is considered an ambush style attack. The suspect was intercepted by four paramedics. Condolences are extended to Chief Vernon White and the members of his

Force and to the Czapnik family.

Please keep these officers and their families in your thoughts and prayers.

Sergeant Myra James of the Hamilton Police Service is currently on leave working at the Olympics in British Columbia. She is the "Assistant Venue Transportation Manager and operating out of the Marriott Hotel which will be occupied by IOC (International Olympic Committee) and NOC (National Olympic Committee) members as well as other dignitaries associated to the Olympics". Some of Myra's responsibilities will be to ensure the dignitaries' transportation needs are met which involves interacting with approximately 40 trained



volunteers who will provide transportation in the brand new 2010 GMC vehicles. 4,329 vehicles have been provided by GMC for the games. Each of the volunteers is required to commit 13 – 8 hour shifts to their Olympics' experience". Myra is responsible for establishing the volunteer schedule and confirming details to ensure the needs of the clients at the Marriott are met.

The IAWP 2010 Spring Board executive meeting dates and location have been finalized and scheduled for Paarl, South Africa in April. President Jane Townsley is encouraging as many of the board members to attend as possible. The next three IAWP annual conferences are being held on North American soil and she strongly advocates that the IAWP executive must be truly global in our activities, and as such we must reach out and meet with our colleagues around the world for our Spring Board meetings. Typically the Spring Board meetings have been in North America and it is difficult for our board members from other regions such as Asia, Africa, Caribbean, Australia and Europe to attend. The costs of travel and accommodation for board members

Pictured: Sgt. Myra James

is not covered by IAWP and many of these women have to cover some or all of their own costs to participate on the board as they are not supported by their agencies. As such, it is incumbent upon us to evenly distribute the cost of travel and time among the Board members, to promote IAWP more globally and to offer our presence in areas that will be most beneficial to IAWP as well as the host agency. I will be exploring options to attend as well, but this of course will depend on costs and financial support which is currently strained based on the global

economy and its impact on local government budgets. Please checkout www.iawp2010.org for



updates on the 2010 IAWP conference which will be held in Minneapolis, Minnesota, USA September 26-30. Start planning your business cases to: submit to your Police Management, your training sections, your unions or provincial and federal funding sources. Or, start your group or individual fundraising efforts ...however you reach your destination to Minneapolis... its not too early to start planning. So please, go online and register and I will see you there!

On the topic of membership engagement, I am pleased to see that we have over 100 people in our region with current IAWP memberships. Please keep your memberships up to date and encourage other women and men to join. This can be done easily by clicking on the membership button at www.iawp.org.

Hope to see you in Minneapolis,

Be well and stay safe!

Leanne Fitch

Atlantic Women in Law Enforcement 17th Annual Conference, Stellarton, NS, October 20-23, 2009.

Once again the AWLE had another successful training conference this year hosted by the Pictou county RCMP, New Glasgow Police Service, Trenton Police, Stellarton Police and Westville Police Department! There were 58 delegates at this years conference and a great line up of guest speakers presenting on some very interesting topics. Dr.Dorothy Shultz, Professor of Law, Police studies & Criminal Justice Administration at John Jay College of Criminal Justice in New York,USA was our key note speaker and is the author of "Breaking the Brass ceiling". The presentation was a reflection of our conference theme, "Breaking the Boundaries". Dr.Shultz discussed the emergence of women as more than token leaders of Law Enforcement as well as some obstacles women face being leaders in Policing. Subsequently, all delegates found this topic interesting and the presentation led the group to have a very interactive discussion after the presentation.

Sgt.Kevin Scott from the New Glasgow Police Service discussed Critical Incident Stress in relation to our occupations which all delegates could relate to from their own experiences. Always an integral part of our conferences and Sgt.Scott did an excellent job on presenting this difficult topic.

Sgt.Pamela Bryan-Lahaise from the International Peace Operations Branch spoke to the group about the importance of the contributions by women in international missions, how female Police officers provide a positive role model for women living in unstable countries and what serving on a mission means. There were a few officers in the conference who had been succeeded on Peace keeping missions and could offer some good experiences for delegate discussions during the presentation. Great topic!

Dr.Marnie Wood, Forensic Pathologist spoke about Excited delirium and the medical diagnosis behind this and how we as Police can recognize & treat these cases and how these incidents cross reference a medical call and a Police emergency call. Another good topic for the delegates. Dr.Ed Stok, PhD Psychology, Valley Regional Hospital spoke about Hypnosis as an investigative tool and how we can use it in our active investigations and noted the benefits of using Hypnosis

for Police. An interesting presentation to say the least.

Cpl.Annie Neilson, Sgt.Scott Sawyer and Cst.Yves Allain of Bathurst RCMP conducted a case study on the Bathurst High School Basketball Team Motor Vehicle Fatality. A heart felt presentation with many tears shed at the end of the day. However, a good learning tool for Police Investigators as well as noting post traumatic stress related issues developed by the officers following an investigation such as this. Cpl.Scott MacMillan from RCMP presented a case study on the Penny Boudreau murder investigation in Bridgewater,NS which captured the interest of most Media at the time of the investigation. A very captivated audience during his presentation!

Each year at the annual training conference we recognize the contributions of women through the presentation of awards for Officer of the Year, Community Service, Excellence in Performance, Mentoring and Leadership Award, which is an award given to a female officer who meet the criteria of each category. AWLE Vice President Sgt.Sue Bill and Chairperson for the AWLE Awards committee, Detective Cst. Carol Campbell-Waugh presented the following Awards to the winners:

Cst.Sharon Warren from the Royal Newfoundland Constabulary was named Officer of the Year. She has served diligently and conscientiously for 21 years. She is an excellent investigator and possesses knowledge of investigative procedures and law and demonstrates sound judgement and strong leadership qualities. Sharon is recognized for her dedication and professionalism and is known for her high degree of integrity and compassion. Cst.Warren's career has been an example in leadership, community service and excellence in performance!

The Community Service Award was awarded to Cst. Jeannie Rankin from Halifax Regional Police. Jeannie is involved in many programs but it is the organization and commitment with the "COPS N KIDS" that is note worthy. The time Jeannie puts in, far outweighs her job requirements. Her caring ensures that every child has the opportunity to spend time with Police and build a relationship. Cst.Rankin does her job with passion,empathy, respect and the utmost in professionalism!

Cst. Andree-France Page from RCMP J Division received the Excellence in Performance Award. A member for almost three years, Andree-France has demonstrated a particular interest in investigating complex and high profile matters where her level of her performance is impressive. She has distinguished herself among others by her professionalism and the success she achieves with her investigations. An example of her exceptional talents was observed when she initiated a sexual assault investigation that occurred four decades ago. Cst.Page's abilities to perform her duties are at a high level,despite her young age and years of service!

Cpl. Kelly Moore-Reid from Truro Police Service was awarded the Mentoring Award. Kelly has distinguished herself by breaking down many barriers, stereotypes and obstacles for women, as she was the first female to work in her community. Kelly consistently displays superior work ethic, strong organizational skills and a passion for helping others. Kelly sets very high standards and strives to always represent women in law enforcement in a professional way!

The Leadership Award went to Sgt. Tammy Ward RCMP J Division. Tammy's work with J-Division Traffic Services overseeing the establishment and expansion of the Provincial Teens Against Drinking and Driving Program (TADD) was very professional and worked diligently to improve the awareness about the dangers of impaired driving!



Cst. Kelly Moore-Reid Truro P.S, Sgt.Tammy Ward RCMP J Division, Hon. Ross Landry Attorney General and Minister of Justice N.S., Cst. Sharon Warren RNC, Cst. Andree-France Page RCMP J Division, Cst. Jeannie Rankin Halifax Regional P.S

The conference was an overwhelming success, with excellent training provided, a unique forum for networking which leaves an avenue each year for Women in Law enforcement to “Break the Boundaries” and become great leaders in their respective departments as well as bring back some great training to their co workers!

Next years Conference is in Fredericton ,NB, hosted by the Fredericton Police Force at the Crowne Plaza Hotel October 19-22,2010! Get your AWLE membership registration for Conference discounts and other benefits on line at www.awle.org!

Cst.Tammy Macdonald
Halifax Regional Police
AWLE Media Relations officer

AWLE Conference 2010

The Fredericton Police Force is pleased to be hosting the 18th Annual AWLE Training Conference October 19-22, 2010 in Fredericton, NB. Staff Sergeant Kim Quartermain and Corporal Bobbi Simmons-Beauchamp, conference co-chairs, having been working with their conference committee to develop a training itinerary that will focus on “Your Career-Your Way” as well as opportunities to network and celebrate our achievements as women in law enforcement. This year’s keynote speaker will be Dr. Kevin Gilmartin, a behavioural scientist who specializes in law enforcement issues, particularly assisting officers and their families in maintaining quality of life in both their professional and personal lives. In addition to giving the key note address, Dr. Gilmartin will be providing an afternoon seminar on “Emotional Survival for Law Enforcement”.

So start making your plans to attend this year’s conference in the beautiful Capital Region of New Brunswick and stay tuned for future updates. We look forward to hosting our partners in law enforcement and helping you develop “Your Career-Your Way”.

For more information, please contact:

Cpl. Bobbi Simmons-Beauchamp at
bobbi.simmons@fredericton.ca or
(506)460-2300.

Meet Your Executive

Constable Sarah McElman

Sara is the AWLE Treasurer and member of the Fredericton Police Force. She graduated from Saint Thomas University in 1988 with an Arts Degree, followed by graduation from the Atlantic Police Academy in November of 1989, where she received the CN Rail Scholarship Award for “Top Female Cadet”. Her career has covered service in the Patrol Response Division, Community Police Section, and Economic Technical Crime Unit of the Criminal Investigation Division, where she is currently serving.



Highlights of her career include training and performing the function of the Police Mounted Unit for 5 months in 2001 during the Fredericton Police Force’s 150th Commemorative Anniversary, co-chair for the 2002 AWLE 10th Annual Conference held in Fredericton, NB, participating in the NB Provincial Committee for the Development of a Performance Development Process (2001-2002), playing an active role in the Fredericton Police Association for several years and holding Executive Positions, and acting as the lead investigator of a Nigerian fraud file involving 3 members of a Nigerian fraud ring, which resulted in the first Organized Crime conviction in New Brunswick (2007).

Sara has been on the Canadian Paraplegic Association NB Board of Directors since 1994 and the Fredericton Police Force Performance Management Strategy Steering Committee and the 5 Year Change Committees.

She has been fortunate enough to be exposed to the AWLE since its inception at the first “Training Sessions” held at the RCMP “J “ Division in

1993. Since then she has attended 13 of 16 AWLE Conferences and continues to participate at the Executive level. Since 2000, Sara has served on the AWLE Executive, in the capacity of Membership Coordinator and since 2007 has been the Treasurer. She has been honored to received two AWLE Awards; for Leadership at the 2002 Conference held in Fredericton, NB and for Excellence in Performance at the 2007 Conference held in Charlottetown, PEI.

Detective Constable Carolyn Nichols

Carolyn is a member of the Halifax Regional Police and is the AWLE Secretary. She was born in Halifax, Nova Scotia and grew up in the eastern shore community of Porter’s Lake. She graduated from the Atlantic Police Academy in 1999 and began her service with the Halifax Regional Police that same year.



Carolyn is the third generation of police officers in her family as her grandfather was a Sergeant with the Dartmouth Police and her aunt, Judy McPhee was a Constable and long time member of the AWLE. Carolyn has worked in the Patrol Division including walking and bicycling the beat.

In 2004 Carolyn became the first female member of the Integrated RCMP/HRP Provincial Under Water Recovery Team. Carolyn received her Detective/ Constable rank in 2005 and was seconded to Criminal Intelligence Service Nova Scotia where she was trained as a Criminal Intelligence Analyst and is currently working in the Integrated Criminal Operations Division as an analyst.

At home Carolyn is kept busy, with the help of her husband RCMP Cst. Brent Nichols, raising 6 year old Logan and 4 year old Kaiya Ocean. Carolyn also sits on The Open View Pre School Executive Board as Secretary and the Halifax Regional Police Occupational

Health and Safety Committee. Outside activities include scuba diving, running and swimming.

Executive Position Notice:

It’s not too early to consider running for an executive position. Media Relations, Membership Coordinator, Notebook Editor, will be up for election next year at the conference in Fredericton. More information, including duties of members, will be forthcoming in a future edition of The Notebook. Executive positions are held for three years and to become an executive member, as well as to vote in the election, you must be a member in good standing.

Promotions

Former AWLE President Commissioned to Inspector

Past President of the AWLE, Cpl. Chris MacNaughton, has just been commissioned to the Inspector rank and has been transferred to Ottawa. Chris has been involved in the AWLE for several years as an executive member and was a driving force behind securing St. John’s, Newfoundland and Labrador, for the International Association of Women Police (IAWP) Conference in 2012. Congratulations Chris, and thank you for your dedication and commitment. We wish you all the best as you begin your new journey.

RCMP “H” Division CO’s Women’s Advisory Committee Hosts One Day Professional Development Workshop

With the support of Commanding Officer, Deputy Commissioner Steve Graham, the “H” Division CO’s Women’s Advisory Committee hosted the 10th Annual Women in Law Enforcement Professional Development One Day Workshop on Tuesday, May 19. This year’s workshop was held at the Military Family Resource Centre at Windsor Park in Halifax. Representatives from law enforcement agencies across Nova Scotia were in attendance. The morning began with opening remarks from Deputy Commissioner Graham.

Cpl. Angie Hawryluk of the RCMP “H” Division Federal Enforcement Section gave an informative and insightful presentation on counterfeit goods and how they affect everyone. She presented the National Geographic documentary “Illicit: The Dark Trade”, which looked at various aspects of counterfeits and how they are manufactured, distributed, and used throughout the world. Mary C. Pyche, Service Coordinator for the Mental Health Mobile Crisis Team, presented on the Mobile Crisis Intervention Team in a Co Response Model and how mental health staff and police work together to respond to mental health crisis in the community. In this model, dedicated law enforcement officers work together with mental health clinicians in a posting to a crisis team in the Halifax Regional Municipality.

After the lunch break, Cst. Paula Raymond showed a brief video on the International Association of Women Police (IAWP) Conference held in Darwin, Australia, in September of 2008, and announced that the 2012 IAWP conference will be held in St. John’s, Newfoundland and Labrador. Cst. Sherri Curley of RCMP “H” Division RCMP Traffic Services spoke about the Atlantic Women in Law Enforcement conference. Sherri is chair of the conference, which was held October 20-23, in Stellarton.

Dr. Wendy Bedingfield entertained us and presented an interesting and thought provoking session on “And in Last Place; An Active, Healthy Me”. Everyone knows the health benefits of being physically active. So why are so few girls and women active enough to reap those benefits? This interactive session explored this question and searched for inspiration, resources and

a way of thinking that will help all of us get moving. Retired RCMP Commissioner Bev Busson closed the workshop with her reflections on being a member from the original female RCMP troop. She talked about her early career, of the obstacles she faced, as well as the support she received and the accomplishments she has made throughout her career. This year celebrated the 35th year of female members in the RCMP, and we were very fortunate that she, and “H” Division serving member from the original troop, Cpl. Sharon Sisson, were able to join us.

The CO’s Women’s Advisory Committee was pleased to host this annual workshop and is encouraged by the participation of those in attendance. We look forward to next year’s event.

35th Anniversary of Female RCMP Members

2009 marked the 35th anniversary of women in the RCMP as regular members and to celebrate there were events planned throughout the Atlantic Region to recognize the accomplishments that women in the RCMP have made. The RCMP “H” Division (Nova Scotia) Commanding Officer’s Women’s Advisory Committee set up a display of female RCMP uniform and items at the RCMP HQ in Halifax, and hosted a 35th anniversary reception at the NCO’s Mess on September 30th. Former RCMP Commissioner Bev Busson and Cpl. Sharon Sisson of “H” Division, members of the first all female troop, attended and discussed their experiences and their careers. They spoke about how they decided to become members, their experiences at Depot during training, and related anecdotes from their varied careers. The reception was attended by members and staff of the Division.

Cst. Paula Raymond
RCMP “H” Division CO’s Women’s Advisory Committee

Halifax Regional Police are Proud to Announce our First Female Officer to be Promoted to the Commissioned Rank of Superintendent

Superintendent Colleen Kelly was promoted on April 9, 2009, and is the first female Halifax Regional Police officer to be promoted to the commissioned rank. She

joined Halifax Regional Police in 1989 and since 2007 she has been the Commander for Central Division, with the responsibility for the coordination of activity for all police response within the Halifax Peninsula.

Colleen was previously assigned to the Integrated Criminal Operations Section and was responsible for approving operations, human source handling, intelligence gathering and analytical service. Her past assignments have been Patrol, Vice and Drug Squad, an instructor at the Atlantic Police Academy, General Investigative Section, and Forensic Identification Section, including section NCO.

In 2001 Colleen served on a United Nations mission in East Timor, Indonesia, and received 3 commendations while with the United Nations from 2001 2002:

- for outstanding performance during elections in East Timor in 2001 in maintaining safety and security during potentially dangerous civil disobedience
- for comradery in assisting the only American officer on the East Timor Tour by assisting with emotional and physical support to survive the Tour
- for first aid assistance to an Australian peacekeeper injured in a serious accident

Colleen has her Forensic Identification Certification, is an Explosive Disposal Technician, and certified in Chemical, Nuclear, and Biological training at the advanced level from the Canadian Police College and was the Team Leader for the Explosive Disposal Unit, the first female officer to assume this position in Canada. Colleen has taken numerous leadership courses at Saint Mary’s University, Dalhousie University, and Henson College.

In 2004 Colleen received the Chief’s commendation for Dedication to Duty.

Congratulations Colleen! Well done!
Submitted by Cst. Tammy MacDonald
Halifax Regional Police

Halifax Regional Police Long Service Award

Halifax Regional Police would like to congratulate Detective Constable Patricia (Pat) Joudrie on receiving the Long Service Award presented to her for 34 years of dedicated police service with our force. Pat had been

trained at the Atlantic Police Academy in 1974 and was the first female hired in Bathurst, New Brunswick in 1975. In 1977 she was hired on with the Moncton Police Force, where she left after two and a half years to pursue another career. In 1981 Pat was hired by the Dartmouth Police Service, where she worked as a dispatcher until 1989 and continued from there with General Patrol duties. Since then Pat’s duties have been in Patrol and plain clothes as a detective in Fraud, and Major Crime’s Sexual Assault Section, where she has been assigned for the past four years.

Congratulations Pat!

Submitted by Cst. Tammy MacDonald
Halifax Regional Police

Training Opportunity

With the support of the “H” Division Commanding Officer, Deputy Commissioner, Steve Graham, the CO’s Women’s Advisory Committee is pleased to host the 11th Annual Women in Law Enforcement Professional Development One Day Workshop on Monday, May 17th, 2010. The workshop will be held from 0830-1630 at the Military Family Resource Centre, Multi Purpose Room, Windsor Park, Halifax.

The One Day Workshop is free to participants and includes a catered, on site lunch and nutrition breaks. Dress is business casual or uniform. Although presenters are still being finalized, we would like you to mark your calendar now so that this training opportunity will not be missed.

All Unit Commanders are encouraged to approve their employee’s participation in the workshop, within operational constraints. The use of police vehicles is authorized for travel where operationally feasible. No overtime or other expenses are to be incurred.

If you have any questions please feel free to contact Cst. Susan Camus at:

(902) 826-3101 - office
(902) 223-9296 - cell
(902) 826-3110 - fax
susan.camus@rcmp-grc.gc.ca

The Value of Excellence In Coach Officers and Workplace Mentors

The Fredericton Police Force hiring board recently completed another cycle of new recruit interviews in search of future officers for our organization. Every time we become engaged in the recruitment competition process I am reminded of the immense value of coach officers, workplace mentors and staff who are committed to the development of future police officers. I cannot express enough how important coach officers and mentors are in the growth and sustainment of Police Forces across the country. The Fredericton Police Force, like so many others, is grounded in ethics, and embodies the highest standards of performance and professionalism. During the interview process with our Atlantic Police Academy OJT cadets I am often bursting with pride when I hear them refer to the valuable lessons they learned during their OJT experience, and the admiration they have for their primary and secondary coach officers. And, it is not uncommon to hear accolades extended beyond their coaches to include officers throughout the organization, civilian staff and Communication Center operators who take the extra time and patience to mentor them along.

It is so important to reflect back to our own early days as new recruits and remember that we too were like “sponges” and so focused on learning the art and culture of policing. We can all remember how impressionable we were and the lessons we learned of things to do and not to do. These first valuable lessons have a life long, career long impact. The OJT experience is a bit of a deciphering process when new recruits sort through their “lessons learned” to become their own style of officer. It is up to all of us to make sure the messaging is clear on what we expect from our future colleagues. We need to reinforce to ourselves and our recruits that police officers must be ethical, compassionate, knowledgeable, skilled and hard working. We all signed up to this profession to be the “best we can be” in the service to our community and to each other. For this it is critical that we instil in our recruits the importance of ethical behaviour in their professional and personal lives, on and off duty, to uphold always the honesty and integrity of a police officer and to serve with the highest degree of skill and professionalism.

As a former front line Coach Officer myself, I know and appreciate the added level of responsibility of mentoring

and growing a new recruit. It is extra work, sometimes worry, and always commitment. But this is not a “burden” of responsibility, but rather an “honour and opportunity” to have a real impact on the development of the future officers who will work shoulder-to-shoulder with you on the street and take care of your city and your families long after you retire. As police officers and police leaders we are always in the process of preparing the “next generation” who is coming along behind us. This commitment to continued excellence must be the foundation of your work.

To those of you who are currently Coach Officers or workplace mentors, thank-you for stepping up to this rewarding challenge and sharing your knowledge. You can and should take pride in your contribution to growing the next generation of top notch police officers. For those of you considering the role of Coach Officer in the future – I can tell you this: the coach officer experience is a wonderful opportunity to stretch yourself, it is a way to keep fresh, current, and learn new things from your recruit as well. Being a Coach Officer will provide you with a level of supervisory experience that will serve you well as you continue through your career.

“Growing” new officers is a team effort. It involves good teachers and role models at all levels, from academies to agencies Coach Officers and Mentors, strict hiring boards and diligent selection processes, to solid NCOs, Senior Management and Police Executives who provide the ever important guidance to keep officers focussed on the organization’s mission, vision and values.

In the end; it is up to the new recruit to meet and exceed the high quality standards and expectations of your agency and its members. Yet, if it were not for dedicated Coach Officers, their goals would be much more difficult to reach.

Submitted by Leanne J. Fitch

**Deputy Chief of Police
Fredericton Police Force**

FYI

A review of some important decisions from The Supreme Court of Canada for 2009

R v. McNeil

Disclosure of police disciplinary records
The police must disclose to the Crown police disciplinary records relating to findings of misconduct by police officers where the police misconduct is either related to the investigation or the finding of misconduct could reasonably impact on the case against the accused.

R v. Patrick

Garbage placed at curb can be collected by the police
Police can seize without warrant garbage that has been placed for collection at or within reach of property line.

R v. Suberu

Investigative Detention and right to counsel. Suspects detained by the police during an investigative detention must be informed of their rights to counsel and the police must allow them a reasonable opportunity to reach a lawyer unless the suspect unequivocally waives his/her right to do so.

R v. Harrison

Exclusion of Evidence under Section 24(2) of the Charter. When considering whether evidence should be excluded following a breach of the Charter the Court will exclude evidence, even though it may be highly reliable real evidence tendered on a very serious charge, if the conduct of the police represents a blatant and willful disregard for the accused’s Charter rights.

R v. Grant

Psychological detentions. In cases where there is no clear physical restraint or legal obligation to comply, it is not always clear whether a person is being

psychologically detained by the police. This case considers the factors that a Court should consider when determining whether the line has been crossed between police conduct that respects the individual’s right to choose and conduct that does not. If the police are uncertain themselves as to whether they are entering into a psychological detention, the subject should be told that he/she is under no obligation to answer questions and is free to go.

R v. Burke

An accused’s claim of mistaken identity, if not investigated by the police, can result in a finding of an illegal arrest. In this case the accused was arrested without warrant following a search incidental to arrest which resulted in the police finding a bag of crack in the accused’s pocket. The investigating officer did not investigate the accused’s claims that he was in fact the brother of the person sought by the police under an arrest warrant. The arrest was deemed illegal and the evidence excluded.

Sounding Board

I would like to comment on a recent controversial statement made in the media here in New Brunswick concerning the idea of increasing the birth rate in our province to support our economy.

I believe it ties in with the feeling I have had at one time or another in my career: "I can't work and have another child too. I have to choose one." I may be wrong, but I think many families wrestle with this. I have heard many parents say they are not having more children because it is too difficult to juggle both home and work. The birth rate in New Brunswick is steadily declining.

I began working in this non-traditional female occupation at full-time in 1998. Since the births of my first two children in 2002 and 2005, I have found it difficult to transition back into the workforce at full-time after my parental leaves expired. I felt as though I was short changing both home and work. Do I dare have a third child? My husband and I decided we would and we have been blessed with our third little girl in 2009. I felt working reduced hours was the answer for our family.

I knew about the province's wage gap initiative and focused in on strategies found in Goal # 2 Family Responsibilities, "adopt policies to assist families with work-home balancing" and "expand flex-time/part-time work options and ensure they receive the same pay and benefits as full-time work".

I must say that the implementation of a voluntary reduction in work hours, such as job share, partial leave of absence, 100% leave of absence, and reduced work week, is extremely difficult for all involved (the employee, the union, and the employer). But it can be done. I am pleased to inform you my union and employer have allowed me to job share and to participate in 100% leave of absence in these past few years.

At this time I thank you, the reader, for allowing me to share my perspective on this matter. Also, I thank my union and my employer for accommodating me at my workplace. I encourage families, workers, and employers to implement and expand on family friendly

policies at your workplaces.

Andrea Joyce Sullivan
Fredericton Police Force

A Good Read

Globe and Mail Top 10 lists, January 13 2010:

The weekly fiction (hardcover and paper) and non-fiction (hardcover and paper) lists are compiled by the Globe and Mail using sales figures provided by BookNet Canada's national sales tracking service, BNC SalesData, and from bookstores across Canada.

The Canadian fiction and non-fiction lists, which change week to week, are compiled for the Globe and Mail by BookNet Canada's national tracking service, BNC SalesData.

See Globeandmail.com/books for more
Listed by : Title Author Publisher

Hardcover fiction:

The Lost Symbol Dan Brown Doubleday
The Bishop's Man Linden MacIntyre Random House Canada
Altar Of Eden James Rollins William Morrow
Under The Dome Stephen King Scribner
Wolf Hall Hilary Mantel HarperCollins Canada
Bed Of Roses Nora Roberts Berkley
The Shack William P. Young Windblown Media
Half Broke Horses Jeannette Walls Simon & Schuster
Her Fearful Symmetry Audrey Niffenegger Knopf
Pirate Latitudes Michael Crichton HarperCollins

Hardcover Non Fiction:

Title Author Publisher
What The Dog Saw Malcolm Gladwell Little, Brown
Have A Little Faith Mitch Albom Hyperion
Playing With Fire Theoren Fleury with Kirstie McLellan Day HarperCollins Canada
Open Andre Agassi Knopf
SuperFreakonomics Steven D. Levitt and Stephen J. Dubner HarperCollins
Stones Into Schools Greg Mortenson Viking
All Of Me Anne Murray and Michael Posner Knopf

Canada
Outliers Malcolm Gladwell Little, Brown
The Greatest Show On Earth Richard Dawkins Free Press
A Soldier First Rick Hillier HarperCollins

Paperback Fiction:

Title Author Publisher
The Devil's Punchbowl Greg Iles Pocket
The Lovely Bones Alice Sebold Little, Brown
The Book Of Negroes Lawrence Hill HarperCollins
The Road Cormac McCarthy Vintage
Push Sapphire Vintage Canada
Fire And Ice Julie Garwood Ballantine
Still Alice Lisa Genova Pocket
7th Heaven James Patterson and Maxine Paetro Grand Central
Say You're One Of Them Uwem Akpan Back Bay
The Associate John Grisham Dell
Paperback Non Fiction

Title Author Publisher

Three Cups Of Tea Greg Mortenson Penguin
Eat Pray Love Elizabeth Gilbert Penguin
The Glass Castle Jeannette Walls Scribner
Freakonomics Steven D. Levitt and Stephen J. Dubner HarperPerennial Canada
The Ascent Of Money Niall Ferguson Penguin
Blink Malcolm Gladwell Back Bay
The Tipping Point Malcolm Gladwell Back Bay
But I Trusted You Ann Rule Simon & Schuster
My Life In France Julia Child with Alex Prud'homme Anchor
The Blind Side Michael Lewis Norton

Self Care

We are not doctors and do not proclaim to be however Stress is common to everyone whether it is related to profession or personal life. Here are some samples of things you can try to relieve stress in your life.

Increased Energy Level in 48 Hours - No Caffeine After 2:00 p.m.

High energy requires deep sleep. Caffeine intake late in the day causes you to have rest less sleep. You are not

getting the deepzsleep necessary for you to wake up rested. Drink only decaffeinated coffee or caffeine free soft drinks or other liquids after 2:00 p.m. It will take you about 48 hours to withdraw from the afternoon fix, so be patient if you are dragging. The payoff is higher energy all day long from what is a much more revitalizing night's sleep.

Music Therapy

Listening to music does wonders to alleviate stress. Please note that everyone has different tastes in music. Listen to the music that you feel comfortable. Sitting down and forcing yourself to listen to relaxation music that you don't like may create stress, not alleviate it.

Music has always been a great healer. In the Bible, we learn about how David played the harp to help ease his severe depression of King Saul .

Music is a significant mood-changer and reliever of stress, working on many levels at once. Music/Singing Play a tune on the guitar and sing along. That works even in the worst of times. By the time I'm done with the song, I've breathed deep, I've controlled myself to some degree to be able to sing on key :-), and I've come back into myself, and more into the real time moment.

Many experts suggest that it is the rhythm of the music or the beat that has the calming effect on us although we may not be very conscious about it. They point out that when we were a baby in our mother's womb, we probably were influenced by the heart beat of our mother. We respond to the soothing music at later stages in life, perhaps associating it with the safe, relaxing, protective environment provided by our mother.

Music can be one of the most soothing or nerve wracking experiences available. Choosing what will work for any individual is difficult, most will choose something they 'like' instead of what might be beneficial. In doing extensive research on what any given piece of music produces in the physiological response system many unexpected things were found. Many of the so-called Meditation and Relaxation recordings actually produced adverse EEG patterns, just as bad as Hard Rock and Heavy Metal. The surprising thing was many selections of Celtic, Native American as well as various music containing loud drums or flute

were extremely soothing. The most profound finding was Any music Performed Live and even at moderately loud volumes even if it was somewhat discordant had very a beneficial response. Whenever the proper sounds were experienced an amazing right/left brain hemisphere synchronization occurred. The normal voltage spiking pattern changed to a smooth sinusoidal waveform and the usual voltage differential equalized.

The entire human energetic system is extremely influenced by sounds, the physical body and chakra centers respond specifically to certain tones and frequencies. Special consideration should be given to the positive effects of one actually playing or creating music themselves.

Among the first stress-fighting changes that take place when we hear a tune is an increase in deep breathing. The body's production of serotonin also accelerates. Music was found to reduce the pain during dental procedures.

Playing music in the background while we are working, seemingly unaware of the music itself, has been found to reduce the stress.

Music was found to reduce heart rates and to promote higher body temperature an indication of the onset of relaxation. Combining music with relaxation therapy was more effective than doing relaxation therapy alone.

Maximizing With Music Therapy

As we mentioned before, there is not a single music that is good for everyone. People have different tastes. It is important that you like the music being played.

The following are general guidelines to maximize the effectiveness of the music.

To wash away stress, try taking a 20-minute "sound bath." Put some relaxing music on your stereo, then lie in a comfortable position on a couch or on the floor near the speakers. For a deeper experience, you can wear headphones to focus your attention and to avoid distraction.

Choose music with a slow rhythm - slower than the natural heart beat which is about 72 beats per minute. Music that has repeating or cyclical pattern is found to be effective in most people.

As the music plays, allow it to wash over you, rinsing off the stress from the day. Focus on your breathing, letting it deepen, slow and become regular. Concentrate on the silence between the notes in the music; this keeps you from analyzing the music and makes relaxation more complete. If you need a stimulation after a day of work, go for a faster music rather than slow calming music.

When going gets tough, go for a music you are familiar with - such as a childhood favorite or favorite oldies. Familiarity often breeds calmness. Take walks with your favorite music playing on the walkman. Inhale and exhale in tune with the music. Let the music take you. This is a great stress reliever by combining exercise (brisk walk), imagery and music.

Listening to the sounds of nature, such as ocean waves or the calm of a deep forest, can reduce stress. Try taking a 15- to 20-minute walk if you're near the seashore or a quiet patch of woods. If not, you can buy tapes of these sounds in many music stores.

To make you smile

My dad was part of a barbershop quartet attending a convention in St. John's, Newfoundland. Browsing in a gift shop, he noticed a fellow who looked familiar. Assuming the man was another barbershop member from the convention, my dad approached him, shook hands and introduced himself: "Bruce Morton, Halifax, Nova Scotia." To which the fellow replied, "Brian Tobin, Premier of Newfoundland."

--David B. Morton (from Life's Like That, 2002)

My son insists on listening to heavy-metal music when he's chauffeuring me around. Knowing he has diverse tastes in music, I asked him one day why he always chooses this type while driving. "Well, Mom," he reluctantly replied, "it's mainly so you can't sing along."

--Beverly Ford (from Life's Like That, 2002)

My daughter's frisky five-month-old kittens often got into trouble. They had been jumping up on the table and the kitchen counters. One day they opened a package of meat; on another day, muffins. I talked to my daughter sometime after the latest incident and asked if the kittens were still getting onto the counter. "Oh, no," she said. "Not anymore." Wondering what discipline had worked, I asked how she had solved the problem. "We moved the chair," she replied.

--Nell Kramer (from Life's Like That, 2002)

I had taken my country upbringing for granted until I realized how differently my children, with their town perspectives, saw things. On a rural car trip last spring, the familiar fragrance of horse manure from the surrounding fields was especially noticeable. Our three-year-old paused as she climbed out of the van, then remarked, "It smells like... like a parade."

--Dawn Fenske (from As Kids See It, 2003)

My grandson's day care decided the children would do a gift exchange. They drew names, and each child was given a note to bring home. Mitchell was anxious to know what the note said, and his mother explained, "It says that you got Christopher's name for Christmas." Mitchell looked uneasy. "Will everyone call me Christopher from now on?"

--Hazel Huszar (from As Kids See It, 2003)

Hi Everyone,

Hopefully you all took advantage of renewing your membership for 2010. The deadline for being a member in good standing was December 31, 2009.

I am including in this publication the definitions and rights of membership as published in our constitution. This is for clarification on the type of membership you are entitled to hold. I am always asked, "Why should I become a member of AWLE?" This is a good question. Let me review what AWLE membership can mean for you. We are always open to new suggestions on how we can improve membership. We operate completely on your membership! What this means is that you, the membership, help us to provide annual training conferences and be a support network to females working in Law Enforcement within Atlantic Canada and beyond through our affiliation with like minded organizations. Without your support, we cannot exist!

Our membership fees have not increased and remain at:
- \$25.00 for Active membership (Peace officer status or retired peace officer status as noted above)
- \$20.00 for associate membership (non-peace officer status)
- \$125.00 for SEVEN year membership (two years FREE)

In addition to the rights of membership, the board at times has included other benefits which this year includes:

- Registration for the next annual training conference at the lowest rate (\$100 discount), with no late fees or increases in the published price!
- A thank-you gift - Always something different and new.
- Your name will be entered in a draw for a prize to be awarded at the conference. You will qualify even if you are unable to attend the conference. This year we gave three people a one year membership.

AND ALWAYS....

- An opportunity to network and build relationships with other members from all over the Atlantic Region.

Don't forget, if you are unable to attend the Annual General Meeting at the conference, you may vote

via "proxy" by providing a notice in writing to the President (or in her absence Vice President), prior to the AGM, stating your voting intentions or by naming, in writing, an alternative AWLE active member in good standing to vote on your behalf.

Qualification for Membership:

- (1) Active Members - To be eligible to become an Active Member, a Female must be either:
(i) a currently employed law enforcement officer having peace officer status; or,
(ii) a retired law enforcement officer who had peace officer status while employed.
- (2) Associate Members - To be eligible to become an Associate Member, a person must have such training, experience or other professional attainments in the law enforcement or related fields as may be determined by the Board from time to time.

Rights of Active Members

Each Active Member shall, provided the member is a Member in Good Standing, be entitled to:

- (a) receive notice of and to attend meetings of Members;
- (b) (i) vote at meetings of Members (every Active Member in Good Standing having one vote except for the purpose of electing directors which shall be governed by the provisions of section 4.03 hereof);

(ii) an Active Member in Good Standing who is unable to attend the Annual General Meeting, held during the Annual Conference, may vote on motions by a signed proxy, by either

- (a). assigning another AWLE Member the right to vote

or

- (b). by indicating 3 weeks in advance to the AWLE President their voting intentions.
- (c) receive a copy of the official publication of the Corporation; and, (AWLE Newsletter, "The Notebook")
- (d) hold office.

Rights of Associate Members

Each Associate Member shall, provided the person is a Member in Good Standing, be entitled to:

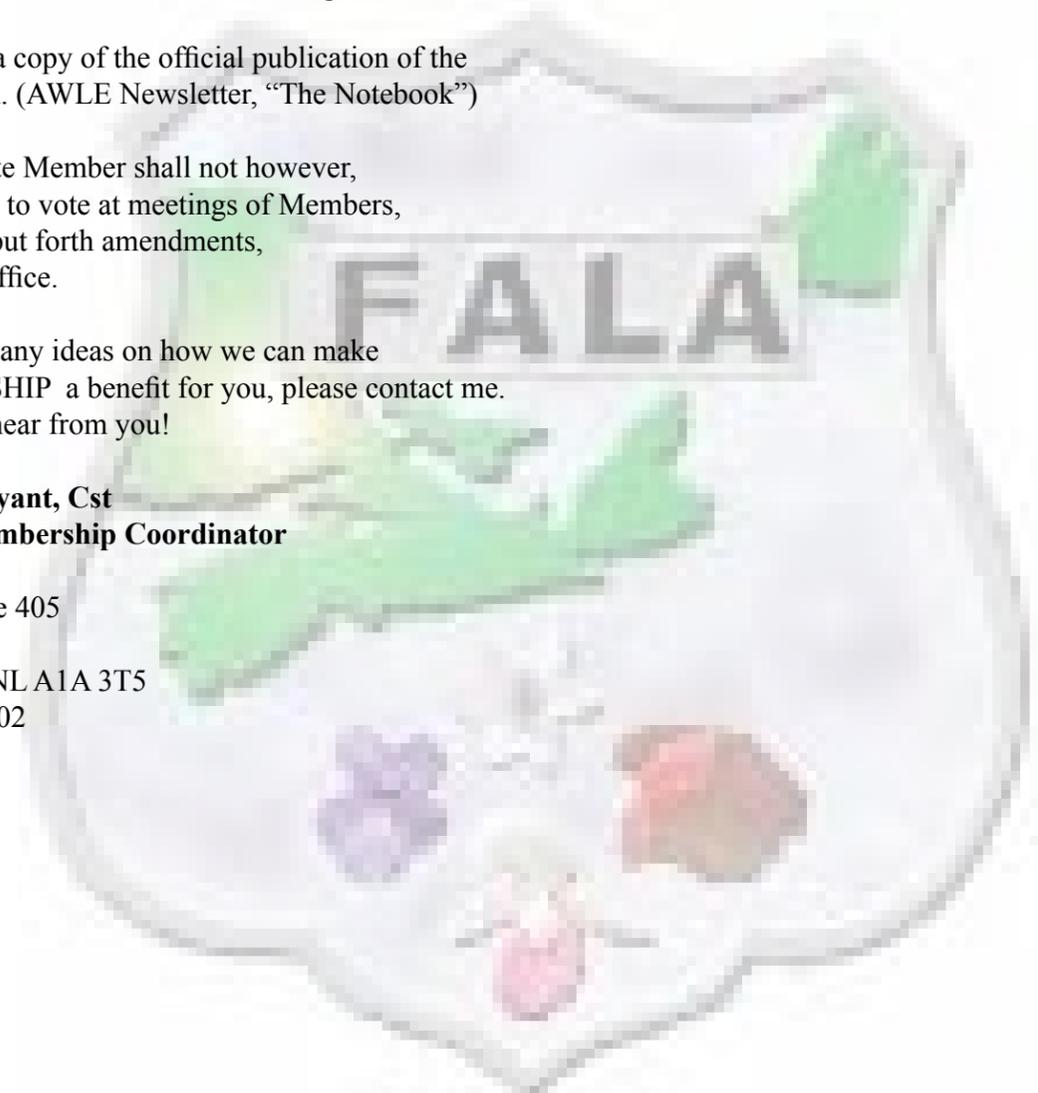
- (a) receive notice of and attend meetings of Members; and,
- (b) receive a copy of the official publication of the Corporation. (AWLE Newsletter, "The Notebook")

An Associate Member shall not however,
- be entitled to vote at meetings of Members,
- Shall not put forth amendments,
- nor hold office.

If you have any ideas on how we can make MEMBERSHIP a benefit for you, please contact me. I'd love to hear from you!

Beverly Bryant, Cst AWLE Membership Coordinator

RCMP Suite 405
Box 9700
St. John's, NL A1A 3T5
709-772-8002





A. W. L. E.
ATLANTIC WOMEN in LAW ENFORCEMENT
Association Membership Form
(Please Print)

Name: _____

(Please print)

Home Address: _____

(Mailing) # _____ Street _____

City / Township _____ Province _____ Postal Code _____

Home Phone: (____) _____

Area Code

Home E-Mail: _____

Agency: _____

Business Address: _____

_____ Street _____

City / Township _____ Province _____ Postal Code _____

Business Phone: (____) _____

Area Code

Business E-Mail: _____

Title / Rank: _____ Job Function/Posting: _____

(Feel free to attach your 'Business Card')

Active Membership (peace officer status) _____ Associate (Non- Voting) Member _____

\$25.00 Member fee enclosed:

\$20.00 Assoc Member fee:

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

Cash _____

Payment Date _____

Co-ordinator Use only: GIFT _____ RECEIPT _____

Return form and Payment to Membership Co-ordinator:

Cst. Beverly Bryant
RCMP - Suite 405
Box 9700, 100 East White Hills Rd
St. John's, NL A1A 3T5
709-772-8002

