



The Notebook

Spring/Summer 2021

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

www.awle.org



First Anniversary

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The Notebook



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From the Desk of

The Editor



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

I want to start off saying how honored I am to be a part of this amazing team of women. When I first joined Atlantic Women in Law Enforcement, I was so impressed with how welcome they made me feel. I felt like I was apart of something incredible, something bigger than myself. When I looked around and saw such a diverse group of amazing women, with different and important roles but all with the same goals.

I felt like a belonged. I was accepted and did not feel judged as so often law enforcement officers are. Getting to share in your stories, hearing your successes made me want to better myself and do more for others in our organizations.

That is why I volunteered for the notebook. I want to share your success stories. I want to get to know you. I know being a woman in this line of work we must work twice as hard. Let us know your obstacles because it might encourage those who are fighting the same fight. And be a great support by letting them know they are not alone.

We have had to adapt to a lot of changes in our lives this past year because of the pandemic and suffered great losses. I

know we all have had organizational challenges trying to keep everyone safe. Let us know how you are doing. What are you doing to cope, and what are you doing to stay healthy?

We did not get the notebook out last year; we were all very busy adjusting to our protocols. I also had a big learning curve in this being my first time in this role as notebook editor. With the help of these amazing women, I have not been doing this alone. Our team wants to say thank you to everyone who have been sharing their stories whether it be on Facebook, Twitter, and the notebook. We look forward to hearing from you.

Stay Safe
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Gina White Treasurer Coordinator, April Janes-Gavel Vice President, Mary Sisco-Sleigh Notebook Editor, Sharon Warren President, Louanne McQuaid Liaison Coordinator, Chantal Ouellette Membership Coordinator, Jennifer Clarke Secretary.



Report from

The President



Welcome to another year of AWLE. It has been an incredible year with many changes and certainly many challenges. Due to the global impact of COVID-19, AWLE has had to change its business practice. The need to hold Board meetings and conduct business meant engaging various digital mediums in an effort to stay connected. The opening of the Atlantic bubble allowed the AWLE Board to host an in person meeting in September. We extend a heartfelt thank you to RCMP B Division for providing the space and to Asst. Commissioner Parsons for his hospitality. An in person meeting was exceptionally important this year, as it was the first opportunity to introduce the newest Board members to AWLE matters that required extensive discussion, evaluation, input and decision-making. Virtual meetings are great, however, an opportunity to set aside a full day to deal with AWLE business was certainly warranted. One of the most disheartening and difficult decisions we had to make in 2020 was the decision to postpone the annual conference that was scheduled to take place in Charlottetown, PEI in November 2020. Charlottetown will now host the conference in October 2021 and planning has resumed with hopes that we can proceed with the conference. The speakers that we secured for Conference 2020 were very understanding and most have graciously committed to remain on our speaker list for the 2021 dates. As more planning details become available, we will post them on the AWLE website and share via Twitter.

Another impact of COVID was our inability to bring you the Notebook in 2020. In the early months of the pandemic response, with industry and business closures we were unable to access a printing company. In an effort to keep the membership informed we shared AWLE news via Facebook and via Twitter during the year. We are now very pleased to be in a position to make the Notebook available to our membership and readership.

One of the most rewarding accomplishments in 2020 was the ability to open nominations and offer the annual AWLE Awards albeit in a much different format. Constable Sarah Bass, RCMP B Division was named AWLE Officer of the Year 2020. Congratulations to all of our Award winners!! As you peruse the Notebook please read the article detailing the reasons why these amazing officers won the award in their respective category. As the uncertainty and devastation of COVID 19 created unsettlement throughout the Atlantic Region, it was definitely a pleasure to recognize the 2020 award winners. There were other positive initiatives resulting from the pandemic and the need to be resourceful in upholding the AWLE Mission and Vision for the benefit of the membership. In an effort to offer professional development despite having to cancel the conference, we engaged in discussions with OWLE, BCWLE,

AXON and most recently AWIPS to plan training. Those collaborations resulted in the first ever, cross Canada virtual seminar which took place on January 28, 2021 and featured a keynote from Chief Carmen Best, Retired. Our second cross Canada virtual seminar took place on April 8, 2021 and featured a keynote from Jason Schechterle, former Phoenix Police, and subject of Burning Shield. The sisters across Canada partnership with support from AXON Canada has been tremendously successful with several hundred of our members tuning in to our broadcasts. Our partnership with AWIPS, BCWLE and OWLE resulted in the creation of a mentor-ship program called Wisdom Web. The program, offers our members an opportunity to connect with a mentor who has expertise in a declared field. The mentor list is available and accessible on the member's only side of our new website. Wisdom Web is initially being offered as an informal program with the hope it will become a more formal program in future. I encourage you to review the list and connect with a mentor or consider offering yourself as a mentor. This program can be a great networking opportunity for the members who are seeking promotional or professional development opportunities. For program details or questions, connect with Vice President April Gavel or the Chair of Wisdom Web, Carolyn Nichols.

The AWLE Board recognized the need to update its current website and after much discussion, we engaged Janet Murphy to collaborate with us and bring to life our vision of a modern, interactive website. The website launched on March 19, 2021 and offers improved features such as online membership, a member's only portal and much more. If you haven't done so yet, check us out at www.awle.org

We are seeking a host for AWLE 2022; please consider hosting our annual conference. If you would like some information regarding the expectations of taking on a conference, please reach out to our Media Relations/Conference Coordinator, Constable Louanne McQuaid at media-relations@awle.org

On behalf of AWLE, we hope that 2020, although difficult, has given our members more positives than negatives. We appreciate your support throughout this past year and look forward to a better 2021.

Sharon B. Warren

AWLE President

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Follow me on Twitter @AWLEPresident



The AWLE executive and the 2020 Conference Planning Committee made the difficult decision to postpone the Prince Edward Island (PEI) Conference this year. It would have marked the 28th Annual AWLE Conference. With the impact of Covid-19 and the uncertainty of these challenging times, the decision to postpone the Conference until 2021 was in the best interest of the organization and its members. Every year at our annual Conference we host an Awards Banquet to honour the great work our members do in their communities. This year even with the unprecedented times we felt it was important to honour the great work that is taking place. Each organization found a different way to honour their employees.

AWLE Award Winners 2020

Officer of the Year

Constable Sarah Bass has six years of service with RCMP and is currently assigned as a general duty officer at the Whitbourne Detachment, Newfoundland and Labrador.

Cst. Bass is an exemplary officer who strives for excellence in everything she does. She has been the lead impaired driver investigator at the detachment for the last number of years. She has been asked on numerous occasions to assist the RCMP General Investigative Section with complicated interviews and is the district's go-to child interviewer, a particularly challenging task that she handles professionally and compassionately. She has investigated complex fraud, importing prohibited weapons and historical sexual assault files. Perhaps her most difficult and emotional investigation involved a four-person fatal collision where a mother, husband and child were killed in one vehicle and another police officer's daughter was killed in the other vehicle. Sarah was working alone and coordinated a multifaceted response to this tragic incident.

Sarah is always ready to step up and take a leadership role. This year as her detachment was dealing with a large amount of mental health-related calls, Sarah noticed a lack of public education/information materials. On her own time, she consulted subject matter experts and created a full presentation to provide police officers with information and education on the topic. This presentation has gone up the chain of command to be approved for use by the RCMP for its officers. When COVID-19 restrictions started in March, Sarah developed a presentation for the members regarding the "Buddy System" – a way for officers to check on one another and come together to discuss their mental health. The presentation was sent out to all regular officers.

Sarah is a natural mentor and has a unique ability to pass on what she has learned to other members. When she attends training, she in turn coaches other members in the area or skill she has learned. She is a top-notch interviewer and often assists other members with interviews, interview plans and mentoring them to conduct better interviews.

Sarah embraces being actively involved in her community, especially with youth. In addition to bringing a resolution to a bullying complaint, she created a presentation for students at the school regarding bullying and cyber-bullying that

is now being used by officers from other detachments in Newfoundland and Labrador. She organizes and participates in community and school events that run the gamut from Halloween safety talks for elementary students to recruiting the town mayor and fire department to raise money for families-in-need during the holiday season.

Sarah's initiative, professionalism, leadership and dedication demonstrate her commitment to serve her community, her colleagues and the policing community at-large.



Community Service

Constable Shawna Park has worked with the Royal Newfoundland Constabulary (RNC) since September 2005. She is a member of Qalipu Mi'kmaq First Nation and is currently assigned to the Mobile Crisis Response Team in Corner Brook.

Cst. Park has been involved with the RNC's Junior Police Academy since she began her career in 2005. For the last 15 years, the Junior Police Academy has provided at-risk youth with the opportunity to gain a different perspective on police officers, form positive friendships with other youths and enhance their life skills. The camp is comprised of four days and three nights during which the participants are engaged in physical activities, cultural experiences, and healthy lifestyle choices.

Shawna has been instrumental in ensuring the success of the camp so that at-risk youth can continue to benefit from the program. She has worked tirelessly, often on her own time, to build and maintain partnerships with the local First Nation culture of Qalipu and to secure funding for the camp from the United Way and the local business community. Her compassionate decision to think outside of the box would have a profound impact on all who attended the 2019 camp. The mother of a nine-year-old boy, who was struggling after losing his younger brother to cancer, submitted an application for the camp. Although he did not meet the criteria for the program, Shawna recognized the camp could provide a unique opportunity to help the boy, whom we'll refer to as A. Shawna brought forward the application to the camp, and after obtaining consent, spoke with A.'s mother to ensure it would be okay to try and assist A. with his grieving process. On the first night of the camp, A. gave out pins in memory of his brother and talked about him, which was something that his mother said he had rarely done. Another day, as part of the Qalipu teachings, A. participated in a smudge ceremony



and prayer. I want to share the remainder of this touching story in Shawna's own eloquent words.

"During the prayer, A. cried quite a bit as did everyone present (adults and children). Afterwards a number of children approached A. to hug him and tell him that they were sorry his brother died. We then took part in some singing and drumming and I gave A. the Junior Police Academy drum to use. After the drumming finished, A. passed it back to me and one of the feathers that had been tied to it for protection of the spirit of the drum fell at our feet. When this happens during Mi'kmaq ceremony it signifies a fallen warrior's presence. The feather was gifted to A. as in Mi'kmaq belief it is/was a sign from the spirit world that someone who's passed is present at that time.

We completed the teaching with A. about the feather and protected it with red cardboard for his trip back home. I have never seen a child more proud!! I spoke with A.'s mother yesterday and she advised that A. came home excited that he had finally received a sign from his brother in the form of the prayer and then the feather. She feels that this has helped his healing journey and she advised that the hugs he received from the children at camp was more support than he has received from his own peers at home. The Junior Police Academy sets out to reach at-risk children and sometimes our image of an at-risk child is different from those who are truly at-risk such as A. I'm not sure who was impacted more from the camp: A., the other children who showed such strong empathy toward A. or me. This camp really does make a difference in the lives of at-risk children."

Excellence in Performance

Constable Kylea Greentree joined RCMP in December 2018 after graduating from Depot and was posted to Marystown, Newfoundland where she currently serves as a general duty investigator.

General Duty policing, by its very nature, is a taxing environment with a steep learning curve for junior members. Cst. Greentree has developed into a stellar investigator, and has demonstrated investigational, leadership and mentoring skills, which far exceed those commonly seen at her level of service as demonstrated in the following examples:

In May 2020, Kylea took a follow up complaint from the mother of the victim of methadone overdose. Another member had fielded an initial call related to this; however, they concluded the file with little investigation. Kylea was able to identify a potential suspect who is a convicted drug trafficker with a history of trafficking in this community. As of the time of this nomination, the file is in the final stages of review and the arrest and laying of charges against the suspect are imminent. Kylea's constant presence in the community, her interactions with the community members during the investigation and their recognition that their concerns are being addressed, has gone a long way in improving the RCMP's relationship with the community. The investigation will also potentially

remove a known, repeat drug trafficker from the community.

In September 2020, Kylea was one of a series of members who dealt with a troubled youth at a local group home. The group home management were pushing for charges to be laid due to the increasing frequency, and escalation of the youth's damaging behaviour in the home. Child Services were engaged, and various tools available under the Youth Criminal Justice Act had been used, however the situation was worsening by the day. Kylea drew on her previous experience working in the child services field to assess the entire situation through the lenses of both the police and the Child Services system. From there, Kylea met with both the group home management, as well as with Child Services, to discuss her observations and map out possible solutions to alleviate the problem without involving the youth in the criminal justice system. She continued to monitor the situation, however, the youth's living situation in the group home continued to worsen. She held further discussions, which culminated in the regional directors agreeing that the youth required a different living arrangement in a location where he would have direct access to higher-level services. Unfortunately, the authorities required police assistance in making a case to the provincial authorities to move the youth, and his behaviour had escalated to the point that public interest dictated police intervention. In consultation with her partners at the group home, the youth was charged with several offences, and released into the custody of Child Services. Shortly thereafter, the regional director was able to secure a residence placement for the youth in an urban centre with immediate access to the required facilities.

Leadership

Constable Dana O'Quinn has been posted to the RCMP Bay St. George District, Stephenville detachment in Western Newfoundland since 2015. She is currently a general duty member responsible for conducting investigations and enforcing provisions of the Criminal Code, Federal and Provincial statutes and municipal bylaws as well as establishing and maintaining community-based policing measures.

Cst. O'Quinn consistently demonstrates all facets of exemplary leadership. Dana is the go-to person on her watch for supervision responsibilities, providing leadership, mentorship and coaching to her team and co-workers. On two separate occasions, she was assigned as the trainer for a new RCMP member, a daunting responsibility that carries with it a significant amount of work. Dana excelled in this role and her dedication to the development of these members lead them on the path of success.

Dana is an excellent communicator. Her communication skills and her courage to question a process that was causing concern for many at the detachment led to the creation of a more clear and concise policy that was communicated to improve the understanding of all employees.



In addition to her strong planning and organizational skills, one of Dana's greatest attributes is her level-headed disposition. While assigned to be in the watch commander role, Dana provided guidance and supervision that led to the orchestrated arrest of an armed and dangerous individual who was pursuing a police officer. This high-pressure incident could have had a much different outcome if not for Dana's control and supervision of the situation.

Dana leads by example. Her positive outlook, dedication and professionalism have contributed significantly to morale at the detachment. She always strives to do the very best she can at the task at hand and her work ethic is second to none. She takes on a higher percentage of investigations than her peers as well as complex and time-consuming investigations including sex assaults, weapons offences, armed robberies, child pornography investigations, assaults, and many others.

Dana is the epitome of a leader – she asks the right questions, makes the right decisions and fosters an environment of positivity with her co-workers.

Mentoring

Sergeant Erin Donovan-Mugford has served with Cape Breton Regional Police Service (CBRPS) for almost 20 years. In the course of her career she has worked in General Duties, Domestic Violence and Major Crime, and is a domestic violence trainer and a member of the Public Order and Crisis Negotiation teams. Upon her promotion in 2018, she became the first female sergeant to be assigned to General Duties patrol with CBRPS.

Erin has acted as a coach officer to many officers and knows first-hand the importance of having a relatable mentor, especially early on. She makes a point of engaging with new hires, particularly female officers, and provides ongoing support and guidance.

Erin leads and assists her shift with investigations and makes sure that the newer officers are instructed in conducting a proper police investigation. In the past year, she has coached the two female officers assigned to her shift, helping one prepare for the sergeant process and working with other to build the skills and confidence necessary to be a first-rate officer. As a guest lecturer at the Police Science Program at



A/Chief Robert Walsh presented the award with Cst. Christie Bussey who nominated Sgt. Donovan-Mugford

Cape Breton University, Erin has shared her experiences and expertise to encourage and inspire female applicants. She has been known to lace up her running shoes or hit the gym with cadets who are struggling with the PARE to help them stay motivated. Simply put, she is determined to help other female officers achieve their goals.

Erin's passion for policing grows every year, and she embraces the opportunity to be a visible and strong role model for her female colleagues as well as the women and girls in her community.

Team Endeavours

Constables, Alicia Joseph, Raylene Way, Heather Moran, Jana McCullough, Jason Wilson, Paul Desrochers, Jimmy Vaters and Jody Prior comprise the Halifax Regional Police (HRP) West Division Community Response Officer (CRO) and School Resource Officer (SRO) team. The team works collaboratively to develop and enhance community partnerships and maintain a healthy and safe school community.

Community engagement and problem solving is their specialty. They excel at assisting new Canadian families adjust to their new community, connect at-risk youths to programs that provide opportunities for positive life experiences and help students secure scholarships to continue their education. During the summer of 2019, one or more of the eight members worked every weekend organizing bike rodeos, assisting with neighbourhood barbecues and fun days and representing HRP at community events. This was over and above their usual Monday to Friday work week. They even forged new partnerships with local businesses to host events such as "Coffee with a Cop" and "Cops & Cones". This kind of relationship building with the community is so valuable and provides opportunities for community members to engage with officers in a relaxed environment. They also regularly perform general police duties to address quality-of-life concerns such as speeding in residential areas and school zones. Perhaps the most impressive aspect of these constables is their willingness to cover for each other. If one is unavailable, the others fill in seamlessly. This transition ensures uninterrupted service for residents.

In addition to responsibilities related to their specific roles, they routinely assist general patrol members on calls for service. Patrol supervisors regularly remark how thankful they are to have the West Division CRO's & SRO's to rely upon, as they tend to swoop in and take over most of the difficult systemic community issues which frees up patrol members to respond to emergency calls for service.

These eight members consistently displayed exceptional work ethic, passion for policing and commitment to all members of the community they serve. They epitomize teamwork and demonstrate professionalism and dedication each and every day.



Congratulations to all our award winners this year. We are proud of each and everyone one of you. A special Thank you to Cst Carol Campbell Waugh (HRP) who has been our Awards Coordinator for 10 years plus. This was her last year in this role. Your hard work, dedication and commitment to the AWLE have not gone unnoticed. We want to welcome Cst Alicia Joseph(HRP) into this position. We know you will do great as you have learned from one of the best.

We ask all of our members to continue to look after yourselves during these difficult times. Please be kind and don't be afraid to reach out for help if you need it. We look forward to seeing you in Charlottetown at our 2021 Conference. (October 12th – 15th) - Cst Louanne MCQUAID AWLE Media Relations.

Submitted by:
Carol Campbell-Waugh



Pictured is Cst. A. Joseph (left) receiving her award from Cst. C. Campbell-Waugh and Chief Dan Kinsella during the Team Endeavour Award presentation.

IAWP COORDINATOR'S REPORT

Submitted by **Lindsay Williamson**

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IAWP Region 11 Co-ordinator

Just like that, summer has passed and the colder weather is upon us. To say 2020 has been challenging thus far is a gross understatement. Many of us have been tested personally, professionally and socially as we continue to work through the realities of a Global Health pandemic. Although we continue on in uncharted territory, the most important part is that we do continue on, together. I reach out to you all today on behalf of the International Association of Women Police. As your Regional Coordinator, I strive to not only carry on the Mission of the IAWP, "to strengthen, unite and raise the capacity of women policing internationally", but to also ensure I am available to support the needs and voices of our Canadian IAWP members, affiliate organizations and showcase accomplishments in the IAWP's Women Police Magazine. In this instance, I also want to praise your AWLE Executive for their continued hard work and compassionate advocacy for the advancement and connection of Women Police throughout Atlantic Canada and beyond.

Although we were unable to gather in person at a 2020 IAWP Annual Training Conference due to COVID-19, I am happy to relay the Yogyakarta, Indonesia Conference Coordinators have announced their postponed event will now be held September 5 - September 9, 2021. Furthermore, your Board of Directors were certain to gather online for their Late Board Meeting prior to the IAWP's first ever Virtual Annual General Meeting hosted on September 9, 2020. At this time, we received updates from both your 2021 (Yogyakarta) and 2022



(Niagara Falls, Canada) Conference Hosts as behind the scenes work continues on for these highly-anticipated events. A vote also took place and we are excited to extend our congratulations to Auckland, New Zealand for their successful bid to host the 2023 Annual Training Conference.

Although it is uncertain when we may be able to collectively gather in person next, the continuance of this global pandemic has challenged us all to evolve and adapt in order to connect safely. This greater reach and access from home also reminds us that as women, we often take on a variety of tasks, pushing the priority of our own health and well being below the needs of others. With COVID-19 affecting individuals and families in so many unique and different ways, it can be hard to determine on the surface, what another person may be experiencing. Thus, I implore you all to lean in, check

in with each other, and be real. These times are hard, but through great challenges comes greater growth. As women, police officers, mothers, wives, daughters, sisters, colleagues and friends, we are resourceful and resilience beings with great things ahead.

Stay safe and keep smiling,



International Association of Women Police (IAWP)

Policing across the world is a challenging job. It can be even more challenging if you are a Women in Policing. Women make up 50% of the world's population but on average only 9% of the world's police. For more than 100 years an organisation has existed which brings female police officers from across the Globe together to offer strength and unity to help overcome those challenges. An organisation that has enabled women working in law enforcement to come together to share experience and best ways of working. An organisation that seeks to raise the number of Women in Policing internationally. That's what the International Association of Women Police (IAWP) aims to do every day.

As the world enters the "new normal" in the 2020s, what are the challenges of being a woman in policing/law enforcement? Why is the IAWP important and why should officers from across the Globe become members?

Existing since 1915, the IAWP works to further the cause of women in policing and to ensure they are given the training, tools, support and confidence to be brilliant officers and to challenge the barriers and biases women officers in law enforcement can face.

Deborah Friedl, its President says "The IAWP is a vibrant, dynamic and diverse organization of officers in law enforcement in cities and towns around the globe. Our vision remains for women's lives to be free from discrimination, valued for their contributions, treated with respect and dignity and to contribute by being an example of excellence in securing a safe, harmonious workplace and society as partners in safety in the criminal justice system."



Deborah was a Deputy Superintendent with the Lowell Police Department in the State of Massachusetts, USA. She adds: "Empowered women police can deliver real change, not only to their colleagues but also to their communities at large."

"In an effort to be responsive to global issues affecting our colleagues around the world, we endeavour to collaborate on issues, strategize toward solutions and identify best practices. Our association can provide support to these causes as a voice to champion change."

As a professional membership body, The IAWP runs training programmes and educational conferences and workshops, it educates the public and decision-makers about the role of women in policing and rewards and recognises achievements by women in policing. It's also about tackling gender stereotypes, bringing women officers together to

share experiences, improve working conditions opportunities and increase the understanding of women in policing.

For Carla Castillo, a Major in the Ecuadorian Police Service, The IAWP provides a place where "women can strengthen other women" and help themselves and their colleagues. "IAWP has such a strong worldwide network it's a figurative haven for female police officers," she says.



Carla is the Central and South America coordinator for The IAWP. She adds: "It cannot be denied that there are relevant gender inequality issues at different levels all around the world. However, such issues can be transformed and even eradicated through action."

"The network not only facilitates the exchange of knowledge and best practices but also constitutes world-class support for all of us."

"In Central and Latin America, it has provided lots of shared knowledge. There's been direct coordination about procedures and doctrine with other countries, and we have had seminars and training on gender issues."

"IAWP is integrated by wonderful women who through the sharing of their experiences, help us understand that no matter the origin, we share the same objectives and sometimes the same struggles."

In other words, Carla says, The IAWP makes women officers feel they are not alone and gives them the support they need to keep going.

"Women strengthen other women. The richness of the discussions within the IAWP network generates new ideas and solutions that might not come to mind in isolation. Being a member of IAWP allows you to follow your Police vocation, get better at it and also facilitate others' improvement in your own country and the rest of the world."

"IAWP also provides training about how to attend to specific problems such as gender-based violence, sexual crimes and human trafficking, for example."

The IAWP has no core funding and relies solely on member subscriptions and donations to allow it to deliver its vital work including further enhancing members' skills through professional development, training, recognition, mentoring, networking and peer support. Every year, for the past 50+ years, The IAWP and its members from across the world get together for an Annual Training Conference where best practice and knowledge are shared. Examples of topics that are discussed and debated at the Conferences include leadership, mentoring, negotiations skills, use of firearms, human trafficking, domestic violence, supporting victims of sexual abuse and human slavery and understanding body language.

The Conference begins with an emotional "Parade of



Nations” where officers from across the planet proudly march in their colourful and varied uniforms around the host city. It is quite a sight.



“All of us in law enforcement are dealing with the same issues all across the world; however the context in which we are dealing with them varies according to location and the resources you have,” says IAWP Western European Coordinator and South Wales Police Chief Inspector Lisa Gore.

“Through The IAWP we talk, we share our experiences and our challenges so we can work together to find solutions to problems far quicker and more efficiently. The IAWP also offers the opportunity to make friends, acquire mentors and access professionals and experts in a multitude of law enforcement topics.

“I attended my first IAWP conference in 2013 in Durban, South Africa,” Lisa adds. “I will never forget the intense feelings of pride and camaraderie that I experienced at the Parade of Nations on the first day of that conference - it was quite overwhelming to see so many other female officers in their different uniforms.”

“To meet so many other women from all over the world in the same profession as you and have the opportunity to share experiences is powerful.”

As Lisa says, women are still hugely under-represented in policing. They have to overcome unconscious and conscious bias, and they often have to fight for their rights to equal pay, equal career opportunities and sometimes even the right to have time off from the job just to start a family. They are all issues and prejudices The IAWP works tirelessly to overcome.

“Women are hugely under-represented in policing, especially at the higher levels,” Lisa says. “There are several biases at play which adversely affect women. Men as the majority may be unconsciously selecting men for promotion, development opportunities and mentoring. Performance bias is based on deep-rooted – and incorrect- assumptions about women’s abilities and women’s performances tend to be underestimated.”

“Motherhood triggers false assumptions that women are less committed to their careers and are even less competent. “We expect men to be assertive, so when they lead, it feels natural. We expect women to be kind and communal, so when they assert themselves, we like them less,” she adds.

“Women will get less credit for accomplishments and are blamed more for mistakes. All of these biases are working together to adversely affect women in policing. The challenge is that these biases are held by women and men, and we are not all willing to accept them.”

Lisa concludes: “I think the fact that IAWP has been going for over 100 years and has members in over 60 countries shows that it has been progressive and has longevity and has listened to its member’s needs across the globe.”

At the time of writing, The IAWP has members from more than 60 countries and 26 affiliates in all corners of the world. From Africa to Asia. From Iceland to Ireland. From the Caribbean to California. The IAWP has a mission statement that envisions a world where police reflect the diversity of the communities they serve and where human rights are protected.

For Megan Dobbs, an Inspector with Victoria Police in Australia, one of the great benefits of The IAWP is the global connections it can bring. “Through Annual Conferences, we are given the opportunity to develop relationships, insights into other jurisdictions, share contemporary practice and challenges that are unique to us as women, and we can acknowledge the barriers to promotion and progression,” she says. “The IAWP really encourages and instils a belief in leadership, we learn from one another, and we share our lived experiences as women in policing. Having experienced the IAWP first-hand last year through the scholarship programme, the support, encouragement, and enthusiasm is palpable.”

Megan was The IAWP’s International Scholarship Recipient in 2019. As well as offering strength and unity to female officers, the IAWP also holds an Annual Awards ceremony to celebrate those outstanding female officers from across the world and to highlight their achievements.

“The IAWP promotes women in law enforcement through these Awards,” says Megan. “And it delivers exciting training conferences across the globe. They also create mentoring relationship opportunities,” she says. “I know first-hand, through my mentee and mentor experiences, how important they are, and how they can contribute to the advancement of women. Since the IAWP 2019 Conference in Alaska, I have had continual communication with many overseas participants from the UK, USA and New Zealand.

“The IAWP’s strength is that it is built on the experience of women, and both current and retired women contribute to its future direction. With a focus on building capability, it is committed to mentoring and guiding women. With an ever-changing world, the importance of collaboration and connection is critically important,” Megan adds.

“Ultimately, it’s about driving improvements for women in policing and helping them to overcome the barriers they face every day. It’s really created a special form of camaraderie.”

As the IAWP proudly proceeds into its second century, Deborah concludes: “Female officers professionally trained and equipped are essential to a modern police organisation but they also play a vital role in removing the barriers to all women’s access to the criminal justice system in their respective communities. Empowered women police can deliver real change, not only to their colleagues but also to their communities at large.”

Submitted by:
Lindsay Williamson
IAWP Region 11 Co-ordinator



Constable Heidi Stevenson

Regimental #45161

July 11, 1971-April 19, 2020

Heidi Stevenson was a proud Nova Scotian who grew up in Antigonish, graduated from Acadia University and spent much of her policing career in the province. It was during Heidi's time at Acadia, when working with Campus Safety & Security, that her passion for policing was born.

Heidi loved her chosen career, and held many different roles throughout her 23 years as an active member. Most notably, she represented the RCMP across the continent as part of the Musical Ride (a job she took without even knowing how to ride a horse). She loved her time as a Drug Recognition Expert and was especially proud of her expertise in that area and the respect the judges had for her professionalism in court. Whether it was general duty, community policing, communications or training, Heidi dedicated herself to her role, turned her colleagues into friends, and was a role model for many in the communities she served.

While working as a High School Liaison Officer in Cole Harbour, Heidi met her husband, Dean. Together, they had two children, Connor and Ava, who were the lights of Heidi's life. Heidi was the neighbour who waved at everyone, the busy parent who volunteered, the friend who delivered cinnamon buns and homemade bread, and the second morn to many kids who came over to play. Heidi made an everlasting impact on this world.

Submitted by
Louanne McQuaid



Alanna Jenkins

Alanna's passion for corrections and the mental health well-being of others developed during her studies at St. Francis Xavier University where she elected to take forensic psychology courses under the tutelage of Dr Margo Watt. After graduating, Alanna immediately started her career with the Correctional Service of Canada in December of 2005, as a Primary Worker, at Nova Institution for Women. Throughout her 15 years of service, Alanna demonstrated a commitment to enriching the lives of not only the inmates but of her co-workers as well. Alanna also never forgot about being given the opportunity to tour prisons while in university and was instrumental in the development of the very first CSC at StFX day. Over her career, Alanna facilitated numerous field trips for students and placements at Nova. Alanna is accurately described as an inspiration and mentor to all.

Alanna occupied a position in the Structured Living Environment (SLE), for several years, which focused on providing inmates who were struggling with their mental health or had cognitive disabilities with daily life coping skills through the use of Dialectical Behaviour Therapy and Psycho-Social Rehabilitation. Alanna delivered program content, alongside intervention staff, with knowledge, compassion and care. Alanna also volunteered to be a staff training officer. She provided yearly training in the use of the Self-Contained Breathing Apparatus and Oleoresin Capsicum spray to co-workers. Alanna exuded what it took to be a correctional officer and was an incredible example to all she worked with.

Alanna performed her duties with integrity, she was a natural leader, she had the confidence of her co-workers and management, she guided the inmates without judgement and supporting her co-workers in any way that she could, was of paramount importance. Alanna was promoted to the positions of Correctional Manager in 2015 and worked in all CM positions. Alanna took pride in performing her duties to the highest standard. While occupying her position as a CM on the Duty Desk and in the Secure Unit/SLE she was responsible for responding to crises in a manner that ensured that the safety of staff and inmates was maintained. One example of her substantial ability to execute her role under significant stress happened during one morning shift when Alanna would be the only manager working and several security incidents, involving multiple inmates, that created high-risk situations was transpiring and Alanna successfully maintained the safety of everyone and ensured the appropriate follow up to happen with staff at the conclusion. There was so much to pass along to the day shift, that Alanna stayed past the end of her shift, to give the briefing the next morning and received applause from all in attendance. Her actions and abilities were noted by her colleagues to be impressive and not something just anyone could do. It is also evident that Alanna was able to successfully execute her duties by the commendations she received throughout her career and the

trust and confidence her co-workers had in her.

Alanna knew how to balance her work and home life. To Alanna, the family came first. When difficult work situations and compounding crisis took their toll on Alanna, she knew to take the time to heal and focus on her well-being. This was never something that Alanna forgot or took for granted. In Alanna's role as the CM



responsible for Scheduling and Deployment, she interacted with those who needed understanding, support, kindness and consideration as they worked towards returning to work or addressing the circumstances that required them to be off work. Many of the employees that Alanna served speak about how they were able to focus on what was important in their lives, due to Alanna being there for them.

Outside of work, Alanna enjoyed spending time with her family and friends. Alanna and her partner Sean enjoyed four-wheeling, fishing, hunting, tubing down the river and having those they loved to their home for an evening of music, laughter and dancing, with plenty of cold beverage and delicious food. Alanna loved to host family gatherings at their home with Thanksgiving becoming a tradition. Christmas time was also amongst her favourite. Alanna so cherished her two step-daughters, Taylor and Amielia and becoming Nana Lana to Ellie. Alanna loved children from a young age and she never lost her heart's desire to find out what would bring joy to a child and to make that happen for them. Alanna's parents, Susan and Dan, were not only her mother and father but her best friends. Alanna loved to get to her "Chance Harbour Paradise" to be with them where the day could be spent at the beach and the evening involves singing along to some of the classics or playing a competitive game of cards. Alanna dearly loved her brother Josh and could be counted on to support and challenge him, as only a big sister can. Road trips to the states for some shopping and a concert, trips down south for relaxation, family vacations to Florida and just being home on the Hunter Road, filled Alanna with love and happiness. She will be forever loved and deeply missed by all of her family and friends, for all the years to come.

Although Alanna had several qualities that made her exceptional in every capacity, she will be missed the most for her loving and giving spirit, her genuine smile, her witty banter and her infectious laugh. The light that Alanna shined onto all will not be extinguished with her passing, she will live through those that continue to love and honour her always.



There's a New Dog in Town!

The most recognizable police dogs are those that can sniff out drugs and bombs or the tough K-9s that can take down a suspect with their teeth. Well the Royal Newfoundland Constabulary's (RNC) newest recruit named Stella, is not that kind of dog. Her mission is far different, and her duty lies with employee wellness, survivors of trauma, witnesses of traumatic events or anyone in need of support.

Animals that are trained to provide emotional support have been popping up at hospitals, nursing homes and universities throughout the country. Over the last number of years in Canada, the growing services in utilizing therapy dogs have expanded to law enforcement, victim services, child youth advocacy groups, prison institutions and fire departments just to name a few.

Studies show therapy dogs are effective for Alzheimer's patients, people with autism, cardiac patients and in hospitals, psychiatric wards and criminal courts. The simple act of petting animals releases an automatic relaxation response. Humans interacting with animals have found that petting the animal promoted the release of serotonin, prolactin and oxytocin, all hormones that can play a part in elevating moods, especially post-traumatic event. It's also proven that simply petting a dog lowers anxiety, promotes relaxation, provides comfort, reduces loneliness and increases mental stimulation.

On May 23rd RNC Police Support Dog Stella, a white and black coloured Portuguese Water Dog arrived on the East Coast. She is now more than settled in with her handler, a ten year veteran of the RNC, Constable Krista Fagan who both hold a special bond for each other. What was thought to be a less than desirable time to arrive, during a global pandemic turned out to be the best time to start a support dog services unit within the RNC because of the impending mental health implications and uncertainty in people lives. Stella would later bring comfort and support for those seeking hope during a worldwide pandemic. RNC Chief Joe Boland the orchestrator behind this service was approached by local businessman Jim Hynes who indicated that he wanted to do more for the RNC and his community and offered to fully fund the new support dog services unit and all the start-up costs associated. With everything lining up, research completed a Portuguese Water Dog was later on the way to NL from Charbr Kennel in Mississauga, ON.

Within her first month of arriving she quickly stole the hearts of her fellow employees and community. She was selected for the breeds intelligence and behaviour characteristics specific to the support dog role. Named after Dr Stella Burry who was a pioneering social worker, who made an outstanding contribution to her community, and to the province of Newfoundland and Labrador, it seemed fitting for PSD Stella's new role.



Stella has been receiving training since her arrival which will equip her with the ability to detect and support persons in need. She is here for her fellow officers, victims and survivors of violence, those struggling with their mental health, and those who simply require some comfort. Stella will eventually be utilized within our justice system, in partnership with Victim Services NL and will help provide reassurance, and have a calming effect on victims and witnesses during court procedures. Stella and Cst. Fagan have been working with a trainer, and retired Staff Sergeant of the RNC, Mike Adams, in a community-oriented training program. Throughout her training, Stella has been to many different types of environments including the weekly visit to the St. John's International Airport, the Dr A.L. Miller Rehabilitation Centre, the John Howard Society, Her Majesty Penitentiary, Tiffany Village Retirement Residence, City of St. John's Metrobus, St. John's Regional Fire Department and over one hundred more places to date. A key aspect of her training is socialization which she has been faring quite well with visiting many organizations in the community, within the vulnerable populations in addition to visits to the Premier's Office and a recent video conference with Federal Minister Bill Blair on Parliament Hill. Upon completion of her training, she will (depending on Covid-19 restrictions/global pandemic) travel to Columbus, Ohio to the Franklin County Sheriff's Office (FCSO) K9 Therapy School. She hopes to become certified as a police support dog with a certificate under the Canine Good Citizen-American Kennel Club.



In the meantime, she will continue her training sessions and her socialization training including employee wellness Friday's, her favourite day of the week where she scurries around RNC headquarters and gives her fellow employees mental health "PAWse"! Stella has a wide range of followers on her three social media fellow employees a mental health "PAWse"! Stella has a wide range of followers on her three social media pages including Facebook, Twitter and Instagram. Her pages include ongoing training session progress with updates and pictures, mental health community resources and the promotion, education and awareness of mental health and the importance of self-care. And if you need to reach her she even has her email address: stella@rnc.gov.nl.ca.

"No other animal bonds to a human being the way a dog does. And I suspect there is no other animal to which human beings can bond the way we can a dog." Robert Crais.

Submitted by:

RNC Constable Krista Fagan

St. John's, NL



In Search of Adventure: 70 Years of the RCMP In Newfoundland and Labrador

UFOs seem to have taken a liking to RCMP members over the years and have tried to contact them, or maybe even abduct them, several times. In spring of 1970, two young RCMP officers, Constables Bob MacKinnon and Greg Savicky had an encounter of the UFO kind while on patrol just outside of St. John's.

That is just one of the stories you will read about in: In Search of Adventure - 70 Years of the RCMP in Newfoundland and Labrador by author Helen C. Escott.

On August first, 2020, the RCMP celebrates their 70th anniversary in Newfoundland and Labrador. This extraordinary collection of stories takes you behind the police lines that held firm for those seventy years and gives you a front row seat to history.

Escott interviewed seventy Veterans who spoke frankly, some for the first time, about their career. "I wanted to tell the story behind the story. I wanted them to tell 'their' story."

She is not only a bestselling, award winning author, Escott is a proud retired Civilian Member of the Royal Canadian Mounted Police. "It truly was an honour to be part of this wonderful organization. I named the book, 'In Search of Adventure,' because every Veteran I spoke to started off by saying - 'I was a young person in search of adventure.' That's why you join the RCMP - because you are in search of your own adventure."

She features the story of the four Newfoundlanders who have their names on the RCMP Honour Roll. These are police officers who have lost their lives in the line of duty. She tells the details of the two RCMP members who were killed while

on duty in Newfoundland.

Two RCMP officers talk for the first time about being at the Badger Riot in 1959 and being just feet away from Royal Newfoundland Constabulary Constable William Moss when he was hit. Cst. Moss died two days later; his murder has never been solved.

Assistant Commissioner Ches W. Parsons, Commanding Officer of "B" Division, Newfoundland and Labrador reflects, "Indeed, it is high time that a work like this was put on offer to the public. It tells the stories of who we are; how our past explains the present and how this present will shape our future. They touch the heart as only the heart is touched by the cherished memories of those, here and gone, who serve with us now only in our memories."

It took two years to research and document these stories and Escott searched out all those who came first, including: The last living Newfoundland Rangers, the first recruit, the first three Newfoundland women to join the RCMP and the first female police officer to serve in this province.

She not only uncovered the stories of UFO encounters but stories of Ghost cars on the Northern Peninsula and spoke to the only Mountie to be kidnapped and taken to a foreign land.

"If ours is a rich history," states Sergeant Major D.S. (Doug) Pack, "Come read of the men and women who made the investment. Helen C. Escott has captured their stories to allow the honesty and humility with just the right dash of quiet pride to come through. It is a remarkable account of a remarkable group."



While serving in Newfoundland and Labrador, Escott blazed trails. In 1998, she created the RCMP's Media Relations-Communications Unit in "B" Division where she became the first Senior Communications Strategist and Media Relations spokesperson.

She was the communications lead on many high-profile events including the RCMP's NL response on September 11th after terrorist attacked the World Trade Centre in New York City. During her service, she 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 was invited to teach the media relations course for senior management and Members at the Canadian Police College, Ottawa. She also served as a communications strategist at the 2010 Vancouver Olympics. Before joining the RCMP Helen C. Escott worked in the media in various positions including reporter, on-air personality, marketing, and promotions.

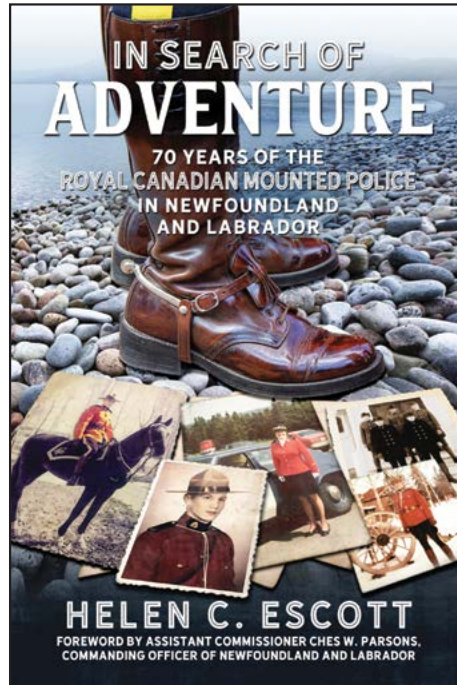
"I thoroughly enjoyed reading In Search of Adventure, says Leo O'Brien, Retired RCMP Superintendent and President of RCMP NL Veterans Association, "Helen C. Escott did

an outstanding job of providing a description of the RCMP policing in Newfoundland and Labrador from 1950 to present.

The interviews she completed with all the members and employees clearly depict the dangers and challenges faced by the RCMP in their first seventy years of policing. If you have an interest in policing or in the history of Newfoundland and Labrador this is a must read. It is an interesting and enjoyable collection of stories, yet very enlightening at the same time."

In Search of Adventure is Helen C. Escott's first historical memoir. Her best-selling crime thriller Operation Vanished was awarded a Silver Medal – Best Regional Fiction at the 24th annual Independent Publisher Book Awards. Her first crime thriller, Operation Wormwood, was a top five finalist for the 2019 Arthur Ellis Awards, Best First Crime Novel, by the Crime Writers of Canada.

In Search of Adventure and Escott's other novels are available at: Costco, Chapters, and Coles. Also, online at indigo.ca, Apple – iTunes, Nook – (Barnes & Noble), Amazon, and Kobo. National and international orders can be placed by calling 1-866-739-4420 ext. #22 or you can send e-mail eoldford@flankerpress.com



Supporting Remote Mental Health in Atlantic Canada via Body Cameras & Livestreaming

Fredericton Police Force partner with Axon Public Safety Canada to leverage innovative technology in support of enhanced mental health and community safety.

Mental Health and the Police in Canada

2020 has been a year of unparalleled challenges and conflicts, with police being at the centre of much of this unrest. In the United States, Canada and even in Atlantic Canada there have been multiple incidents where police have been called to deal with cases that have a nexus to mental health that ended with tragic results.

Police in Canada have been responding to mental health related calls hundreds of thousands of times a year. For reference, the Royal Canadian Mounted Police estimate that they responded to over 123,000 "mental health occurrences" in 2019. However, most would agree that there is likely even more calls for service that have aspects related to mental health that are not captured in these statistics for various reasons.

The good news is that the vast majority of these calls end positively, but are not usually reported in the news. Data regarding police interactions indicate that less than one percent of the calls for service attended end in any form of injury. Although Police in Canada attend millions of calls of service a year, this fact seems to have been lost in much of the current discourse where police are being told they need to be "defunded" and, by some, told they should not be attending mental health calls.

For example, in June this year the Centre for Addiction and Mental Health (CAMH) released a **"Statement on Police Interactions with People in Mental Health Crisis."**

In part it stated: **"Mental Health is Health. This means that people experiencing a mental health crisis need health care. Police should not be the first responders when people are in crisis in the community. Police are not trained in crisis care and should not be expected to lead this important work."**



That is why CAMH is calling for a new direction in crisis care. This includes learning from international models where people in crisis are first met by mental health responders, making strategic investments in community mental health and intervening earlier to prevent crisis escalation.”

According to CAMH statistics in any given year, 1 in 5 Canadians experiences a mental illness or addiction problem. Furthermore, by the time Canadians reach the age of 40, 1 in 2 have—or have had—a mental illness.

Police leaders, governing bodies and community members across Canada are discussing who should be responsible for responding to mental health crisis calls. While those conversations are happening, Canadian police services and their mental health partners continue to respond to calls for service while seeking ways to improve their ability to protect lives and keep their communities as safe as possible.

Police Response to Mental Health Calls for Service

Most agree that police services don't have the requisite training or expertise to deal long term with the mental health issues they are often called to respond to. However, in most communities they are the only service available 24/7/365, especially when considering rural and remote locations.

In response to community needs, police services in Canada have been employing and partnering with mental health professionals for decades. Many Canadian cities, like Vancouver and Fredericton, have their own programs designed to improve their response to mental health related calls for service.

As an example, the Vancouver Police Department (VPD) began their “Car 87” program in 1978. Car 87 is a mental health crisis response car with a police officer working alongside a Vancouver Coastal Health professional. For additional information on the partnerships and initiatives, the VPD has released a video that highlights their “Pathway to Wellness” program. (<https://www.youtube.com/watch?v=aFW45gSU6qw&feature=youtu.be>)

A Canadian study completed in 2019 and titled “Policing mental health titled “The composition and perceived challenges of Co-response Teams and Crisis Intervention Teams in the Canadian context” by Jacek Koziarski, et al, states:

“Due to an increase in interactions between the police and persons with perceived mental illness (PwPMI), police services have begun deploying specialized crisis responses to more adequately address these calls.

One such response is a Crisis Intervention Team (CIT) that is comprised of frontline officers who are specially trained on mental health; another is a Co-Response Team (CRT) where an officer is paired with a mental health practitioner.”

Fredericton Police Force

The Fredericton Police Force (FPF) currently has four social workers on staff who respond to a variety of needs, including dealing with victims and witnesses of crimes, youth, and mental health support.

The Fredericton Police Force Mental Health Coordinator works collaboratively with community partners and agencies to assist individuals who come into contact with police due to their mental health needs. She also provides support and advocacy to individuals in crisis or with addictions, as well those in an elevated risk to harm themselves and others.

Fredericton's Youth Services Coordinator deals directly with youth who are at risk or in crisis. They also lead cases with youth who are coming into contact with police generally as a result of their mental health issues, family life issues or criminal behaviour. In addition, she works closely with community partners and agencies in order to help these kids in crisis.

Finally, Fredericton's Victim Witness team, with the assistance of trained volunteers, provides 24/7 services for victims and witnesses. Their support is invaluable as they provide critical assistance to police officers during or after a crisis event has taken place. They offer initial and immediate care to the victims and witnesses of violent and or horrific events, and then follow-up to devise a plan for any future care or assistance those individuals may need. This team also supports any victims or witnesses that may have to appear in court related to a Fredericton Police file by preparing them for their testimony or attending court alongside them.

Fredericton Police Force is constantly looking for ways to improve, innovate and adapt to meet the ever-changing needs of their community. They recognize that mental health issues are strongly imbedded in many of the situations they are called to respond to. They also recognize that it's incumbent on them to continue to expand their knowledge base and strategize on ways to best resolve these situations safely and peacefully.

Supporting Remote Mental Health in Atlantic Canada via Body Cameras & Livestreaming

It was with this in mind that Fredericton Police Force was asked by Axon Public Safety Canada if they would be willing to be one of the first two police agencies in Canada to evaluate an exciting new technology platform, the second agency being Tsuut'ina Nation Police in Alberta.

Axon's recently released Axon Body 3 (AB3) camera is equipped with an LTE cellular chip similar to the ones found in mobile phones. This allows officers wearing and AB3 to securely “livestream” audio and video directly from the



frontlines to a wide range of internal and external resources, like mental health professionals.

Through this technology, mental health workers can livestream from the safety of their home or office and assess situations in real time as they unfold. In addition, remote experts will be able to communicate directly with the officers, providing advice on the best course of action to help resolve the crisis as safely as possible. This innovative approach allows frontline officers fitted with Axon Body 3 cameras to communicate with trained professionals, who might not be available in-person or unable to attend due to safety concerns to share their input.

FPF immediately saw the potential benefits of this innovative approach and partnered with Axon on a video “Case Study” that was released in November. See the video here: <https://vimeo.com/478414380>.

The video is based on a training scenario developed by the FPF negotiations team. However, in this case the responding officers were able to ask dispatch to be connected to the “On-call Mental Health Worker.”

This role was played by Monique Harquail, Fredericton Police Force’s Mental Health Coordinator. The “actors” in the case study were: Sergeant Eric MacLeod (male in crisis); Laura Hughson (9-1-1 operator); Detective Constable Nancy Rideout (primary officer); and Corporal Aaron Frizzell (secondary officer), all currently serving members of FPF.

As part of the re-enactment for the purposes of making this video, both FPF and Axon were sensitive to ensuring that all aspects of the “response” were based on both operational and mental health best practices.

It should be noted that all FPF members who wear body-worn cameras must also complete policy and mental health training. They must also complete empathy based virtual reality training, also provided by Axon, on suicide, schizophrenia, and autism related responses.

Looking forward, the Fredericton Police Force is actively working towards leveraging this technology in real-world calls for service.

Privacy and Policy Critical

Before officers and remote mental health professionals begin to use these technologies operationally, there are privacy and policy considerations that need to be resolved.

FPF has been working through these items both internally and with external partners both locally and provincially with a view to developing solid, evidence based, policies and procedures.

Another critical issue that has been identified, both in Fredericton and across Canada, is the lack of mental health professionals available with the experience to support remote service and the willingness to be on call 24/7/365. While

many “defund the police” advocates fail to recognize this challenge it is certainly not new to policing and community safety professionals.

While all of these challenges are real, there is both a critical need and real desire from all stakeholders to seek solutions to this complex issue – even if it takes time to come to fruition. As the saying goes: “A journey of a thousand miles begins with the first step.”

Additional Potential Use Cases

While bringing mental health professionals directly to the front line in near real-time is exciting, this truly is just the tip of the proverbial iceberg (certainly relevant in parts of Atlantic Canada).

There are many other types of incidents that should be considered for leveraging AB3 cameras and livestreaming, especially in rural and remote policing environments. These include:

- Children in need of protection linking to a Child and Family Services workers;
- Barricaded Persons/Hostage Takings linking to a Third-Party Intermediary; and,
- Suspicious Package incident linking to an Explosive Disposal Unit expert for preliminary assessment (from a safe distance).

There are myriad of critical incidents that take place on a daily basis across Canada where livestreaming would provide great value. Critical Incident command was the initial use cases Axon was trying to solve for with their policing partners as this functionality was originally developed in the AB3 camera. It was through discussion with a number of Canadian experts, including those in Fredericton and Tsuut’ina Nation, that led to the potential for “patching in” external mental health professionals, and other cases.

On November 20th, 2020 Peel Regional Police announced that they too were moving forward with Axon Body 3 cameras and livestreaming. Deputy Chief Anthony Odoardi stated:

“...These opportunities include utilizing embedded medical professionals in our real-time operations centre to assist frontline members in safely supporting persons in crisis. We also look to provide social supports in real-time that would otherwise not be achieved through traditional response models.”

One of the additional benefits of the AB3 camera is the fact that the audio and video are uploaded to Axon Evidence in the Canadian cloud. This allows agencies to capture, manage and store irrefutable evidence securely, including forensic audit trails, of every aspect of these cases.



Who did what when? Who said what when? As the long-time critical incident command saying goes:

“What did you know, when did you know it and what did you do about it?”

Conclusion

As one of this article's author's stated in recent article titled *“Body Worn Cameras in Canada – 2020 and Beyond”*

“Another innovation, one of the most exciting I've witnessed in close to 40 years of working in policing, is the ability to “live stream” audio and video directly from the frontline to a wide range of internal and external resources. With calls for “defunding” and for police to step back from responding to mental health calls altogether, I see a much more exciting alternate approach: bringing mental health experts directly to the front line almost instantaneously – all while doing so safely from their homes or offices. The same could be true for child protection workers and various other community safety experts. Police services in Canada, including Fredericton and Tsuut'ina Nation Police, are already leading the way in exploring these possibilities.”

Finally, as Fredericton Police Force Deputy Chief Martin Gaudet stated recently:

“This new technology provides the opportunity to have the right person for the right job at the right time. This is the future and the future is now.”

We truly believe that the true innovations relating to these technologies will continue to expand as they grow in use. They will come from the women and men who are policing our communities across Atlantic Canada, the rest of Canada and around the world – every hour of every day.

We look forward to seeing what ideas they come up with and believe that, in some small way, everyone involved in this project will be able to smile knowing that we made a bit of a difference – again.

Authors:

Constable Lisa Comuzzi, Body-Worn Camera Coordinator, Fredericton Police Force & Inspector (Ret.) Lance Valcour, O.O.M., Senior Strategic Advisor, Axon Public Safety Canada November, 2020

Biographies

Constable Lisa Comuzzi

Constable Lisa Comuzzi is a graduate of Saint Mary's University, receiving a degree in Sociology. She has been a member of the Fredericton Police Force for just over 20 years, have served on Patrols, on the Neighbourhood Act Team, and is currently the Digital Evidence and Body Worn Camera Coordinator.

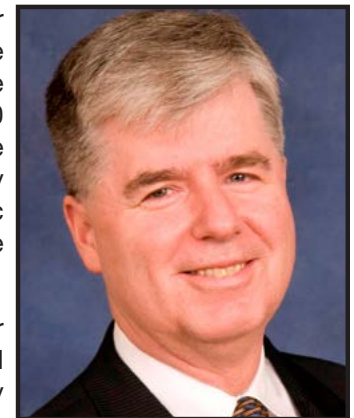


In 2005, Constable Comuzzi received the AWLE Medal of Valour for displaying a valiant effort in the face of considerable danger in attempting to save the life of a man whose car had left the road and entered the Saint John River. She was also given the Fredericton Police Gold Commendation for the same incident.

Lisa has also been a supporter of and participant in The Big Swim, raising funds for Atlantic Canadian children suffering with chronic illnesses or conditions, or special needs.

Inspector Lance Valcour (Ret) O.O.M.

Inspector (Ret.) Lance Valcour O.O.M. is a Life Member of the CACP after retiring from the Ottawa Police Service in 2010 after 33 years of service. He acted as Axon Public Safety Canada's Senior Strategic Advisor between 2015 and the end of 2020.



Lance was a strategic adviser to the Information and Communications Technology Committee of the Canadian Association of Chiefs of Police for almost two decades. He is also a Past Chair of the Law Enforcement Information Management Section of the International Association of Chiefs of Police.



Susan Conrad

Born May 8, 1983, in Halifax, but raised in Dartmouth. An only child with not a lot of money growing up, but a lot of love, my parents were very hard working and instilled good morals and values. I was fortunate to know at an early age that I wanted to be a police officer (approximately 11). This allowed me to make choices that were in line with being successful in the pursuit of this goal.

I only knew of policing what I saw in movies and thought policing was more similar to the military than it is. I joined Sea Cadets to learn how to march (haha). What I left sea cadets with was an appreciation for dress and deportment, professionalism, rank structure, but most importantly, leadership skills and a genuine interest in volunteering in my community. Oh and marching too... I can do some pretty solid artistic drill (for what it's worth haha).

I was an athlete – playing all sports that were offered in early grades and then focused on basketball in the high school years. I was offered a very generous academic bursary to play in Ontario for a university but felt so connected to Halifax that I decided to stay home and go to Saint Mary's University.

I applied to HRP Police Science Program in 2004 for the first time. I did not get an interview. I was crushed and this was my first real taste of rejection. I had always excelled at what I did and had a hard time figuring out how to move forward. This was where I started to learn about goal setting and eliminating the word “failure” from my vocabulary and replacing it with “learning opportunity”. That might sound cheesy, but it made a big difference in my mindset. I looked at how I could make myself a more competitive applicant and implemented changes in my life for when the next opportunity came up.

I applied to HRP Police Science Program again in 2006 and was successful. Goal achieved. During the first week of class, we talked about where we saw ourselves in 10 years. For me, the answer was the K9 unit but that was still a long ways off. Again, however, fortunate enough to know early on what my long term goal was. Three years into my career I met my (now) husband. In 2013 we married and in 2014 we had our first daughter.

In 2015 just before I was due back to work, I crushed my leg in a 3-wheeler accident and had to have emergency surgery to repair several breaks. I went on light duties and immediately began the long road to recovery. This recovery was slowed by multiple complications and setbacks, but I made sure I kept moving as best I could, and focused on doing as much on my own as I possibly could. Had to stay positive and celebrate the successes (as small as they were sometimes) as they came! After all, it could have been worse!

In February 2017 I had my second daughter. We felt so blessed to have been given two happy healthy girls. Our



family was complete.

After having two babies and being laid up for a year with a major injury in between, my body hated me. My level of fitness went from working out all the time and running in the Bluenose to... well, non-existent. I could barely even walk without a noticeable limp. Despite all of that, the time had come. I was 10 years into my career and it was time to achieve that K9 goal. It was now or never. I wasn't sure when a posting was due to come up, but I knew I was going to do all I could to be ready for it.

The K9 competition consists of a variety of skill sets which makes it that much more difficult to train for. Running, strength, shooting, practical application of quarry skills, interviewing well, etc. This is where goal setting played a huge part. Training for this was not something I could just “wing”.

I met with a running coach as soon as I was cleared for physical activity after giving birth to my final child. I took out a membership at a local range and began shooting there weekly. I met with a member of the K9 unit and began quarrying for the unit during their training days. I needed a more intense strength training program than what I was used to. I signed up for a CrossFit gym to work on strength-building and endurance at the same time.

I also printed off any documents related to K9 that I could source including previous competition postings, K9 policies, etc. I read these documents over often and reviewed known files where K9 was utilized so I could get familiar with their reports, deployment decisions, etc.

I had to arrange for additional child-care for my infant while I took a couple of hours each day to focus on these goals. I am so fortunate to have such a supportive family – I could never have done a lot of the training I needed to do without them.

Goal setting to me is:

- Writing down goals – both micro and macro.



- Talking with people who have achieved my goal. How did they do it?
- Celebrating small successes along the way because the end goal can seem so far away.
- Surrounding myself with like-minded people, social media, and podcasts. Eliminating any sources of negativity.
- Talking with people who have achieved my goal. How did they do it?
- Always remembering my “why”.
- Never be afraid of trying. Living with regret of not having tried would be a worse feeling than having tried and not succeeded.

I’m a realist - If I wasn’t successful this time, it was time to focus on a new goal and work toward it. I was 37 years old now and although that’s not old, K9 is a young person’s game. It’s hard on the body and I did not want to be just starting that position much older.



My daughters, at the time of the competition, were (almost) 6 and 3. They were so encouraging and genuinely so interested as I went through the process. After every stage of the competition, I would come home and my oldest would say excitedly, “Mommy!!! Did you win the Doggie??” I would laugh and say, “Not yet Hunny, but hopefully soon!” My husband would tell me often how proud he was of me. He knew how much achieving this goal meant to me and he supported me more than I could have imagined.

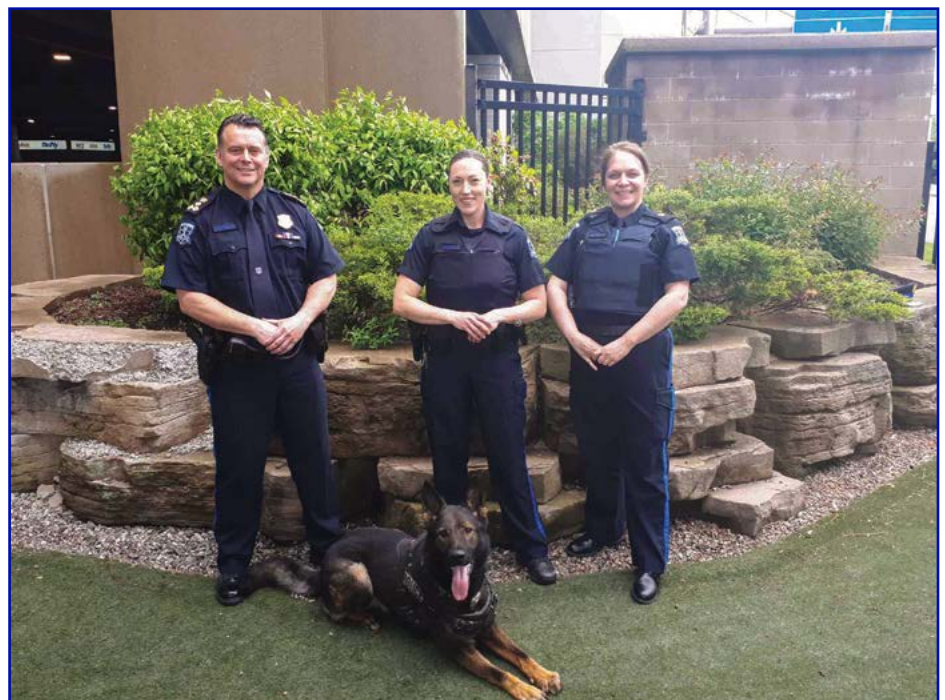
In early 2018 a competition was posted. I didn’t see it directly because I was still on maternity leave at the time, but I had people at work keeping an eye on me. I applied while still on leave and participated in the competition a couple of weeks after returning. I didn’t meet the run time of under 32:00. I finished at 32:40. I cried leaving the Canada Games Centre. And if I’m being honest, all the way home.

In June 2020 I was told I was the successful applicant for the K9 position. I went home that day and told my daughters, “Mommy won the doggie!!” My canine partner, Mako arrived in August. We’ve been training for the last two months and still have a few more months to go. He’s an incredibly smart dog and I couldn’t be more excited for us to get validated so we can hit the streets and catch some “bad guys”.

For a few days, I felt sorry for myself but quickly realized how much good had come out of all that training. I went from not being able to walk properly, to running 4 miles in 32:40! That was huge. Imagine how I could build on that. I relaxed a lot on the training over the next few months, never taking my eye off the end goal, but just being a normal mom, a normal wife, enjoying my workouts, but doing it more for fun instead of purpose.

In September of 2018, I picked up a more intense training routine once again. I didn’t come this far to only come this far. It was time to run faster run times, lift heavier weights, improve on my quarry skills, and be prepared for that K9 shoot when the time came.

In late 2019 I heard rumblings of another competition coming up in the new year. I was so excited. This was going to be my last shot. It was my time. I had still been very focused and had done all that I could do right up until the end of the competition.



HerStory – Black Women Making a Difference in Canadian Law Enforcement.

Sergeant Craig Marshall Smith, M.O.M.

Craig is a Halifax based author, RCMP sergeant and president / board chair of the Black Cultural Society for Nova Scotia. Craig began his RCMP career in March 1997 at the Yarmouth Town Detachment. Presently he is the site commander for the Lower Sackville Detachment. He has written and researched extensively on African-Canadian achievement and he has lectured and conducted presentations on Black Canadian history, race relations and policing from a Black perspective across Canada and in the United States.

Craig is a published author of five books, his most recent HerStory – Black Women Making a Difference in Canadian Law Enforcement was released in 2020. He has also appeared in a number of historical video documentaries which include: The Long Road to Justice: The Viola Desmond Story; and Soul on Ice ESPN video on the Coloured Hockey League of the Maritimes.

Craig has received a number of awards and in recognition of his work in the area of diversity, inclusion and race-relations.



His awards include: The Harry Jerome Award 2012; recipient of the Queen Elizabeth II Diamond Jubilee medal 2012, and the Dr. Burnley A. Jones Nova Scotia Human Rights Award in 2014. In March 2015, Craig was appointed to the Police Order of Merit of Police Forces by His Excellency, The Honourable David Johnston, Governor-General of Canada. He is the first African Nova Scotian police officer and first RCMP member in Canada to receive his honour.

Executive Director/Chief Sheriff Services Leanne Sample

Leanne Sample joined the RCMP in January 1992. She was the first African Nova Scotian female hired by the RCMP in NS. After graduating in August, Leanne was posted to Shelburne, Nova Scotia. In December 2001, Leanne was promoted to the Corporal rank as an Applied Police Science Facilitator in Regina, SK. She was the first African Canadian Female to be promoted to the rank of Corporal in the RCMP.

In 2006, Leanne returned from the RCMP Training Academy to police in Pictou County District, Nova Scotia and in 2008 was promoted to the rank of Sergeant in Halifax Headquarters.

In 2016 Leanne received her promotion to the commissioned ranks of the RCMP as an Inspector in Charge of Career Development (Human Resources) for the Province of Saskatchewan.

Leanne served almost 26 years with the RCMP in various locations throughout Nova Scotia and Saskatchewan. After retiring in 2017 and moving back to Nova Scotia with her family, Leanne assumed the role of Deputy Chief Sheriff of the Nova Scotia Sheriff Services. She was the first African Nova Scotian and female hired within the Senior Management Team of Sheriff Services. Since July of 2020, Leanne has been the acting Director/Chief of Sheriff Services.

In her career, Leanne has obtained several awards and recognition for leadership including the Atlantic Women in Law Enforcement Leadership award, the RCMP Southwest Nova



award of Distinction for Leadership and both the NS RCMP Support Services Officer's and NS RCMP Commanding Officer's Certificates of Appreciation.

Leanne has been featured in Craig M. Smith book "You Had Better be White By Six A.M." : The African-Canadian Experience in the Royal Canadian Mounted Police and HerStory–Black Women Making A Difference in Canadian Law Enforcement. Leanne has also been featured as a Trailblazer in the summer 2006 edition of Black to Business periodical.



Cst. Rt'd Kathleen Avis Long RCMP Regimental No. 34017 May 15, 1953 – May 16, 2020

There are so many lives that Kathy touched in a positive and lasting way. So many memories that bring a smile. Kathy was a wonderful person.

She made a difference in many lives, her family, her friends, her colleagues and the communities in which she served as an RCMP officer. So many hearts are feeling sadness at her passing - because she was here - because she was loved.

Kathy was a brave, adventurous soul. She always followed her own path. She set life goals and she achieved them. After graduating from Horton District High School, she graduated from Acadia U in 1974 with a B.Sc. and Sheridan College Correctional Officer's course in 1976. Kathy joined the RCMP in 1977 and was a member of one of the first all-female troops at a challenging time for women who in the early years were not always viewed as equals by their male peers. None the less she forged ahead and had a very successful 26-year career in the force. All of her service was in "J" Division, New Brunswick. She was respected and admired for her abilities and knowledge which she was always willing to share with new members.

She became a true advocate for women and children who were victims of family violence and abuse. She worked tirelessly to make the RCMP workplace an inclusive environment for both men and women. She was one of the founding members and the first President of Atlantic Women in Law Enforcement. The association is still active today. Kathy is remembered for her contribution as a pioneer and a mentor to many female police officers looking for equality in the workplace.

A friend and former colleague described her as "being forthright, and someone who stood up for her convictions with integrity" and another said she "would entrust her with anything".

She was known to be a true friend and worked at maintaining and nurturing many lifelong friendships. Never forgetting her childhood friends and making new ones along the way. She loved her family and they knew that even during times of long absence you were not forgotten.

You might not see Kathy for months then she would arrive for an unexpected visit as if she never left. Always taking an interest in the lives of her nieces and nephews, wanting only the best for all of them. She gave great Christmas gifts.

Upon retirement, she looked forward to enjoying life, embracing her freedom to do whatever she wished. And she did just that. She travelled to as many corners of the globe as she could, especially enjoying recent hiking tours. Kathy did not like cold weather and looked forward to going to warm



southern climates during the winter. She loved the ocean, Parlee Beach, and the Halifax waterfront. If you were Kathy's friend you no doubt enjoyed a beer with her at a downtown pub or patio.

Read at Kathy's funeral an excerpt from a poem

"If Tomorrow Starts Without Me" by David Romano

*But when tomorrow starts without me,
Please try to understand,
That an angel came and called my name,
And took me by the hand,*

*And said my place was ready,
In heaven far above,
And that I'd have to leave behind
All those I dearly love.*

*But as I turned to walk away,
A tear fell from my eye
For all my life, I'd always thought,
I didn't want to die.*

*I had so much to live for,
So much left yet to do,
It seemed almost impossible,
That I was leaving you.*

*I thought of all the yesterdays
The good ones and the bad,
I thought of all the love we shared,
and all the fun we had.*



A LITTLE GOOD NEWS

Celebrating Milestones

Nancy Rudback 32 Years Of Service
Carol Campbell-Waugh 32 Years Of Service
Angela Corscadden 31 Years Of Service
Angie Hawryluk 29 Years
Kim Arsenault 25 Years
Tamu Bracken 25 years
Jen Clarke 25 Years
Rosalind Graham-Hussey 25 years
Jenn Edmond 25 Years
Cheryl Ponee 24 Years Of Service
Sue Ca-Moose 24 Years Of Service
Kat Renvew 20 Years Of Service
Natasha James 23 Years
Adree Zahara 22 Years
Brenda Hogan 15 Years
Monica Slade 15 Years
Michele J Brezuk 10 years

Promotions

Kim O'Toole Superintendent
Kristen Colwell Deputy Superintendent
Rachel Critchley Acting Deputy Superintendent
Jennifer McCarron Acting Deputy Chief
Sylvia Babs Sergeant
Chelsey Guinchard Sergeant
Lisa Anderson Sergeant
Jules Shannahan Sergeant
Holly Thomas Sergeant
Karolyn Nolan Sergeant
Wanda Antsey Inspector

Mentoring Support Training

Professional Development Networking Recognition



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

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