

Ontario Women in Law Enforcement

SUMMER Issue, Edition #27





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Ontario Women In Law Enforcement is published quarterly by

Ontario Women In Law Enforcement
P.O. Box 71534, Aurora, ON L4G 6S9
www.owle.org

Ontario Women In Law Enforcement is published under the mandate of the Board of Directors of Ontario Women In Law Enforcement

Proud member of the International Association of Women Police and the Ontario Chiefs of Police Association

Publisher: Robert (Bob) Holling

CANADIAN PUBLICATIONS MAIL Agreement No. 40782020
RETURN UNDELIVERABLE CANADIAN ADDRESSES TO
BLUE KNIGHT PUBLISHING, P.O. BOX 1978, BLENHEIM, ON N0P 1A0
1-866-846-2837

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PRESIDENT'S MESSAGE



Myra James
Hamilton Police Service

Over 425 attendees enjoyed the 11th annual OWLE awards banquet at the Capitol Banquet Center in Mississauga on May 1st. CONGRATULATIONS to all major award nominees and award recipients as well as those women in law enforcement who have achieved milestones in their careers. Please visit our web site to view photos of the event, including many photos that were taken throughout the banquet itself. Thanks to Toronto Police Constable Andrea Patching for the quality photos and her continued commitment to assist the OWLE. Cst. Pat Fleishmann provided exceptional narrative throughout the banquet as our MC. This year we welcome two new sponsors – ASIS Toronto Chapter and Pacific Safety Supply. We're very

grateful to the support of our annual award sponsors and corporate supporters. Our banquet is our premier event each year and it takes some of our board members months to arrange, from the initial nomination distribution to the preparation of lists of service award recipients, seating arrangements, ticket distribution, invoicing, ordering awards, hall décor and many other logistics. The OWLE Executive combined with the assistance of members from the Board of Trustees always manage to combine their efforts to deliver a memorable event for all. This year Joanne Savoie suggested a percentage of the banquet raffle proceeds be donated to the Mississauga Food Bank. She initiated the Bring A Can to Fill A Police Van which was shared with banquet ticket purchasers and promoted on the web site. Our board all agreed this was an ideal community initiative and we're grateful for the assistance provided by the Peel Regional Police Service.

In April, OWLE Vice President Wendy Wilson and I joined Past OWLE President Amy Ramsay at the spring board meetings of the IAWP in Lexington, Kentucky. Our Affiliate report was submitted and available for the entire IAWP to review. Did you know that an Affiliate report is prepared for the fall and spring board meetings of the IAWP? It's one of the expectations of all Affiliates in good standing.

We are one of approximately 20 IAWP affiliates. I encourage you to check out the IAWP web site at www.iawp.org for updated information from Acting President

Jane Townsley. Her message includes brief details about the challenging decisions that IAWP board members had to make. Several board members were extremely disappointed over Amy Ramsay's resignation as President. During her term the IAWP moved forward with significant improvements to our constitution, policies and transitioned to utilizing standing orders governance at our board meetings. Additionally the IAWP is more financial sound now than we've been in many years. It's apparent that numerous improvements were achieved during Amy's tenure! I have committed to serving one more term as 3rd Vice President and this will conclude at the 2012 conference in Newfoundland.

Our Professional Development Directors are making arrangements to confirm the venue and speakers for our fall training day. Watch for details on the web site.

Details about the upcoming Annual General Meeting were announced at the OWLE banquet and posted to the web site. I hope you plan to join us on June 18 – 7 p.m. at Halton Regional Police Station on Bronte Road. To encourage your attendance we've invited Sgt. Jenny Newton (Toronto Police Service) to deliver an overview of her 6 month experience in Kabul. I've seen her enlightening presentation and hope you'll mark the date on your calendar to attend. Additionally you will be updated on the activities of the OWLE. I hope to see you there!

Be safe and have an enjoyable summer!!!

Myra James



Barbara Bartlett
General Manager

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IAWP COORDINATOR'S REPORT

Submitted by: Deputy Chief Leanne Fitch

Region Eleven Coordinator

International Association of Women Police

The Board of Directors and Trustees of the International Association of Women Police have been very busy since my last column to the OWLE magazine. The Board met for the annual spring meetings which were held this year in Lexington, Kentucky. Day one of the three day meeting was dedicated to Strategic Planning and was lead by RCMP Staff Sergeant Margaret Shorter. The Board members spent considerable time and effort designing the way forward for IAWP. In days two and three of the meetings, your Board worked through some very difficult issues that remained somewhat outstanding since the former Treasurer resigned at the Spring Board meetings which were held in Newfoundland in 2008. Our interim Treasurer Kim Covert, who was appointed in mid-2008, has been diligently sorting through financial details and getting the IAWP finances back on track. I would like to ensure the membership that the Board is committed to working with Kim to ensure that all financial processes are fully transparent and efficient.

Some of you may have already heard that there has also been an interim shift in the executive positions. On April 27, 2009 IAWP Acting President Jane Townsley sent email correspondence to update the membership that "Amy Ramsay and Terrie Swann have recently both taken the difficult decision to resign from their positions of President and Executive Director". While neither Amy nor Terrie had intentions to re-offer this fall when their terms would be open re-election, they decided it would be best to step down from their positions immediately as the Board is driving forward with reconstructing some significant business processes. Amy and Terri will surely be missed from their posts and have contributed a great deal to the success of IAWP over the years. I would like to take this opportunity to express, on behalf of Region Eleven, our gratitude for

their hard work and dedication to IAWP. Indeed, their leadership raised the bar of expectations and standards for the organization. We wish them both well in their future endeavors!

Jane Townsley, as first vice president is assuming the Presidential duties in the interim until the formal elections this fall in Seattle Washington. The Board also approved the appointment of Debbie Friedl as interim Executive Director; she will also be overseeing Region 1 until after the elections. Acting President Townsley wished to ensure the membership that the "management of the organization will not be affected by these recent changes" and that "there is much to look forward to in the development of the IAWP". More information is available by reviewing the spring board meeting minutes which will be posted to www.iawp.org.

I would like to thank those of you who provided feedback on the IAWP Magazine renewal project. Based on the feedback and discussions at the Board meetings, you can expect to see an exciting new version of the international *Women Police Magazine* produced before the end of 2009. Some wonderful suggestions were made and I look forward to seeing the new product, and I am certain you will enjoy it as well. As the magazine starts to transform we will be more than happy to receive your continued feedback.

In our meetings we also focused on ways to better utilize contemporary media options to increase the information flow through the IAWP website. The website is a great asset to the organization and this is in large part due to the hard work by former Web Master and Historian Bonnie Devore. The Strategic Plan includes a review of our communications and interim Web Master Carol Paterick has taken on the task of developing a new look and feel to the website.



***Deputy Chief Leanne Fitch,
Fredericton Police Force,
IAWP Region 11 Coordinator***

As you can see change abounds and the Board is excited about the progress being made. I encourage you keep your membership up to date and to rally other officers, men and women, to join our growing organization. It is never too early to start planning to attend an international conference where you will meet several hundred delegates, from close to 30 countries, and benefit from the presentation of speakers from around the globe. The next four training conferences are already in the planning stages as follows:

2009 Seattle, Washington
2010 Minneapolis, Minnesota
2011 Lexington, Kentucky
2012 Saint Johns, Newfoundland

Hope to see you in Seattle this September 20-24, 2009. Check out the website at www.iawp2009.org. Please remember that the award winners from the 2009 OWLE banquet will be nominated at the international level so please plan to attend and support your fellow Canadians!!

Be safe and best wishes always,

Deputy Chief Leanne J. Fitch
IAWP Region 11 Coordinator
Fredericton Police Force, New Brunswick

DEALING WITH CHALLENGES RESULTS IN A GREAT TEAM

Submitted by Sergeant Debbie Beaulieu
Niagara Regional Police Service

Detective Constable Pam Carter was hired by the Niagara Regional Police Service on November 23, 1987. Aside from a 6-month stint in the Intelligence Unit, Pam spent the first 14 years of her career in a front line uniform capacity, serving as a coach officer for newly appointed officers as well as periodically fulfilling Acting Sergeant responsibilities.

On July 13, 2001, Pam won a position on the Service's K9 Unit, after four previous unsuccessful attempts at competing for the position. Pam attributes her eventual success of becoming a K9 officer, a position that she had wanted for years, to her ability to view her unsuccessful attempts as a "challenge" amidst an environment that wasn't experienced in having female's in this role within the Niagara Regional Police. Eventually conquering the grueling physical testing standards of the K9 position, along with Pam's strong character, allowed her to successfully demonstrate that she was worthy of this sought-after position. Pam said that her eventual success at achieving the standards set for the position made the job that much more meaningful for her when she did eventually win the spot on the Canine Unit.

Over the next eight years, Pam developed an interest and subsequent specialty in the area of "High Risk Tactical Tracking" with her K9 dog, "Scout". Through specialized training and experience, Pam and "Scout" developed a reputation for being proficient in "containment" duties, an area consistently relied upon by the Emergency Task Unit. She co-wrote an article, known as "High Risk Tactical Tracking", published in June 2008 by the Canadian Police Canine Association. Even though Pam is no longer assigned to the Canine Unit, she

and "Scout" continue to be in demand and are asked to participate in canine training in California and Binghamton, New York.

Pam was recently nominated for the 2008 OWLE "Medal of Valour" for her and "Scout's" role in the apprehension within the Niagara Region of a "career criminal" in 2008. This was just one of many successful apprehensions



facilitated by the Pam/Scout canine team.

Coincidentally, after years in the Canine Unit, "Scout's" tenure as a front-line patrol dog was finished. At the same time, a position with the R.O.P.E. (Repeat Offender Parole Enforcement Unit) became available. Pam applied, along with seven others, and was the successful candidate.

Pam's tenure with the R.O.P.E. Unit began January 1st, 2009. She is the only female on the team that is responsible for the G.T.A. area. There are five R.O.P.E. teams that are responsible for the Province of Ontario. There is only one other female on a R.O.P.E. team,

currently working out of the Windsor area.

Pam made a seamless transition to the R.O.P.E. Unit, partially due to the fact that there is mutual respect of and from the other team members, including a Supervisor with experience and support to allow her to do her job. She was immediately accepted as part of the team, which is typically a male-dominated position.

It wasn't long before Pam determined that canine assistance would benefit the apprehension techniques required of R.O.P.E. team members. Pam requested consideration of bringing "Scout" onto her team and it was readily approved. Pam and "Scout" now consistently enjoy apprehensions of Federal Parole violators, many times without having to resort to other more serious, but authorized, use of force options.

Due to Pam's passion for "catching bad guys" and her tenacity in getting the job done. Pam has developed a reputation for being "no nonsense" when it comes to police work. Pam feels very strongly that if an officer can demonstrate to others what they're capable of, instead of feeling that one must "prove themselves", especially as a female, then one's career path will be based on a solid foundation of experience. She wants others to know that if they find themselves facing obstacles during their career, especially if it's likely related to their gender, that they should remember that other women have also faced similar obstacles. It is only those that choose to defy stereotypes and work toward what they really want out of policing that will eventually experience success in their areas of interest.

Pam often receives "advice" to further her career by competing for promotion. Pam has chosen her job assignments

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based on her interests and her skill set. She is very pleased with the opportunities that policing has provided to her and will continue to follow her passions, as long as she can. If promotion is part of that equation, then she will tackle those challenges with the same ferocity as she does every other assignment. If she chooses not to seek promotion, Pam's only hope is that her legacy will be one of always conducting herself in a professional manner, which includes her ability to

use common sense combined with a passion for adherence to Canadian laws.

Debbie Beauliau is a Sergeant with Niagara Regional Police Service. She has been on the service for 24 years. She has worked in various units including uniform, child abuse, victim services, domestic violence, and patrol supervisor and community service supervisor. Currently she is a Detective Sergeant assigned to the policing standards unit. Debbie is a graduate of

the University of Western Ontario, Honours BA. She entered policing back in the 80's after reading an article in the Niagara Falls Review on Policing by an OPP officer. She is married and has two children that are young adults. She is a member of the Ontario Women in Law Enforcement

Editors Comment: Thanks to Debbie for taking the time to write up this interesting article on the career path of her colleague.

NEW PARTNERSHIP

**Submitted by: Bill Anderson CPP
ASIS Toronto Chapter Awards Chair**

ASIS International (ASIS) is the largest organization for security professionals, with more than 35,000 members worldwide. Founded in 1955, ASIS is dedicated to increasing the effectiveness and productivity of security professionals, in both the public and private security sectors. Of the thirty-one current ASIS councils, the ASIS Law Enforcement Liaison Council facilitates an ongoing environment for members to engage in the development, research, and implementation of programs and activities which foster cooperation and partnership between the public law enforcement and private security professions.

As a career police officer in the public sector I was fortunate enough to become involved in ASIS International, Toronto Chapter, which in turn became the opportunity for our

newly forged relationship with Ontario Women in Law Enforcement. The Toronto Chapter of ASIS takes great pride in having the opportunity to recognize the contributions of local law enforcement and security practitioners across the GTA annually. This year, we at ASIS Toronto were pleased to become involved as a sponsor of the Presidential Award at the OWLE 11th Annual Awards Gala. The Presidential award recipient for 2009 was Constable Joanne Tawton of the Toronto Police Service.

This fall, the Toronto Chapter celebrates its 12th Annual Law Enforcement and Security Practitioners Appreciation Awards Dinner on Thursday, the 15th of October.

The Toronto Chapter is particularly excited to be introducing a new award category: "Women In Security".

Great strides have been made in the involvement and leadership of women in public law enforcement over recent decades. While representative in

higher numbers in the security sector, women in the private security sector have made similar in-roads as their public counterparts, presently representing approximately 40% of the private law enforcement sector. This award recognizes a female security practitioner, who through her exemplary conduct and leadership, is a role model for women in and considering careers in the private security sector.

We at the Toronto Chapter of ASIS International salute all of you who lead by example in your careers, community and with your peers. We look forward to a continuing partnership in our mutual initiatives and hope each of you will consider nominating someone for "Women In Security". We hope to see you at our awards dinner in October.

You may obtain further information on both at www.asistoronto.org Links to the ASIS London Chapter and Ottawa Chapter can be found there as well.



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INTERNATIONAL HOCKEY TOURNAMENT HPS WOMEN'S TEAM

Submitted by Jen McFeggan, Team Coordinator

On March 4th & 5th, 2009, the Hamilton Police Service Female Hockey Team (Blue Steel) travelled to Ottawa for the annual International Police Tournament. With eight teams in the Women's Recreational Division, competition was intense! In our first game, we defeated Ottawa Thrashers 3-1, with goals from Amanda Reid and Tracy Burgess. Game two was a battle with Peel, which ended in a 3-3 tie. A natural hat trick by Reidy! We defeated the

Barrie Bullets 3-2, with goals from Reid, Charlene Moses and Candice Ceelen.

After finishing first in our pool, we met the Ottawa Capitals in the semi-finals. We were victorious 2-1, with scoring from Ceelen and Jen McFeggan. The championship game pitted us against our cross town rivals, Niagara. As defending champions, Niagara proved to be a very tough opponent. The fast paced game was a fantastic battle! In the dying seconds, down 2-1 (goal by McFeggan), we brought out an extra

attacker, to no avail. Niagara tossed in an empty netter and captured the Championship! Excellent effort by our team!

Our team was an eclectic group, with representation from HPS, EMS, Hamilton Fire, just to name a few! Team members included Ellie Bale, Tracy Burgess, Deb Bulloch, Hannah Carter, Candice Ceelen, Jen Lafleur, Allison Laing, Sherri Marshall, Jen McFeggan, Charlene Moses, Amanda Reid and Shonna Smith. Thanks to our bench staff Chantelle Wilson! Great job ladies!

CHOIR DONATION

Submitted by Jen McFeggan, Choir President



To continue with our annual tradition, the Hamilton Police Female Choir selected McMaster Children's Hospital as our 2008 charitable donation recipient. In December, our Choir spent time singing Christmas carols to the children in the pediatric cancer ward. It was an emotional performance, that made a lasting impact on all of us. Thank you to our Sisters-in-Song for making a positive difference in our Community!

OWLE/PEEL REGIONAL POLICE TEAM UP FOR FOOD DRIVE

*Submitted by: Sgt. Jo-Ann Savoie
Hamilton Police Service,
OWLE Board of Trustees member*

Each year the Ontario Women in Law Enforcement choose one charity to support from donations raised at our annual awards banquet. This year our efforts were twofold. First we asked all guests to BRING A CAN, HELP FILL A POLICE VAN for the Mississauga food bank, where the 11th Annual Awards Banquet was held. The Mississauga Food bank is the largest food bank in Peel Region, assisting over 9000 people per month. Through the generous donations of our members and friends of OWLE, we were able to meet our goal of filling a police van.

This project would not have been a success without the assistance of the Peel Regional Police Service. Chief Mike Metcalf and D/Chief Jennifer Evans saw our vision and did not hesitate when asked to be a partner in our initiative. Inspector Gavin

Francis, Staff Officer to the Chief of Police and a friend of OWLE was instrumental in his role as the liaison for this project. Superintendent Mike Moore, Division 12, authorized Constables Mike Chaloupka, Scott Hutchings, Karl Opresnik, and Lee Knight to facilitate the coordination of the vehicles on hand at the OWLE banquet and the drop off of the food to the food bank. Their enthusiasm and support were greatly appreciated.

As a provincial organization, it was agreed upon by the executive that a portion of the money raised during the dinner would be donated to the Ontario Association of Food Banks (OAFB) that help over 120 communities. The OAFB acts as the coordinator for Ontario's food bank network, which includes four Distribution Centres and over ten major Hub warehouse operations across the province. Through donations and other programs, OAFB is able to distribute over seven million pounds of food across the province

every year. I am happy to announce that the Ontario Women on Law Enforcement will be presenting a cheque for \$500.00 to the Ontario Association of Food Banks.

According to the Ontario Hunger Report : the leading edge of the storm, published by OAFB December 2008:

- Food banks in Ontario have reported an average increase of 13 per cent in the number of neighbours turning to them for support in the fall of 2008.
- Seventy nine per cent of food banks in Ontario reported an increase in the number of persons turning to them for support since fall 2007.
- Food banks in communities including Orillia, Lindsay, Cornwall, Sudbury, Thunder Bay, St. Thomas, Stratford, Toronto, and London have seen their gures spike in the last twelve months.
- 37.6 per cent of Ontarians forced to turn to food banks are children. ¹

Thanks to all those that donated food and participated in the fundraising at the OWLE banquet. Our efforts together have helped many families in communities across the province.

¹. Adam Spence Ontario Hunger Report: The leading edge of the storm. Toronto Ontario, December 2008.



L/R - Cst. Karl Opresnik, Cst. Lee Knight, Cst. Scott Hutchings, Cst. Mike Chaloupka



GREAT COACHING IS ABOUT ATTITUDE NOT APTITUDE

Do You Have What it Takes to be a Successful Coach?

Submitted by: Brian Smith

What do successful managers, supervisors and coaches have in common? Answer – The ability to teach someone else what they know. Just because someone is good at what they do – does it mean they'll be good at doing something else? The best athletes don't always make the best coaches. The same holds true for Police Officers

If you had to compile a list of the top ten characteristics/traits that you believe a Coach should have to be successful - what would you put on that list? Once you have compiled your list take a moment and rank them one through ten in terms of importance. One being the most important and ten being the least important. (I know they are all important or you wouldn't have put them on your list but one most likely carries more weight than the others)

After you have ranked your list – how many of those key characteristics/traits were technically based like knowledge, experience or common sense and how many had more to do with soft-skills like communication, listening or motivating? Results of a recent study conducted by the HayGroup®, a leading authority on emotional intelligence, shows that for most jobs that involve working with people, EQ is twice as important as IQ plus technical skills. Sixty-seven percent of the competencies needed to manage or lead people effectively are emotionally based. If you ranked soft-skills higher than technical skills you are more in tune with the realities of the 21st Century. Most fortune 500 Companies believe that soft-skills are now more important than technical ability.

Let's take one more look at your list. Go down your list and put a "B" beside the traits that you think you need to be born with or an "L" beside the ones that you think you can learn. . Did you have more B's than L's or more L's than B's? If you ended up with more L's than B's – Congratulations – It means that you believe you can learn these skills. I couldn't agree with you more. Contrary to popular beliefs – Great Coaches are not born – They are made.

Think of those skills that you need to learn as habits. (Skills like patience, open mindedness and understanding) Good habits = good results just like bad habits = bad results. We are adults and we can learn new habits. Trust me - I know it's easier said than done. But if you are willing to put in the time and effort you will succeed. All you need to do is stop doing one thing and start doing another. And the more that you do it – the more it will become you. That's what's great about habits. The more you do it - the more it becomes you - and the more it becomes you - the more you will do it without thinking about it. You can learn to be patient. You can learn to be a better listener. You can learn to be more open-minded and understanding. You can learn to become a better coach. (Mind you, some will learn it quicker than others) Great coaching is about attitude not aptitude.

I'm a behaviouralist by training, which is a fancy way of saying I study and watch people for a living. (I'm not talking stocking here – just watching) Suppose for a moment that we are born a certain style – a certain way of behaving. And that style dictates the way that we communicate,

listen and interact with others. And suppose there were four distinct styles of behaving and generally speaking we "fit" into one of those four styles. If that were true – would there be any value in understanding your style and the style of the people you are working with?

I believe performance improvement as a Coach is achieved by both gaining knowledge and understanding of your own behaviour, and by increasing your willingness to change the way you interact with and respond to others who have a different type of behaviour than you do. If you understood how someone likes to communicate, listen, and manage and to be managed and you communicated and managed them in a style that they liked – would they be more receptive? Would they be more apt to listen to what you had to say?

Can you change your behaviour to get a different result? Simply put – can you act in a way that is going to get you what you want? Each of the four styles has their own strengths and limitations. (I use an assessment tool called DISC)

Dominant personalities are task focused and prefer to lead the group but may come across as unapproachable. They can be seen as insensitive to others and show impatience at times. (Often referred to as your typical "A" personality)

Interactive/Interpersonal personalities are great communicators and they love being around people but they may appear superficial in their approach to others. They can appear to be disorganized and lack follow through.

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Steadiness personalities are great listeners and are very loyal but can be indecisive when making a decision for fear of making waves. They have a tendency to outwardly agree with you – even when they don't and tend to resist change preferring to maintain the status quo.

Conscientious personalities are our very best planners. However, they can

be overly concerned with perfection. They appear to act aloof and prefer to work alone. They tend to stifle other's creativity by sticking to the rules – their rules – their plan.

I believe there isn't one style that's better suited to coaching than any other. A strength overused, or used in the wrong situation, can become a weakness. The secret to great coaching is changing your coaching

style – dependant on the person you are working with. One coaching style does not fit all.

Brian Smith specializes in soft-skills training and leadership development. His client list includes: Siemens, Aecon, York University and Ottawa Police Service. He can be reached at bsmith@pldynamics.com or online www.pldynamics.com to find out more.



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2009 ANNUAL GENERAL MEETING



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THURSDAY JUNE 18, 2009

7 P.M.

HALTON REGIONAL POLICE HEADQUARTERS

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We have arranged for OWLE member
Lt. Col. Jenny Newton to
share a narrated visual presentation of her
recent six month tour of duty in Kabul.

Inquiries: (905) 518-6232
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JENNY RETURNS FROM AFGHANISTAN

Dear OWLE Members,

How time flies! It has been three months since returning from my military tour in Afghanistan and I am just now settling back to work with the Toronto Police Service. In this, my final article about my tour, I would like to reflect on the positions I held and the people I met during my 7 months away.

Prior to deploying back in late June 2008, I was given the position of Liaison Officer to Regional Command (RC) South working for the International Security Assistance Force (ISAF) Headquarters in Kabul. I was to reside at the Kandahar Airfield Base (KAF) while reporting back to ISAF HQ. As a note, there are five military Regional Commands in Afghanistan, all reporting to this HQ. Our beloved Canadians, who operate within the province of Kandahar, are also located in RC (S).

My position, however, changed just prior to my departure. I would become the Watchkeeper Coordinator, a new position located within the Combined Joint Operations Centre (CJOC) of ISAF HQ, Kabul. I would work with four other officers: two would be Watchkeepers in the National Military Coordination Centre (NMCC) located in the Afghan Ministry of Defence and the remaining two would work in the National Police Coordination Centre (NPCC) located on the grounds of the Afghan Ministry of Interior.

With my new position in hand, I finally left for Afghanistan. Two civilian aircrafts and one C-130 Canadian military cargo plane later, I landed in KAF having had no sleep during my two days of travel. When

I exited the plane, I was hit with a wave of heat I had never experienced before, except perhaps when I had leaned into a hot oven! It was 48 degrees Celsius with no shade or air movement, and the military kit I was wearing only exasperated the situation. Body armour with plates, tactical vest, helmet, rifle, pistol, magazines filled with ammunition, barracks box, two kit bags...I could



*Lieutenant Colonel Jenny Newton
at Kandahar Airfield Base –
January 2009*

hardly walk! Two days later, I was in another C-130 on my way to ISAF HQ, which would be home for the next six and a half months. Luckily, with Kabul being located 6,000 feet above sea level and surrounded by mountains with an average temperature of 35 degrees Celsius, I would have a great summer (unlike the constant rain in the GTA you all had!).

The women's' barracks, which was made up of two levels of specialized sea containers, was both comfortable and air-conditioned. My first roommate was a US Marine Lieutenant Colonel, who was just finishing her year-long tour. She would wake up at 0530 hrs daily in order to speak with her two year-old daughter using Skype. A few weeks later, Holly, a Canadian Major from Ottawa, would be my new roommate for the remainder of my tour. It was

fun to decorate my little corner, even with the Poppy wall flowers I had picked up from IKEA!

With only one day to settle in, I was off to the CJOC. Prior to working as the Watchkeeper Coordinator, I was placed in the position of Night Chief Operations (CHOPS) for the CJOC, partly to give me training for my new position and partly to fill a gap created by the changing of the Standing Headquarters. I would compare the position of CHOPS to that of a Duty Inspector running the police service from the Duty Operations Centre during the night hours. Working 1800 to 0600 hrs daily, I oversaw all operations within Afghanistan while our generals slept waking them only when high-profile events occurred. I also worked closely with the duty staff from the RCs and the other night owls working with me in the CJOC. The Operations Centre was just like the movies – a bunker made up of rows and rows of desks, computers and telephones on multiple levels with five giant screens at the front. As CHOPS, I sat on the “bridge” at the top overseeing all activities making me feel a little like Capt Janeway of the Enterprise!

During my time as Night CHOPS, there were many events that I would remember for a long time, events that I had to gather detailed information about for the Commander of ISAF. These included Coalition soldiers being killed or seriously injured; civilians being accidentally killed by Coalition Forces; two Afghan women, accused of being prostitutes for the Coalition Forces, being executed by Insurgents with their bodies being left for days for all to see; and, horrific attacks by the insurgents. I distinctly remember

waking up at 0815 hours to go to the washroom one day in July only to hear a tremendous explosion from my room. With no camp alarms going off, I returned to bed only to find out that the largest attack in Afghanistan's current history had just occurred. Over 147 civilians were injured and 42 were killed, including women and children when a vehicle suicide bomber struck the Indian Embassy killing several inside the compound and many more attending a market across the street.

After a month of working at this challenging position, I moved to the lower level of the CJOC in my position as Watchkeeper Coordinator. As the Watchkeepers contacted me with information about police or district centres being attacked or of suicide bombers looking for targets of opportunity, I would work with the Liaison Officers from the various RCs or the airforce personnel controlling fast air to get the military support required. Whenever possible, I would head out to visit or work in the NMCC or NPCC. This gave me an opportunity to meet Afghan soldiers and police officers, all men working in their respective coordination centres. Although I had no problems working with the Afghan men, I can tell you that I was certainly a novelty. They simply were not accustomed to working with a foreign woman. As a note, I never wore a *hajib* (a woman's head scarf). By not wearing the scarf while in my military uniform, I was seen as "a-sexual" and therefore the Afghan men could work with me on the same level. If I had worn the *hajib*, all the applicable rules relating to women would then fall into place, rules that would have hindered my work. As with my previous position, there were many memorable events that occurred. I remember getting a

frantic call from one of the Watchkeepers who was describing an ongoing bomb attack occurring several feet from his location at the NMCC on the Ministry of Defence grounds. Luckily, the bombs only hit the lawn located near the flower beds!

With three and a half months under my belt, I was given an opportunity to work with the CJ4 Branch, which is the Logistics branch of ISAF HQ. I worked for a great lady, a full Colonel from the US Army and shared my new office with another full Colonel from US Army Central Command (ARCENT). Our little branch of 27 people was made up of soldiers from the US Army, Marines and Airforce, Greece, Spain, Turkey, Denmark, Netherlands, Britain, Croatia, Germany and Canada.



Lieutenant Colonel Jenny Newton with another Canadian Isabelle Linteau – raising funds for our Canadian Orphanage in Kabul, Afghanistan

As a logistic officer with experience working with the soldiers right on the ground, it was extremely interesting to see how logistics worked at such a high level. Within the Operations section, they dealt with the movement of millions of dollars in fuel supplies from Pakistan and other countries to the various bases around Afghanistan; the contracting of food supplies for the dining facilities; and other major

operations affecting ISAF's mission. One of these operations involved the movement of over a million dollars of bridging equipment to Bala Morghab in the north from Kabul some 700 kms away. This operation was fraught with dangers for the civilian contractor who had to replace all his drivers on one occasion when they had refused to continue driving – the drivers had been threatened by the insurgents when they had been browsing in a bazaar during one of their stops. The last 80 kms of this operation required a considerable amount of military ground and air assets to get the convoy to its final destination as they would be travelling through a high insurgent area. After many delays, this strategic bridge linking two parts of Highway One was finally built much to the satisfaction of the local population.

When I wasn't working my 12 to 16 hour days, I managed to find time for other extra-curricular activities. For "Jenny's Personal Biggest Loser Competition", I managed to loose over 30 pounds, which I have managed to maintain. I also took the opportunity to assist other Coalition soldiers with both French and English lessons. Within two weeks of my arrival, and after seeing one of the Afghan cleaning ladies eating crackers from our barracks' garbage, I set up a donation box outside my room. For six months, it was filled with foodstuffs, toiletries and linen, which the two cleaning ladies took home. In order to raise funds for the Canadian sponsored Global Point Afghanistan Orphanage in Kabul, I became the prize coordinator for our annual Casino Night. It was such a success that we raised over \$5,000. I also managed to write a few articles, one for our organization and the other, which will be published sometime in

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the fall, for the US Army Logistician magazine. At the request of S/Sgt Brenda Glass, now retired, I wrote, produced and starred in a video that was shown to over 800 Veterans and guests at their annual luncheon in Oakville this past November. This video has been extremely well received by all who have viewed it to date.

My most memorable project is still ongoing – I am attempting to bring a 25 year-old Afghan interpreter and his young family here to Canada. I don't know if I will be successful, but I would like to try. At 7 years old, this young man was a victim of a bombing that left his knee shattered. Eighteen years later, he limps as a result of the severe arthritis that has attacked his joint. What makes this young man's story so tragic is that he lost his 7-

month pregnant wife at childbirth just as I was making arrangements for him to travel to Kandahar to see a Canadian orthopaedic surgeon there. The baby survived, but he was left with one two-year old twin girl (the other having died last year) and a new baby boy. Although there was more sorrow in this saga, suffice to say it would be great to have this young, intelligent and well-spoken man here.

While eating lunch one day, a US Lieutenant Colonel said "You simply cannot buy this experience". She was so right. My tour in Afghanistan has moved me in ways that I am still trying to comprehend. It is comforting to know that my sacrifice away from my family, friends and workplace was not in vein – I know that I have made a difference!

I would like to thank you all for your support and encouragement during my time in Afghanistan.

Jenny Newton
Sergeant - Corporate Planning,
Toronto Police Service
Lieutenant Colonel – Canadian Forces



Sergeant Jenny Newton aka Lieutenant Colonel Newton of the Toronto Police Service receives recognition during the International Women's Day event at Toronto Police Headquarters.

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GOOD NEWS....PROMOTIONS, AWARDS RETIREMENTS

WOMEN ON THE MOVE



Chief Cory McMullan took over as Chief on March 30, 2009. She began her policing career with the Peterborough Lakefield Community Police Service in November 1986. She served in Community Patrol, Traffic and Criminal Investigation where she investigated major crimes including homicides, robberies, and high-risk offenders, sexual assaults and participated in undercover operations. In 1998 she was promoted to Sergeant in Community Patrol and later in Criminal Investigation. As a Staff Sergeant Chief McMullan was assigned Platoon Commander in Community Patrol and later assigned to Executive Services where she was responsible for Professional Standards, Policies and Procedures and Planning. She was promoted to the rank of Inspector, and in this capacity was assigned as the Divisional Commander of Operations followed by assignments in Executive Services and Administrative Support. Chief McMullan received the Police Exemplary Service Medal in 2007.

She holds a Bachelor of Arts, Double Honours in Law and Psychology with a concentration in Criminology from Carleton University, is a graduate of

the Police Leadership Administration Program at Dalhousie University and the Police Leadership Program (Joseph L Rotman School of Management) at the University of Toronto and is presently working towards her Masters of Business Administration through the University of Leicester England.

Chief McMullan is widely recognized for her strong commitment in reaching out to the community. She has served on a wide variety of boards including Children's Aid Society, Four Counties Addictions Service Team, Human Services and Justice Committee, Alzheimer's Society and Block Parents. She is also a member of Rotary. Chief McMullan is dedicated to promoting a close relationship between the police and the citizens of Belleville.

Durham Regional Police Service

Sgt. Cathy Bawden was promoted to Staff Sergeant
Assigned to OIC of a Platoon in Pickering (sorry we missed this one in the last edition)

Nishnawbi-Aski Police Service

Deputy Chief Robin Jones - In the spring edition we congratulated Inspector Robin Jones on her appointment to the Nishnawbi-Aski Police Service. Shortly after our printing we learned that Inspector Jones was confirmed as Deputy Chief on March 9th.

Sergeant Jackie George – Jackie was recently promoted to Sergeant. She continues in her role in charge of Community Services. Sergeant George is the OWLE Northern Representative. Please contact her if you have news from the north.

Ontario Provincial Police

Jacqueline Entwistle - Promoted to Staff Sergeant



*L/R – Sgt. Jackie George,
Deputy Chief Robin Jones*

Jacqueline is heading back up north again and will be the Detachment Commander for Dryden, North West Region

Ottawa Police Service

The promotion of four female Staff Sergeants recently in the Ottawa Police service marked the largest contingent of women promoted in one group



L/R Donna MacNeil-Charbot, Tessa Youngson-Larochelle, Deputy Chief Sue O'Sullivan, Sandra MacLean, Cori Slaughter

AWARDS and RECOGNITION

Halton Regional Police Service 30 Year Police Exemplary Service Bar

Constable Jocelyn Eastwood
Civilian 25 Year Pin
Sandra Godfrey
Kerry Halcovitch

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20 Year Police Exemplary Service Medal

Constable Leslie Fredo (retired)
 Constable Linda Gardner
 Constable Susan Hatanaka
 Constable Jodi Hughes
 Constable Yvonne Martin

Civilian 20 Year Pin

Monique Carroll
 Heather Cass
 Karen Entwistle
 Alexandra Hooley-Fulsang
 Teresa McInnes
 Valerie Mills-Smith
 Sue Postma
 Kim Rowland
 Sherrie Sadauskas
 Donna Van Bregt

HRPS Awards

Det/Cst. Bev Meehan – **Chiefs Commendation for Policing Excellence**

Cst Maureen Andrew-**Award for Excellence in Support Services**

Cst. Tara Roszell, Cst. John Stapleford, Cst. Mike Burton, – **Chiefs Commendation for Policing Excellence**

#1 District District Response Unit- Sgt. Derek Davis, Cst. Ron Ferlin, Cst. Paul Harrower, Cst. John Ivey, Cst., Cst. Pat Martin, Cst. Dave McInnis, Cst. Keith Nakahara Cst. Kate Pulford, Cst. Moreen Smith, - **Award for Excellence in Traffic Safety Initiatives**

Cst. Jacqueline Brennan – **Award for Excellence in Community Service**

Goldie Cash and Kim Maodus – **Award for Excellence in Support Services**

Sgt. Kerry Brettschneider, Cst. Colin Killfeather, Cst. Mark Vegso – **The Ray Hendry Community Policing Award**

Hamilton Police Service 20 Year Police Exemplary Medal

Superintendent Debbie Clarke
 Sgt. Myra James
 Sgt. Anna Pellizzari

Leonard G. Wallace Award Cst. Cathy Wallace

Cst. Wallace climbed Mt. Kilimanjaro in 2008. The climb was attempted to raise money for an HIV clinic in Africa. The officer worked tirelessly, raising funds and awareness. Though she was just one of five in the group, she raised over one half of the \$15,000 that the group set as its goal.

This is not the only community endeavour that Cathy Wallace has been involved with. The officer has also been very involved in TEAD, an equestrian society that helps special children by getting them involved in horseback riding and helping with the care of animals.



Toronto Police Service Police Officer(s) of the Month for 2008

(Toronto Board of Trade)

September 2008

PC Ann-Marie Tupling

November 2008

PC Lynn Gauthier
 Sgt. Carolyn Vandenberg

TPS Commendation

PC Ann-Marie Tupling

TPS Teamwork Commendation

PC Linda Falasca
 PC Kerrie Reymes
 Det. Kristine McCabe
 PC Heather Nichols
 PC Yvette Chiasson
 Civ. Sandra Briell
 Civ. Rose Loncar
 S/Sgt Sharon Davis
 PC Amanda Annetts
 Civ. Hing Tam
 PC Iliada Spyropoulos

Chief of Police Excellence Award

Sgt. Carolyn Vandenberg
 PC Lynn Gauthier



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OWLE Board Members

HOW DOES YOUR ORGANIZATION PROMOTE HEALTH AND WELLNESS

My name is Beth Milliard and I am a Constable with York Regional Police. I am currently finishing my first year in the MA Leadership program at Guelph University. As part of my Major Research Paper I need your feedback! I am planning to look at Health and Wellness in police organizations and I want to know what your organization does or does not do to educate and promote fitness and living a healthy lifestyle. For example, does your service:

- encourage you to do the fitness pin every year;
- provide incentives for staying fit;
- give you the opportunity to work out on shift; or
- include health and wellness on your performance evaluation.

I find it interesting that there is no “mandatory” requirement to

encourage and promote a healthy lifestyle in a profession that is very demanding both physically and mentally.

Your feedback would be much appreciated.

My email is: 1323@yrp.ca

Thanks

PC Beth Milliard #1323
York Regional Police

OWLE 11TH ANNUAL AWARDS BANQUET

OWLE Heritage Award for Lifetime Achievement – Sponsored by Pacific Safety Products

Nancy Keneva, Crime Analyst, Hamilton Police Service



L/R - Sgt. Myra James, Nancy Kaneva

This award recognizes a woman that has a minimum of 20 years police service, possesses outstanding mentoring and leadership skills and has contributed in a significant manner to the advancement of women in law enforcement.

Nancy Kaneva started her career with the Hamilton Police Service on May 26th, 1975, shortly after graduating on

the Dean's Honour Role from Mohawk College's Law and Security Program. She worked in a variety of areas, then in 1991 was successful in becoming the first (female) Civilian Analyst with the Hamilton Police.

During her 34 years Nancy has attended the Ontario Police College, Canadian Police College, Ontario Provincial Police College, and the Toronto Police College for various Intelligence and Violent Crime courses. Additionally she completed the Criminal Investigative Analysis – Behaviour Profiling of Sexual Assaults and Homicides course in 2004.

In 1993, and again in 2000, Nancy was declared an expert witness in the Ontario Court of Justice, in relation to "Robbery Analysis". In 1997, Nancy was again declared and recognized as an expert witness in Provincial Court for Data Analysis.

Nancy has also been recognized for her performance locally and nationally by her law enforcement colleagues. Nancy's excellence in her performance is demonstrated by the number of letters of appreciation, commendations, and awards that she has received for her contribution and support to law enforcement i.e.: Criminal Intelligence Service of Canada, Ontario Women in Law Enforcement and the Hamilton Police Service.

Recently Nancy demonstrated her support of OWLE by writing a comprehensive article for the quarterly magazine. She has

attended several OWLE banquets and overtly supports the organization.

Nancy has been a member of the International Association of Law Enforcement Intelligence Analysts, and a member of the Canadian Association of Violent Crime Analysts since 1994. In 2004, she was the first civilian female to be elected President of the Canadian Association of Violent Crime Analysts.

Nancy's nominator, Detective Sergeant Mike Thomas wrote, *"I have recently completed six years in our Major Crimes Unit investigating nearly 30 homicides. Nancy's expertise was utilized in the majority of my investigations. Whether link analysis charts or time lines, she possesses the ability to break down complex issues and deal with them in a simple fashion. Nancy linked three unsolved Homicides in Hamilton months before forensic evidence confirmed the offender's identity. The offender was eventually convicted of 3 counts of 2nd degree murder. Nancy is committed to our organization's values "in the prevention, detection and suppression of crimes and the relentless pursuit of offenders."*

Nancy is highly respected by all her colleagues and commanders. She consistently exceeds expectations by supporting the detectives with their investigations. Many specialized investigators have come to rely on her knowledge and expertise as noted in her Awards and Commendations, i.e. Homicide Investigation / Robbery Task Force / Fraud Analysis / Sexual Assault Investigations and numerous Task Forces.

Nancy celebrated her 34th anniversary in law enforcement in May 2009. The OWLE Advisory Board recognized

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Continued from page 18

Nancy's attributes and recommended her for Heritage Award consideration. The Executive agreed with their suggestion and as a result, Nancy was chosen as the 2009 Ontario Women In Law Enforcement Heritage Award recipient.

Award of Valour - Sponsored by Tetragon Distributors Inc.

Detective Constable Sue Storey, Ontario Provincial Police



*L/R - Deputy Chief Jane Dick,
D/Cst. Sue Storey*

This award is presented to the law enforcement professional who distinguishes herself by an act of extraordinary selflessness, personal courage, bravery or self sacrifice.

Detective Constable Sue Storey started policing in 1987 with a small municipal police service. In 2002 she joined the Ontario Provincial Police and was assigned to the City of Kawartha Lakes detachment.

In November 2005 she received a radio call of an anonymous tip that a 52 yr. old male was in violation of his release conditions. She responded to his apartment with her partner.

Investigation revealed the male was in breach. After discussing the situation and identifying there was other evidence elsewhere, this officer returned to see the accused in his apartment.

She advised him that he was under arrest for breach of his release conditions at which time he became emotionally distraught. Det. Cst. Storey tried to calm him and reassure him that the situation would get straightened out.

What would follow in the ensuing minutes would test this officer's mental and physical strength.

The accused wandered into his bedroom and the officer directed him to return to the living room. As he returned he was still agitated and walked directly to the officer, grabbed a hold of her, tumbled her to the ground and pinned her between a chair and the wall. He pulled out a large knife from the back of his pants and attempted to stab the officer in the neck. The officer focused on her need to survive and held the knife off of her neck. The accused then tried to remove the officer's pistol from her holster. She then had to fend off the knife and his intent to get control of her pistol.

When the accused realized he could not get her gun, he started punching at her throat targeting her larynx. She was finally able to get one hand available to activate her emergency button. She was also able to gain control of the knife and plunged it into his upper abdomen, but he did not flinch! During her calls for help over the radio the accused kept control of her and grabbed a second knife attempting to stab her again.

Det. Cst, Storey was rolling in a struggle with the accused fighting for her life when another officer responded to the emergency call. The officer was able to assist in gaining

control of the accused using various use of force options.

The accused was arrested for attempted murder. Det. Cst. Storey received injuries to her neck and cuts to her hands.

It was not until 2007 that a preliminary hearing and superior court trial was held and Det. Cst. Storey testified. The accused was convicted and has since abandoned his appeal.

Inspector Charles Cox said, "This officer testified under what can only be described as heart wrenching and difficult circumstances. The composure and professionalism she demonstrated did not go unnoticed by anyone in the courtroom."

Her nominator further stated, "It is with certainty that I state that if not for the bravery of this officer throughout this ordeal the outcome could have been quite different."

This officer's heroic actions, courage and determination in this life threatening situation have earned her the Ontario Women in Law Enforcement Award of Valour.

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Excellence In Performance – Sponsored by MKD International Inc.

Detective Constable Bev Meehan – Halton Regional Police Service



L/R - Tom Klatt, D/Cst. Bev Meehan, Deputy Chief Bruce Herridge

This is awarded to the individual who has demonstrated excellent work performance; developed or implemented innovative programs and projects; shown initiative; possesses outstanding competence and; has achieved a high measure of credibility among her peers.

Detective Cst. Meehan has over 20 years policing experience. She has worked in general patrol, Frauds, and most recently in of 2006 Intelligence Bureau, Provincial Asset Forfeiture Unit.

During her tenure in the Fraud unit she was responsible for removing criminals from the street that would prey on individuals, financial institutions and the public purse. She lead numerous high dollar fraud cases including a multi jurisdictional welfare fraud involving a mother and daughter team that netted over \$750,000.00. At the time of the conviction it was the largest successful prosecution of a welfare fraud. In another case she tracked down a male was in Canada illegally obtaining credit from various

financial institutions using fraudulently obtained identification. He had racked up illegal profits in excess of half a million dollars. The vehicle he used in the commission of the offence was subsequently seized and an application was made to the crown for forfeiture of the vehicle.

This investigation stirred her Asset Forfeiture and she was determined to make this her full time commitment. In 2006 she was successful in a competition and was transferred to the Intelligence Bureau, assigned to the Provincial Asset Forfeiture Unit (PAFU).

Since then she has managed to successfully seize over \$1,000,000.00(One Million Dollars) worth of property and cash with several million more restrained awaiting court disposition. She has accomplished many firsts in her role in the Asset Forfeiture Unit.

Detective Cst. Meehan has been responsible for processing restraint of residential and business properties, vehicles, and a vessel. She has supported the Major Crime Unit, Drugs and Morality, Collision Reconstruction and front line officers.

She was successful in Canada’s first ever homicide related civil forfeiture. In 2006 a man was found guilty of first degree murder in the death of his common law wife. She was found at the bottom of a hiking trail at Rattlesnake Point in Milton. With his wife now deceased the accused had sole rights to all property gained through the marriage. Det. Cst. Meehan made attempts to secure assets that the accused gained through this crime. In 2008 a judge awarded the assets of the estate to the victim’s family. This was a groundbreaking case and as a result the victim’s family was awarded the value of the estate.

In November 2008, she assisted with the investigation of the theft of tractor trailer loads of property. The nominee

was successful in obtaining a Restraining Order for property seized including a warehouse that the arrested party was trying to sell. This is the largest single restraint in Provincial Asset Forfeiture Unit’s history at \$9.8 million.

In addition to maintaining an active caseload our nominee recognized the need for training to accompany the new legislation in Asset Forfeiture. She took it upon herself to hold training exercises with police supervisors, local Provincial and Federal Crown Attorneys. On numerous occasions she has given up her weekends to facilitate platoon schedules. This training has proven so successful; she now has the Crown Attorney’s contacting her for advice and direction.

Detective Constable Meehan has proven that not only does she accept challenge; she is a pioneer shaping a trail for others to follow.

Leadership Award - Sponsored by the Ontario Provincial Police Association

Acting Superintendent Sandy Thomas- Ontario Provincial Police



L/R - Karl Walsh, A/Supt. Sandy Thomas, Deputy Chief Jennifer Evans

This award is presented to a woman that has the capacity to inspires others and is an excellent role model. She shows initiative; supports and encourages her colleagues and; shows strength in the face of

adversity. She has high ethical standards, is willing to 'go that extra mile' and always has a positive outlook.

Acting Supt. Sandy Thomas has 23 years of police experience. She is well respected within her organization and is described by those who know her as altruistic, unselfish and caring.

This particular leader shows vision. She has put into place a variety of strategies that on the surface appeared out of the norm but over the years, have brought her staff to the forefront of professional customer service while promoting innovative and creative brainstorming and maintaining an open and accessible persona that is authentic and genuine.

A/Supt. Thomas challenges process. She is able to influence the actions of committees on which she serves to ensure their processes are ethical and are representative of not only the policing communities but also that they appropriately represent the communities which are served by her organization. Through her community relationships and contacts, she is often called upon to represent her organization at various public functions. She always accepts these invitations and presents the most professional image.

She models the way. This is by no means the first time this officer's achievements are being celebrated. A/Supt. Thomas has been recognized for her leadership and innovative thinking by receiving the Ginette Hince Memorial Award for Recruitment Excellence and the OPS Ovation Award for Dedication to Quality Service. Her recruitment team was awarded the OPS HR Award for Excellence in "Fostering Diversity" and was nominated for an OPP Accolade Award for Innovation. What is important to note is that at no time has she accepted these awards on her own or taken sole credit for the accomplishments. Each award, in her

view, was a team effort and she shares the achievements with her staff.

In October 2008, Commissioner Julian Fantino recognized her efforts in a letter which read in part: "The leadership and dedication you put forth in the Career Development Bureau, Uniform Recruitment, have been invaluable. By using new marketing tools and strategies, the OPP has been successful in attracting greater numbers of police applicants and for that you are to be congratulated. It is through committed people like yourself that the OPP, as an organization, is able to continue to be a leader in law enforcement."

Civilian Award of Achievement – Sponsored by Canadian Process Service

Judy Broomfield, Communications Unit, Toronto Police Service



L/R - Judy Broomfield, Director of Corporate Services Sharon Baiden

This award recognizes the achievements of women who are not sworn officers, but equally important to law enforcement at all levels – the civilian. It is given to the individual who contributes by way of outstanding or significant support to her law enforcement colleagues. This support may be demonstrated through leadership, job-related community service activities,

mentoring or excellence in performance.

This award recipient commenced her employment with the Communications section of the Toronto Police Service in 1977. She has worked in the area of Communications Training and Recruitment and as the 911 coordinator. She also serves as chair of the 911 committee in her community, vice-chair of the Ontario 911 Advisory board, Co-Chair of the National Canadian Wireless Telecommunications Association/E911 Committee, and is a member of the Canadian Radio and Telecommunications Commission.

In 1997, she became a member of the Ontario 911 Advisory Board. She worked with her counterparts to monitor technology developments, to research the fullest extent of the implications of such rapidly advancing technology and ensures that public safety is the paramount consideration at all times.

She quickly turned her attention to the emergence of Voice over Internet Protocol. Aware of the critical importance of 911 access, she commenced exhaustive research into Voice over Internet Protocol technology. She was determined not to let advancements in technology compromise public safety.

In September 2004, in recognition of her outstanding commitment and leadership, she was given standing to appear before the Canadian Radio and Telecommunication Commission, (or CRTC) hearing in Gatineau, Quebec. Since then she has been recognized and is frequently called upon to attend and participate in similar type proceedings.

In March 2007, she worked with the leadership of the police, fire, and Emergency Medical Services in Toronto to prepare a public safety advisory with respect to 911 and

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Voice over Internet Protocol. It was through her leadership and expertise that these three agencies were able to successfully bring this matter to the attention of the citizens of Toronto.

In 2005, this award recipient rallied to the cause and began a pilot project with Bell Canada testing the relaying of location coordinates of cell phones. The project was successful and she moved forward and presented successive position papers as part of the CRTC Emergency services Working Group. As a result, she was instrumental in the CRTC ruling on February 2nd, 2009. "All wireless carriers will provide location data on all wireless 911 calls no later than February 2010."

Her nominator wrote, "Although busy with the demands of her position in the Toronto Police Service and her role in national discussions affecting all public safety agencies, she made time to ensure that she shared her expertise and experiences with others. She has answered the call for numerous panel discussions, presentations at conferences, and at times just some simple advice. She has been the subject of numerous interviews, referenced in dozens of articles and continues to be the go-to person for questions related to 911." Her accomplishments are considerable.

Mentoring Award - Sponsored by Ontario Association of Chiefs of Police

**Regional Director Ghislaine Cote
Ministry of Community and Correctional Services**



*L/R - Ghislaine Cote, Staff Sergeant
Donna Streeter*

This award recognizes a woman who provides assistance to other women in law enforcement. She is an inspiration; provides support and an opportunity for others and has excellent communication and interpersonal skills. She is approachable, accessible, prepared to give constructive feedback and is available for advice and consultation. She encourages networking and supports the advancement of women in the law enforcement profession.

This award winner has been an integral part of Corrections in Northern Ontario for over 25 years and is extremely well respected both in the community and within the ministry.

She began her career as one of the few female

probation officers in a small northern community. As a probation officer she had stellar reputation and served as both a role model and mentor to other young women beginning to enter what had traditionally been a male dominated field. As she moved forward and accepted more responsibility she became an inspiration to women and men entering a corrections career.

She is a motivational person in her everyday role as Regional Director. She inspires others by challenging them to achieve higher levels of performance and promptly acknowledges members who exceed expectations. Her organizational skills and methodical thinking process stimulates members to understand objectives. Follow up and ensuring objectives are met with acceptable time lines, is another fine attribute she possesses.

Our winner is a dedicated manager who not only receives respect and admiration for her professionalism, but is a role model for both women and men in Corrections. She is a leader to teams such as: Women in Corrections, French Language Services and Case Management Review Committee. Communications with Employee Relations Committees have been enhanced through her involvement. In being a role model to others, area managers and local union officials have been able to effectively work towards a common goal.

Martin O'Grady, Area Manager in Simcoe South Probation and Parole stated, "She has made not only an outstanding contribution to Community Corrections in the Northern Region but her leadership during the provincial roll out of the Probation and Parole Service Delivery Model allowed the entire province to benefit from her leadership skills and expertise."

Another contributor to this nomination stated, "Her strength of



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character and willingness to listen, share and mentor has always been delivered with consistency and composure to the highest of professional conduct and ethical standards.”

An example one of her many accomplishments was leading a transformation service delivery across the province. This involved developing a model of what the new service would look like, seeking approval and funding for the various components, identifying training needs and finally, promoting it to stakeholders. Without her clarity of purpose, her ability to communicate the vision with great enthusiasm to the field and excellent skills in dealing with all levels of stakeholders, the implementation of the new model would have been very different. This was not a popular transformation and it was only through her optimism and unshakeable faith in people’s abilities that she was able to assist staff to engage in the transformation/change process thus making it a success.

It is apparent based on numerous letters of support that this woman was worthy of receiving the 2009 OWLE Mentoring Award.

Community Service Award – The Laura Ellis Award - Sponsored by Toronto Police Association

Constable Athena LaCarte, Ontario Provincial Police – Aboriginal Policing Unit



L/R - Doug Corrigan, Cst. Athena LaCarte, Supt. Signy Pittman

The community service award is presented to the person who has designed programs and implemented initiatives specific to the needs of individuals and groups in her community. She sees an opportunity to help her community and she goes for it. She is available whenever her community needs her.

Constable LaCarte has over 17 years policing experience. She started her policing career with the Town of Kirkland Lake Police Service and moved to the Ontario Provincial Police when the Town of Kirkland Lake contracted with OPP. While in Kirkland Lake she was instrumental in bringing the Victim’s Criminal Response Service (VCARS) to town.

In 2003, she joined the First Nations Policing Bureau and became a team member of the Integrated Support Services Unit providing support to First Nation Police Services across Ontario. She worked in the Sudbury and Manitoulin Island areas and worked closely with the local native police services.

Cst. LaCarte spent many hours of her own time learning traditional cultural teachings and was involved in sharing those cultural teachings in the community.

As her career progressed it was evident that supporting victims of domestic abuse and providing positive choices for youth would become her primary focus. After school group talking circles for girls; mother/daughter retreats; fitness and nutrition classes in partnership with the Women’s Shelter and Domestic Violence workshops are just some of the programs that this nominee has developed for the various First Nation communities in and around Manitoulin Island.

In the spring of 2007, she moved to Orillia where she joined the Native Awareness Training Unit in the Aboriginal Policing Bureau. Right away she got involved by reaching out

to the Rama Police. She assisted them with implementing the Walking the Path program working with young girls. The program consisted of weekly meetings, community events and field trips.

In early 2008, Cst. LaCarte facilitated a workshop that she created, advocated and secured funding for The White Buffalo Road Program. It was host to Aboriginal youth from several surrounding communities. The program is designed to address the underlying issues that contribute to violent behaviours, with a particular emphasis on male violence.

She went on to seek funding from the Ministry of Community Youth and Children Services to continue the program. This initiative would ensure that a sustainable quality program that encouraged aboriginal youth to make healthy choices for themselves and their communities was available.

In the spring of 2008, the First Nation community of Pikangikum was elected as the first host site for the Aboriginal Policing Bureau newly designed North of 50 COPS and KIDS project.

Once again Cst. LaCarte stepped up and requested the opportunity to be the female mentor and instructor for this one week residential camp experience.

Without a doubt, this award winner has been an inspiring leader, innovator, pioneer, role model and counsellor for Aboriginal youth especially young women in our First Nations communities. She has set a standard for others to follow and is a shining example for future generations.

Continued on page 24

Continued from page 23

Team Endeavours Award – Sponsored by Applicant Testing Services Inc.

Toronto Police Women Build Project: Deputy Chief Jane Dick, Superintendent Diane Gauthier, S/Sgt. Sandra Richardson, S/Sgt. Deborah Abbott, Det. Deborah Harper, Cst. Joanne Tawton, Court Officer Melanie Gibson, Renee Ango, Melanie Minor, May Mak



Team Endeavours, Toronto Police women Build Team

The team endeavours award was established to recognize the exceptional success of women and their male colleagues working on complex, comprehensive, cross-jurisdictional, ground breaking or long term projects with broad implications for law enforcement or justice.

This particular team consisted of a diverse group of dedicated and talented members from their Police Service, including both civilian and police personnel.

A conversation about how to bring greater recognition to women within this Service and ways to provide mentoring opportunities led to communication with Habitat for Humanity to inquire about fund raising opportunities. Habitat was in the planning stages of commencing the largest “Women Build” Project in Canada, with a goal of having 10 of

16 homes built almost entirely by women. In addition to providing the elbow grease required to actually execute construction from the ground up, the team would have to commit to raising money needed to finance the first home, \$100,000.00. This was an excellent way for women to work together, give back to the community, establish networks, promote mentoring and encourage teamwork – and all for a good community cause!

A senior officer was recruited as Champion of the Project and the ‘Police Women Build Committee’ project was born. Their financial goal was to raise \$100,000.00 in order to be a title home donor for the Largest Women Build Project ever commenced in Canada. The team’s ultimate objective was to proudly hand over the key of a new home to a dedicated and worthy recipient family.

An impressive ten-member volunteer committee of talented service personnel was brought together for the Women Build initiative. Using the slogan “*Building a Dream*”, they designed a special logo and established a Web page. Fund raising teams were developed with amusing monikers such as Dream Builders, Drill Seekers and Stud Finders. The aptly-named teams helped to increase enjoyment in the project, as well as motivate participants to compete and raise the most money. Response was amazing with 61 Teams raising \$500.00 per person per team. All in all, more than 330 women – both uniformed and civilian - became involved. The resulting positive benefits greatly enhanced the public image of the Toronto Police Service, with the Police-Habitat relationship deepening as well.

The fund raising efforts were launched at Toronto Police headquarters on March 7, 2008, in honour of International Women’s Day. In just six short months, the group surpassed its goal by 100% raising over \$200,000.00 and in November

2008, ‘Habitat for Humanity’ bestowed the committee with the ‘Employee Group of the Year’ Award.

The fund raising events led to more than just outstanding financial returns. It established many lasting friendships and mentoring networks. Hundreds of women were given the opportunity to develop leadership skills by spearheading individual and team campaigns. It brought women to the forefront as key leaders in this police organization.

In addition to promoting teamwork and partnership, this endeavour was also intended to promote support, community spirit and mentorship within the Service, goals which were all admirably met. At the same time, the outstanding abilities and spirit of female members from across the Service were showcased locally, nationally and internationally.

Law Enforcement Professional of the Year – Sponsored by Dye and Durham Company Inc.

Sergeant Deanna Hill – R.C.M.P. – O Division



Sgt. Deanna Hill

Sergeant Deanna Hill has 19 yrs of law enforcement service. She has served in both Newfoundland and

Ontario in general duty policing, diplomatic protection, drug enforcement, customs and excise and organized crime. Her current position is at O – Division RCMP Integrated National Security Enforcement team.

Her nominator wrote, she is an “inspiration to others;” she has “excellent interpersonal and communication skills;” she has “demonstrated outstanding work performance;” and she has been a team player on a team that is “working on a complex, comprehensive ground breaking” project.

Sgt. Hill is most exemplified by her work on Project Osaluki, which focuses on the terrorist financing activities of the Liberation Tigers of Tamil Eelam, otherwise known as LTTE and one of 50 organizational targets in the CSIS Counter-Terrorism Program.

Throughout her four-year tenure on this project, she successfully filled several roles including: case manager, lead investigator, affiant, human source handler and supervisor.

Warrants were the cornerstone of this investigative project and our winner was directly responsible for obtaining authorizations which resulted in the successful execution of several production orders and search warrants. Her work in this area has dramatically increased the likelihood of successful prosecutions of related terrorism offences while exposing the inner workings and methodologies the LTTE in Canada.

Her efforts mark the first time in Canadian history that the Terror Financing sections of the Criminal Code have been utilized to this extent. It can be suggested that this enforcement action has led to and has been pivotal in the current collapse of the LTTE in Sri Lanka.

Her dedication to perfection has resulted in the downfall of the LTTE fund - raising network in Canada. Her work on a Restraint of Property led

to the first case in Canadian history where the federal Court granted an Order of restraint of property held by a terrorist group which has a confirmed presence in Canada.

Sgt. Hill has lectured on the RCMP Anti-Terrorist Financing and Techniques Course. She is well respected by officials at the Dept. of Justice and Public Prosecution Service of Canada. Legal advisors state “her work is impeccable and the delivery of her evidence is beyond reproach.” Most recently, her high level knowledge of the legal framework in relation to terrorist financing led to an invitation from prestigious Osgoode Hall Law School, Professional Development Centre, to participate as faculty and present on the current state of terrorist financing in Canada.

As quoted by one of her supervisors, “rarely have I seen a member with the kind of dedicated work ethic and investigative skills that she possesses.”

Presidential Award – Sponsored by ASIS International – Toronto Chapter

Constable Joanne Tawton – Toronto Police Service



L/R - Patrick Ogilvie, Cst. Joanne Tawton, Sgt. Myra James, Chief Gary Crowell

The candidate has demonstrated a commitment to initiatives involving women in law enforcement. Both men and women are eligible for this award.

Constable Joanne Tawton is a member of the Toronto Police Service. With 27 years of experience, Joanne Tawton has served in many capacities including patrol, employment unit, public order unit, community response, training branch, criminal investigations and administrative support command. She began her law enforcement career originally with the Metropolitan Toronto Police, then transitioned to the Collingwood Police Force, followed by Barrie Police followed by 17 years of continuous service with Toronto Police Service. Through every agency she’s served for, Joanne has developed a network of friends and colleagues that know her as an incredibly resourceful individual. Some examples of this are included in the following quotes.

Retired Toronto Police Service Sgt. Lisa Hodgins wrote, “*Joanne’s relentless pursuit of sponsors for the 2000 International Association of Women Police Conference garnered the largest conference profit the organization has seen in decades. She has a heart of gold and would do anything for anyone, in her own time.*”

Founding President of the OWLE Amy Ramsay wrote, “*she never says no to anyone who seeks her assistance, she’s always involved in charity work – be it boots, bears or sleds. She never runs out of energy, she’s an inspirational founding member of OWLE and richly deserving of this recognition.*”

Several of the OWLE board members have personal knowledge of Joanne’s passion for law enforcement and community initiatives. She has an infectious, pleasant disposition and shares it with every individual she encounters both on and off the job. The word No isn’t in her vocabulary! Joanne’s resourcefulness was evident during the preparation of the OWLE banquet as she took the primary role in the acquisition of the raffle items as well as the articles distributed to all of the guests attending the banquet.



ONTARIO WOMEN IN LAW ENFORCEMENT ONTARIO

I just wanted to extend my large appreciation for everything that you and OWLE have done and will continue to do. It is an awesome organization. I was at the dinner Friday night, my second time, and was very impressed with absolutely everything.

Take care and please pass on my thanks and appreciated to all.

*Carolyn Molyneaux
A/S/Sgt.
Peel Regional Police
21 Division*



The evening was amazing, the likes of which I will never see again. I could never thank everyone involved enough. The meal down to the MC, were spectacular and well receiving an award among the group of ladies in attendance was humbling to say the least.

*Thank you to all involved, words cannot express how touched I was by the whole experience. I shall never, ever forget it.
Deanna Hill,
Sgt. , R.C.M.P*



A CELEBRATION OF SUCCESS ONTARIO

WOMEN
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The evening was truly spectacular, from the letters of recognition handed to us individually, my two co-workers receiving the beautiful owl statue, each for their 25 and 35 years respectively. And then, to have the 35 year nominees group collectively for a picture permits the feeling of awe after an incredulous career.

The Colour Party, the Executive being piped in, the delectable dinner, the major award nominees with their names spoken, and then individually, asked to stand, the lack of dileniation whether you are a police officer, a correctional officer, etc; we each were valued equally, truly and respectably! !!!!! Nothing was amiss, it was a grand evening!! !!! An evening that when each story was heard from the major nominees, it just wanted to inspire me more so to do my job better and to go outside "the box," to excel and account for something! There is a quote by Leo Rosten - "The purpose of life is not to be happy - buy to matter, to be productive, to be useful, to have it make some difference that you have lived at all."

The major award nominees, the 25, 30 and 35 year Service Award Recipients, as well as the Executive of O.W.L.E. unequivocally exemplify this!!!!!!!!!!

Thank you again for an outstanding evening! It will personally last a lifetime for me!

*Respectfully,
Susan F. Norris
Correctional Officer, Windsor Jail*



2009 LONG SERVICE AWARDS

This year OWLE recognized women that had reached a significant milestone of service in their respective organizations. In keeping with a tradition that started back in 1999 OWLE presented the long service awards to women that had reached 25, 30 and 35 years of service. This year 109 women were recognized for their contribution of long service to law enforcement in Ontario.

25 YEAR SERVICE AWARD RECIPIENTS

Greater Subury Police Service

Sgt. Joanne Pendrak

Halton Regional Police Service

Sandra Godfrey

London Police Service

Mary Gavin

S/Sgt. Laurie Hayman

Darlene McCoy

Nanette Mitchell

Ministry of Community and Correctional Services

Judy Braby

CO Gail MacGillis

CO Heather Murchison

Lynda Norwood

Rhonda Perrier-Cameron

Brenda White

Sharon Williams

Niagara Regional Police Service

Starlet Kemp

Alison Carr-Kohut

Janet Hiscoe

Shirley Reece

Dianne Stevenson

Patricia Thompson

Ottawa Police Service

Sgt. Monica Christian

Norma Couturier

Sgt. Pamela Robinson

Rose Wittenberg

Peel Regional Police Service

Lucy Astles

Karen Beauchemin

Deputy Chief Jennifer Evans

Cst. Leslie Greene

Patricia Kelly

Patricia Kelp

Grace Kippen

Judith Moffat

Barbara Riddell

Timmins Police Service

Maureen Boulard

Ginette Levis

Stephanie Lillie

Debbie Mills

Susan De Grace Vailancourt

Karin Zurby

Toronto Police Service

Det. Deborah Harper

Grace Hubbare

May Mak

Jean Rebelo

S/Sgt. Sandra Richardson

Jacalynne Stephens

Waterloo Regional Police Service

Karen Beauchemin

Joanne Coulter

Kimberly Doidge

Melody McLaren

Windsor Police Service

Sgt. Laurel Boots

Insp. Barbara Everingham

Sgt. Wendy Sarkis

30 YEAR SERVICE AWARD RECIPIENTS

Greater Sudbury Police Service

Marie Baker

Cst. Gayle Cividino

Sgt. Lilnda Delwo

Laurie Kaelas

Halton Regional Police Service

Cst. Jocelyn Eastwood

Hamilton Police Service

Nancy Kaneva

London Police Service

Christine Bortkiewicz

Debra Dodds

Lorna Macdonald

Lori Nosko

Avril Potts

Sylvia Richmond

Christine Ross

Ministry of Community and Correctional Services

Kathy Ellison

CO Colleen McNeil

Nancy Solomon

Zahida Ramsaroop

Niagara Regional Police Service

Cathy Berez

Carol Berry

Victoria Boston

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Penny Moses
Rita Poetzsch
Anna Ravenscroft
Sandra Rinaldo
Kathryn Stokes

Ontario Provincial Police

Sgt. Kim Williams

Ottawa Police Service

Kathy Lyons

Toronto Police Service

Christine Bortkiewicz
Lorna Macdonald
Sylvia Richmond

Waterloo Regional Police Service

Catherine Cybulski
Sandra Gellow
Rosanne Lee
Judith Seifert
Deborah VanDyk
Ida Yee

York Regional Police Service

Kathleen Greig
Tracy MacKay-Stewart

35 YEAR SERVICE

AWARD RECIPIENTS

Greater Sudbury Police Service

Lillian Howard
Margaret O'Callaghan
Janice Moore
Shelby Pen

London Police Service

Verna Fleuelling

Ministry of Community Safety and Correctional Services

Carol Miller

Niagara Regional Police Service

Coreen Strupp

Ottawa Police Service

Jenny Cybulski
Deborah Jolicoeur
Deborah Prytula
Diane Young

Peel Regional Police Service

S/C Susan Nocera

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October 6 - 9, 2009

Register at www.torontopolice.on.ca/seminars

Atlantic Women In Law Enforcement

2009 Conference and Awards

October 20 - 23rd

Stellarton, Nova Scotia

Register at www.awle.org

2010 IAWP Conference

September 26-30th 2010

Minneapolis, Minnesota

2011 IAWP Conference

August 21-25th, 2011

Lexington, Kentucky

www.iawp.org

If you know of any upcoming training seminars, conferences that can be announced in the summer magazine please forward the information to media@owle.org

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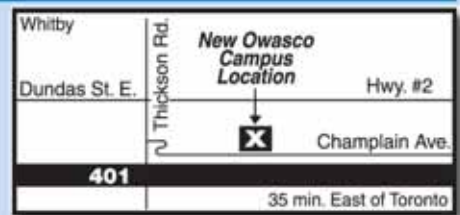


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