

# Ontario Women in Law Enforcement

Winter Issue, Edition #33





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## PRESIDENT'S MESSAGE



**Jo-Ann Savoie**  
*Hamilton Police Service*

Reflection is often overlooked as it is considered a luxury rather than a necessity. Unfortunately, there's not enough emphasis in the police world about the need for leaders to make time in their day for reflection. In fact, thanks to today's accelerated pace, a greater focus is being put on a leader's ability to react fast to changes and making quick decisions. While the ability to think quick on one's feet is certainly a valuable trait for a leader to demonstrate, it's also important that leaders develop the habit of putting aside time during their day to reflect not only on current decisions, but also to review past mistakes to see what lessons can gain from that experience.

As I sit in my office reflecting on 2010, I am proud of OWLE's involvement

in important issues but also see the need to do more. This spring, a large contingent of the executive board attended a two-day conference at UOIT discussing diversity in leadership with emphasis on women in the justice system. Concrete suggestions were recommended and OWLE was asked to assist in moving the issues forward. OWLE saw the promotion of two of its own board members, Sergeant Lisa Hewison, Staff Sergeant Isobel Anderson and the retirement of Ottawa's top female cop, Deputy Chief Sue O'Sullivan.

2010, also saw some disappointments. As I continue to monitor the number of women police officers in the Province of Ontario, I am happy to report the numbers are increasing; however I am concerned about the disparities between the ranks. Women in front line entry continues to grow including promotion to the rank of sergeant. However, there has been no significant movement of women into middle and senior management.

This week I had the proud distinction to host the 2010 OWLE training session in the City of Hamilton. 200 delegates were in attendance. Women have identified they are interested in self-development, self-awareness, and self-mentoring. I would suggest the next leaders were amongst the guests in that room. VP of McMaster University Dr. Ilene

Busch-Vishniac, Belleville Police Chief Cory McMullan, Peel Police Deputy Chief Jennifer Evans, and OPP Inspector Susanne Decock shared their unique experiences as they rose through the ranks. Regardless of their experiences; their message was the same. The ceiling is not concrete but rather attainable if you reach for opportunities rather than wait for them to find you.

As your President, I look forward to all your successes. Please ensure you contact us once you or a member of your service reaches a milestone in promotion or opportunity. The board will continue to move OWLE into the future. Join us on Twitter OWLE1 for updates as we move closer to the 2011 Awards Banquet.



*Chief Cory McMullan, Belleville Police Service*





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## IAWP COORDINATOR'S REPORT

*Submitted by: Deputy Chief Leanne Fitch  
Region Eleven Coordinator  
International Association of Women Police*

I am pleased to have the opportunity to share news from IAWP Region 11 through this valuable media. And as noted previously, I have committed to overcoming my "techno-phobias" and will spread some future messaging through the IAWP website regional blogs as well. Yes I admit I am dragging my heels as I stretch outside of my comfort zone. I still like ink and paper.

September to December is a particularly busy time of the year for me with the Police Force budget, senior management performance reviews and of course juggling the day-to-day duties required of my post. The fall of the year also brings a number of external commitments including New Brunswick Association of Chiefs of Police meetings, City Directors' meetings, the Atlantic Women in Law Enforcement and International Association of Women Police conference and award banquets. When the timing works and my calendar can accommodate it, I am fortunate to attend and fully participate in all my external commitments. Some years are better than others. I am pleased to report that I attended the 2010 IAWP conference and award banquet in Minneapolis, Minnesota in September. The Board of Directors also met for two days prior to the conference to tend to business matters. These meetings involve long hours of work and yield thoughtful results that have an impact on the organization and its membership.

In terms of the actual conference, Region 11 award winner - Officer of the Year, Constable Sharon Warren

of the Royal Newfoundland Constabulary led the Canadian contingent on parade from the Marriott Hotel to Target Stadium where we all gathered for the opening ceremonies, recognition of the international scholarship winners and regional photos.



Region eleven was well represented on parade and at the conference by attendees from Atlantic Canada, Ontario and Quebec; several members also took the time to attend the Regional meeting mid-week where we joined with western Canada's Region 12 members, to discuss IAWP business. Of special note was an update from IAWP 2012 conference co-chairs from Newfoundland.



**L/R Debbie Friedl IAWP Exec. Director, IAWP Officer of the Year Cst. Sharon Warren, RNC, Jane Townsley IAWP President**



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

Overall the 2010 IAWP conference was a success with well over 500 delegates representing 64 countries. This was a record year with a very large contingent of United Nations officers in attendance.



Their presence boosted the number of countries represented and reinforced the value of officers participating in peace keeping missions. The diversity of women was impressive as evident by ethnicity, uniforms, cultures, experience and language. The diversity served as a remarkable reminder of the dedication of women from around the globe to the policing profession. Among the diversity, we stood in sisterhood - as officers bound

*Continued on page 6*

*Continued from page 5*

in many respects by our quest for knowledge, our desire to grow, to network and return to our communities better able to fulfill our mission to serve and protect. It's an experience that cannot be captured by words alone...you have to be there to believe it!

The future conference booths were decked out for promotions again this year with Captain Kelli Edwards (2011 Chair) and her team from Lexington Kentucky at one end of the display area, and 2012 co-chairs Sergeant Sue Bill of the Royal Newfoundland Constabulary and Corporal Colleen Fox RCMP Newfoundland with their team at the other. It was also exciting to see South Africa represented in the room as they gathered support for their bid to host 2013! Please check out the website at [www.iawp.org](http://www.iawp.org) for more information, photos and biographies of the 2010 award winners. Special thanks to the conference committee for all their hard work!

The Atlantic Women in Law Enforcement annual training and

award banquet was hosted by the Fredericton Police Force in October 2010.

With more than 95 attendees from the Atlantic region, as well as Sgt. Myra James IAWP second Vice-president, this conference too was considered a success. I was fortunate to attend the opening ceremonies, the banquet, annual meeting and the key note speech by Dr. Kevin Gilmartin on "Emotional Survival for Law Enforcement officers". I encourage all of you to read his book or attend his seminars. Dr. Gilmartin is a gifted speaker and researcher. With many years served in the law enforcement profession he brings a level of credibility and realism to his audience. His work has literally been saving lives, relationships and jobs for many officers. One area in particular that he touches on, that we in the police culture tend not to, is the fact that police officers can and do become victims or abusers in domestic relationships. On that note I encourage all of you to speak about this reality in your agencies and to

press for change in the police culture on this serious issue. If you require further information on this topic please read Dr. Gilmartin's book or contact the Muriel McQueen Fergusson Center for Family Violence Research at [www.unb.ca/fredericton/arts/centres/mmfc/index.html](http://www.unb.ca/fredericton/arts/centres/mmfc/index.html) and ask about their training manual entitled "Intimate Partner Violence: Helping Officers to Better Intervene". Module five of the training manual is dedicated specifically to the impact of IPV on police officers and their families.



The month of November each year is dedicated to Family Violence Prevention in many communities. Coincidentally, November 25<sup>th</sup> is also the International Day for the Elimination of Violence against Women. This year IAWP joined with United Nations (UN) and countries around the world to speak out on this topic. The IAWP website stated that it has partnered "in the global drive to end violence against women. Ending violence against women and ensuring women's participation in all aspects of institutions and communities is achievable, and a challenge for governments, civil societies, and international communities to stop the human rights violation."

Violence against women specifically, and violence more broadly in



*L/R Excellence in Performance - Cst Tammy Caswell, Saint John Police Force  
Team Endeavour - Federal Enforcement Section, RCMP "H" Division (NS)  
Officer of the Year - D/Cst Carol Campbell - Waugh, Halifax Regional Police  
Leadership - Cple Michelle Mercer, RCMP "L" Division (PEI)  
Community Service - Cst Karen Hemmens, Royal Newfoundland  
Mentoring - Insp Lise Roussel, RCMP "J" Division (NB)*

domestic relationships are serious criminal and socially devastating issues. November 25<sup>th</sup> is but one day, and the month of November is only 30... I ask that you please do your part throughout the year, and throughout your career. Together we can and do make a significant difference in the world we police!

meetings, but as you may recall from past years...that will depend on the state of the Saint John River during the freset.

encourage other men and women to join.

Please remember to renew your membership with IAWP and

Hope to see you in 2011.  
Be well and stay safe,  
Leanne Fitch

The spring provides a little respite from travel for me with the exception of the IAWP board meetings. The 2011 spring meetings are expected to be held in Hannover, Germany in conjunction with their first ever local Police Women's' conference. I also hope to attend the OWLE awards banquet and the AWLE business

**ON THE COVER**

*Reflections of the Police and Peace Officers National Memorial Day in Ottawa. Photos include the Ministry of Community Safety and Correctional Services Ceremonial Unit, Halton Regional Police Service, Ontario Police College Barb Kelly, Janet Balch, Claudette Lachance, Commisioner Chris Lewis OPP and Beth White CISO.*



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# INTERNATIONAL ASSOCIATION OF WOMEN POLICE ANNUAL TRAINING CONFERENCE

*Submitted by: Myra James, IAWF 2nd Vice President*

STRENGTH IN UNITY was the theme of the 48<sup>th</sup> annual International Association of Women Police training conference held in Minneapolis from September 26 -30. Over 525 delegates from 64 countries converged on the twin cities of Minneapolis / St. Paul to attend various training sessions, panellist presentations, award celebrations and social events.

Opening Day was a beautiful sunny day which was ideal for the uniform parade through the streets of Minneapolis to Target Field which opened a short time ago. This unique venue for opening ceremonies featured the introduction of Albanian State Police - Chief Commissar Edlira

Zoto who was selected as the International Scholarship Recipient. Thanks to an anonymous donor, an added feature included the presentation of the International Scholarship of Distinction to Indian Police Service Inspector General Sandhya Baratha Das. Long time life member and friend to all – Chief Connie Maki (past IAWP President 1996) was announced as the Heritage Award recipient.



*Region 11 Delegates*

Senator Amy Klobuchar provided the welcoming address at the commencement of the training sessions followed by a keynote speech entitled The Power of you by



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Verna Cornielia Price which featured empowerment strategies for successful advancement to new levels of excellence through personal power and leadership.

The Officer of the Year luncheon was a highlight for all as three medal of valour recipients were announced combined with award recipients from as far away as South Africa and the UK. Region 11 attendees from (Ont., Que, PEI, Nfld, N.S., NB) waved Canadian flags high as Royal Newfoundland Constabulary Constable Sharon Warren was announced as Officer of the Year. Sharon was joined at the conference by her husband Tom, also a RNC member and several members of the Atlantic Women In Law Enforcement. I encourage you to check the IAWP web site for overviews of all of the award recipients.



*Wendy Wilson en route to the conference*

The professional development featured six training themes which included law enforcement, corrections, probation & parole, legal, skills and international trends. Examples include terrorism, psychological first aid, characteristics of an armed person, behaviour profiling, restorative justice, and blue print for safety. Some case studies were presented which included a review of the JFK records by Federal Judge John Tunheim. I found this one particularly interesting!

The annual general meeting was well attended and included the introduction of two newly appointed regional coordinators. A delegation from the South Africa Police presented a bid to host the 2013 training conference. No other bids were presented and the membership voted unanimously to accept the conference bid. As a result, the South African Police delegation was overjoyed with enthusiasm, beyond anything I've ever witnessed before. My Executive portfolio includes outreach with the affiliate organizations and facilitating new ones. It was with great pleasure that I introduced the Trinidad / Tobago Police Women's Association and the South Africa Police Service Women's Network and new IAWP affiliates.

Delegates were exposed to a wide range of exhibitors and vendors with merchandise for sale. 2011 conference hosts



*L/R Leanne Fitch Region 11 Coordinator, IAWP Officer of the Year Cst Sharon Warren Royal Newfoundland Constabulary, Paula Raymond AWLE President*

– Lexington, Kentucky had several interesting initiatives to encourage delegates to commit to their conference which is very close for Ontario members to attend. The date is early so mark your calendars for August 21 – 26<sup>th</sup>. The 2012 delegation from St. John's, NFLD had daily draws for merchandise and sold several useful types of garments as well as early registrations. There is more information about both conferences available on the IAWP web site at [www.iawp.org](http://www.iawp.org)

If you have any questions about past or future conferences, please contact me at:

[myrajames@mountaincable.net](mailto:myrajames@mountaincable.net) or (905) 564-4947.



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# BEYOND THE CALL OF DUTY - THE STORY OF A NYPD OFFICER

*Submitted by: Myra James, IAWP 2nd Vice President*

Have you ever gone beyond the call of duty and committed countless hours of your time off as well as your own finances to help a complete stranger. I had the pleasure of attending the inaugural New York State – Fraternal Order of Police Foundation - Heroes Luncheon in New York City for an officer that did just that.

The stranger who soon became a close friend to NYC Police Officer Susan Porcello was Gaspar Musso, a US Marine who fought in the 1944 Battle of Tinian in the Marianas Islands. Susan initially met him while working at the 68<sup>th</sup> Precinct in Bay Ridge and responding to a call for service at his Brooklyn nursing home in July 2010. She soon learned that Gaspar had no family or friends until they became acquainted. Susan’s partner Eddie Ennis had the pleasure of meeting Gaspar as well. Due to multiple age related medical issues Gaspar was transported to a medical center accompanied by Susan. He was admitted and placed in the critical care area where Susan made some inquiries about his future and learned that if he succumbed to his weak condition, he would be buried in Potter’s Field. Hospital administrators agreed to maintain contact with Susan about Gaspar’s condition. She made up her mind promptly that if he

improved sufficiently she would ensure that he made some friends at a senior’s center. Susan and Eddie decided they would alternate special holidays and invite him to dinner with their families so he would never be alone again. Additionally Susan was on a mission to locate next of kin via the Missing Persons Squad. She learned that Gaspar was an only child.

Gaspar improved enough to be released at which time Susan arranged for him to be accepted at Caton Park Nursing home where she visited him frequently. A few days before he died, she brought him a bible, rosary beads and his reading glasses. Gaspar was looking forward to attending Thanksgiving dinner with Susan’s family. On Nov. 14 she visited him to find him all dressed up, like he was ready to go somewhere. Susan washed his face, trimmed his eye brows and nails and no doubt made his day. He asked her to bring a Christmas wreath to his room for Christmas and she agreed. By this time Susan had become Gaspar’s official health proxy.

Gaspar died on Nov. 15, at age 84 in this Brooklyn nursing home. Administrators telephoned Susan to deliver the news at which time she was determined that her new good friend would be buried with dignity.



***New York City Police Officer Susan Porcello***

At her own expense Susan arranged for a wake at McLaughlin’s and a mass at St. Patrick’s Church on Bay Ridge. Colleagues of Susan’s from 68<sup>th</sup> Precinct were present at the mass and participated as pallbearers. The USMC Honour Guard was present which was arranged by Sgt. Angel Rosa who was also a Marine. He was buried with the dignity he deserved beside his mother at Resurrection Cemetary in Staten Island.

On October 6<sup>th</sup> IAWP Past President – Retired NYPD Officer / IAWP Board of Trustee member Kathy Burke, IAWP 3<sup>rd</sup> Vice President - New Orleans Police Dept. Captain



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Heather Kouts and I were attendees at a prestigious luncheon held at Crest Hollow Country Club in Woodbury NY, just outside NYC. We had the pleasure of meeting Susan and her family prior to the luncheon and learned so much more about her directly and from the impressive banquet bulletin biography. This 37 year old officer was humbled by all the attention and this was reflected in her acceptance speech. On July 1, 1998 she joined the ranks of NYPD's finest where she currently works in the School Truancy Conditions Unit as a Crime Prevention Officer. Besides helping others on her rest days, Susan enjoys traveling, big game hunting, target shooting, wine making and aspires to qualify for a pilot's license. Her passion to "reach out" is demonstrated through her involvement as a member of the My

Soldier program in Manhattan. As a member she writes / sends letters to current serving US Military troops serving in Iraq, Afghanistan and Kuwait. Additionally she sends books, candy, food, clothing and toiletries to those serving members. For all that she has done, Susan has received numerous awards and has the distinction of the title of "Honourary Marine."

The final lines of Susan's biography include a quote, "My friendship with Gaspar has enabled me to meet with, speak with, write to and email hundreds of caring, kind, thoughtful and appreciative people



**IAWP 3rd VP - New Orleans Police Dept Cpt Heather Kouts, Retired NYPD Officer/IAWP Board of Trustee member Kathy Burke, NYC Police Officer Susan Porcello, IAWP 2nd VP Myra James**

*from across the country. I simply gave friendship to someone who thought they had no-one. Because of the outpouring of thanks, I am astoundingly humbled."*



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# OWLE FALL TRAINING DAY

Approximately 200 delegates attended the OWLE Fall Training Day held in November in Hamilton. The morning session featured a Leadership Panel consisting of Chief Cory McMullan Bellevill Police Service, Deputy Chief Jennifer Evans Peel Regional Police Service, Inspector Susanne Decock Ontario Provincial Police and Dr. Ilene Busch-Vishniac Provost and Vice President (Academic), McMaster University.

The luncheon speaker was Bill McKim from the Ontario Management Institute discussing the management certificate process that is endorsed by OACP. The instructions are available at [www.OMMI.on.ca](http://www.OMMI.on.ca)

The afternoon featured members of the Peel Regional Police Homicide Unit and Crown Attorney's office doing a major case review of the investigation and prosecution of the honour killing of Aqsa Parvez.



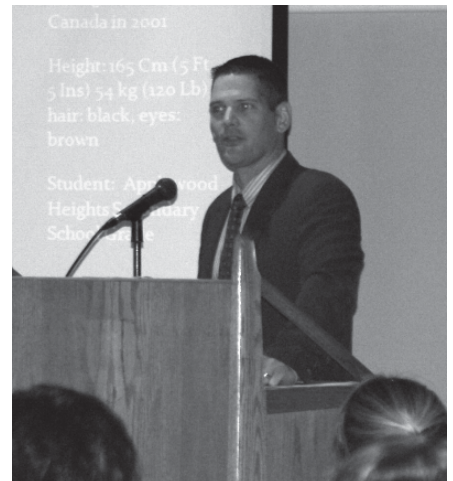
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*Sergeant Jeff Jenson*

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## A GOOD RELATIONSHIP STARTS WITH A CONVERSATION

On September 20, 2010 the RCMP in Ontario (“O” Division) forged ahead into the social media world and launched a Facebook page. As of November 17, 2010 the **Royal Canadian Mounted Police in Ontario** page has attracted more than 320 “likes” since its launch with an average increase of three new fans per day.

Civilian Member Jean Floyd, who has been with the RCMP “O” Division Corporate Communications Unit since 2006, advocated for the development of an active social media strategy for the Division. As a New Media Specialist one of her roles is to evaluate emerging trends in technology that could be used for effective communication in the policing environment.

But it takes more than just knowledge of the technology to appreciate its

power. After monitoring social media strategies that RCMP National Communications, other police forces and business were employing, coupled with her own personal experience with social networking, Jean recognized the value of social media and took steps to develop an internal Blog, which encourages two-way communication between management and employees. “Most often, your toughest audience is your internal audience. When I saw positive results coming from the Blog I knew that we had to open ourselves up to our external audience as well.” Jean said. Jean sees the launch of the Facebook page as a natural evolution in the way that “O” Division communicates with the public. With more than 500 million active users worldwide, it dominates the social networking world. “Facebook offers us an unprecedented opportunity to not only get our message out but to establish

and encourage an active dialogue and develop relationships with the people that we serve” she said.

The Federal policing services that the RCMP provides in this province are vast but because their officers are not readily seen on the streets of our communities many people do not even realize that the RCMP exists here in Ontario.

Jean went on to say, “Quite simply, social networking sites offer police an effective tool to help educate, respond to questions or comments and ultimately to enhance public confidence in the service that they provide.”

To visit the **Royal Canadian Mounted Police in Ontario** Facebook page go to: <http://www.facebook.com/rcmp.ontario>

## Announcing The Laurie Hawkins Memorial Scholarship

Ontario Women in Law Enforcement has developed a scholarship program to support OWLE members and their children in the pursuit of higher education. Eligible members must be enrolled in part time education. Children of a member must have completed first year and continuing on in their program.

Selection requirements and application form are available at [www.owle.org](http://www.owle.org)

**Deadline: March 7, 2011**



# PUTTING WORDS INTO ACTION...EXPERIENCING DIVERSITY TO ITS FULLEST

*Submitted by: Staff Sgt. Gavin Hayes  
Halton Regional Police Service*

In February 2010 I was asked to prepare a session for the Halton Regional Police (HRPS) Diversity Team at one of its full-day training sessions. What I was asked to speak about was my personal experiences in visiting the African country of Burkina Faso and the Christian humanitarian project called the *Village of Hope*.

I have been fortunate to travel and work at the Village of Hope in 2003 and led two other short-term mission teams there in 2007 and 2008. As a result of my visits, I have a close personal connection with the staff, children and particularly my sponsor child (since 2003) Karim Sawodago.

The Village of Hope, situated just outside of the capital city of Ouagadougou, is the realized vision of Careforce International project partners, Pastor Michel and Lydia Ouedraogo, and Careforce founder, Jim Wilson. Here, during the school months, impoverished and orphaned children from surrounding rural villages are cared for and educated with the



*Gavin Hayes and Sponsor Child Karim Sawadago*

goal that they will become Christian leaders in their communities who will change the face of their nation. Careforce teams have worked

alongside the local Burkinabe to develop and expand the Village since the summer of 2002. The Village of Hope is a three phase project.

Phase I of the project can accommodate 360 children, includes an elementary school (Grades 1-6), boys' and girls' dorms, shower and latrine facilities, a dining hall, church, administration building and team and staff accommodations.

Phase II includes the secondary and vocational schools which are in their beginning stages and the vision for Phase III is a Christian University.

I had two objectives when I was asked to present, one was to provide my perspective as a co-worker and diversity team leader as to how my experiences in Africa have impacted my life personally. The second objective was to try and garner some interest from my co-workers and put a team of police officers and civilian members together to travel to the Village of Hope in October 2010.

On the day of my presentation I was filled with emotion, and also nervousness. It is not often that a police officer would be able to get personal with co-workers about what I had seen, done and experienced during my previous three trips to Africa.



*The team from left to right: Gavin Hayes, Jocelyn Dunn-Babin, Katherine MacDonald, Lori Dunn-Babin, Roger Crichton, Andy Gater, Rob Black, Wes Woof*

During the opening video that I played the sounds, smells and sights all came flooding back to me and I can honestly say it was difficult to speak about the genuine despair that the majority of African people experience on a daily basis. The stories I imparted included assisting in the clinic with children who were sick from infections, malaria and other serious diseases to working side by side with local tradesmen to complete buildings that would house the children of the Village of Hope.

At the end of my presentation I offered up the opportunity for anyone to sign up if they would be interested in joining me in October to travel to the Village of Hope and experience diversity to its fullest. I was pleasantly surprised that a number of co-workers seemed to be interested and I had a list of about fifteen staff that indicated they wanted more information.

I put together a number of information sessions where I offered them the opportunity to use their own time, their own money (approximately \$4,000.00)

and then work very hard in the hot African climate for what I described as an “life changing experience.”

Well as I had experienced in the past, the numbers dwindled, but I had a couple of members of the Service who kept showing up at the meetings. Lori Dunn-Babin who is a civilian Escort Supervisor kept telling me that she had always wanted to do what I was offering. As a matter of fact, she was so enthusiastic and determined to participate in the trip her partner Jocelyn also joined her as part of the Team. Sue Fancy-MacDonald who is employed in the Service Records Bureau also had a keen interest, but more so for her sixteen year old daughter Katherine. Katherine had an ongoing urge to travel to another country and help people in need. When Sue found out about this trip, she made it happen for her daughter and supported her throughout the entire process.

Through the efforts of Careforce International, a number of people from past teams were found to fill my team and we departed for the Village of Hope on October 15<sup>th</sup> returning October 29<sup>th</sup>. The trip was a great success and in speaking to Lori, what she experienced during the two weeks will be forever etched in her mind and has deeply impacted her personal life. Sue has spoken to me about



*Lori Dunn-Babin and a child from the Village of Hope*

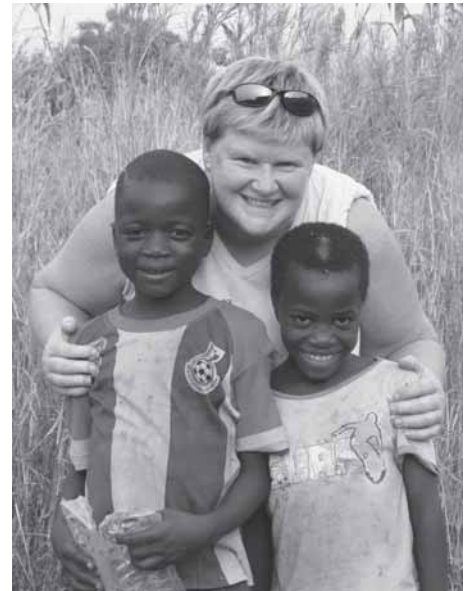
Katherine who has already indicated to her the strong desire to return to the Village of Hope to see the children and deepen the relationships that she made during the trip.

Some of the highlights of this trip for both myself and the Team were:

- Organizing the donation of Medical Supplies from the staff and volunteers of the Halton Regional Police Service
- Bringing the 500 lbs of donated medical supplies to the Village and seeing the clinic staff cry as they had no more medications left for the children.
- Seeing the Team develop personal relationships with the children and staff at the Village.
- Working side by side with the local staff on the construction of dorms for government Educational Assistants.
- Constructing the base/foundation for the “Auto Repair Shop in a Box” that will provide formal training in auto mechanics for senior students at the Village.
- Seeing team members interact with children in their classrooms, and teaching them about Canada and its strange animal the Walrus, or as they say in french the “Phoque”.
- Being fortunate enough to work with a group of individuals who were willing to do whatever they were asked to do without question and/or issue

So you may ask, why not just send them the money?

There has been lots of money dumped into the continent of Africa over the years, but the situation has not changed that much. What the people of Africa want the most is a personal connection with people who will come



*Lori Dunn-Babin and children from the Village of Hope*

and do whatever they are asked to do to help them in their struggles.

I know that we all see a variety of infomercials from a number of humanitarian organizations. The pictures are horrific and the stories are heartbreaking, but we always have the option to change the channel. When you are in-country and experiencing the sights, sound and smells and cannot turn the channel. You become part of the situation and become connected with the people.

I challenge you to be brave and take a step out of your comfort zone. If you want to see how the majority of the world lives, accept the challenge and participate in an experience such as this.

For more information of Careforce International and the Village of Hope check out their website at [www.careforceinternational.ca](http://www.careforceinternational.ca)

## WELLAND STREET CRIME UNIT

*Submitted by: Jean Floyd  
RCMP “O” Division,  
Corporate Communications*

Constable Monique Simpson worked with the Welland Street Crime Unit from June 23, 2009 until October 7, 2010.

The team was formed through the Niagara Regional Police Service Central Region - Detective Services Welland in order to give an RCMP member the opportunity and experience to conduct street level drug investigations, as well as how to gather intelligence on mid to high level targets in the Niagara region.

During Cst. Simpson’s secondment, an operational plan was created and authorized, and as a result, Project Otimeout was established. The project consisted of undercover operators making purchases of illicit



*The Welland Street Team is pictured from left to right: Detective Constable Dan Ihazs, Constable Monique Simpson, Detective Constable Robert Smart, Detective Constable Jake Virag, Detective Sergeant Kevin Luciano, Detective Constable Trevor Katch and Detective Constable Dave Sinclair.*

drugs from a variety of bars in Welland and Port Colborne, Ontario. Four individuals have since been arrested and charged.

“It was a fantastic experience and I will miss them all!” Cst. Simpson said about her time with the street level team coming to an end.

## INTEGRATED BORDER ENFORCEMENT TEAM BICYCLE PATROLS

*Submitted by: Jean Floyd,  
RCMP “O” Division, Corporate Communications*

The Hamilton-Niagara Region, Integrated Border Enforcement Team (IBET) will be introducing a bicycle patrol with Niagara Parks Police and Niagara Regional Police in the summer of 2011. The team originally formed last summer as pilot project and based on it’s success will run again.

The Niagara gorge is impassable by vehicle making it ideal for organized crime groups to smuggle contraband and illicit goods. The gorge was also recently identified as an entry route in human smuggling cases.

Bicycle patrols will give IBET access to the gorge area, increase police visibility and allow our members and Niagara Parks Police to respond quickly to incidents.

*Constable Elise Boisclair (pictured here) along with three other Hamilton-Niagara Regional Detachment members, Constables Elie Youssef, Kyle Josey and Amelie Morin, have been training for the bicycle patrol duty.*



# NENA-ONTARIO AWARD WINNER

*Submitted by: Sgt. Cate Welsh,  
Guelph Police Service*

**Laura Phillips** is the Trainer/Auditor in the Communications Unit of the Guelph Police Service. Laura was the 1<sup>st</sup> recipient of the 2010 National Emergency Numbering Association – Ontario Chapter Board of Director’s Memorial Award on September 28, 2010. The award was established in memory of Peter Gallant who was the President of the Ontario Chapter at the time of his passing in January 2010. The award is presented to the individual who “exemplifies the qualities and love of their job in Emergency Services that were exhibited by Peter throughout his lifetime.” Peter was a 911 operator with Toronto Polices Service and Niagara Regional Police and was the Communications Training Coordinator for Niagara Regional Police.



*Larry Breen, President of NENA, Laura Phillips and Diane Gallant, wife of Peter Gallant*



*L to R: Rob Thomas, Halton Regional Police, Sheryl McPhail, York Regional Police (recently retired), Linda Dickson, Community Emergency Management, Wellington County, NENA VP, Kim Bastin, York Regional Police*



*L/R Front: Laura Philips Guelph PS, Lori Powers Windsor PS, Sheri Oliphant Chatham-Kent PS, Gail Reed Barrie PS  
L/R Back: Janet Balch, Barb Kelly Ontario Police College*



*L to R: Gavin Hayes, Halton Regional Police, Carol Frank, York Regional Police, Nancy Banks, Peel Regional Police*

# HAMILTON OFFICERS WIN ASIS INTERNATIONAL – TORONTO CHAPTER LAW ENFORCEMENT APPRECIATION AWARD

*Printed with permission of Hamilton Police Service*

Founded in 1955, as the American Society for Industrial Security (ASIS) the organization officially changed its name in 2002 to ASIS International.

The officers were recognized for their efforts that began on February 14, 2009, when a man was discovered by Uniform Officers in an apartment where he had been confined and tortured.

The Officers were notified and took over the investigation. They determined that the victim had been held against his will and brutally tortured over an extended period of time.

They conducted numerous interviews, executed search warrants and collected evidence, including weapons and devices used by the suspects to beat and burn the victim.

The Officers also interviewed the three accused and were able to elicit valuable confessions from them, outlining their horrible acts committed against the victim. Further investigations resulted in the arrest and charges against a fourth young offender.

The investigators, and in particular, Det Jim Elliott, were praised by both the Crown and by one of the Defence lawyers for the outstanding testimony that was presented.

During the sentencing of the three offenders, Judge Fred Campling, said the vicious beatings, acts of torture and degradation that were inflicted on a



*Det Jim Elliot, Sergeant Sabrina Feser and Det Cst Andrea Richard received the 2009 ASIS International - Toronto Chapter Law Enforcement Appreciation Award for outstanding work in the area of 'Crimes of Violence'.*

22-year-old mentally challenged man, during 17 days of captivity, met all the features of "stark-horror cases", for which the courts reserve the maximum punishments set out in the Criminal Code of Canada. He then sentenced the three adults to penitentiary terms ranging from ten to fourteen years.


## GOOD NEWS.....PROMOTIONS, AWARDS, RETIREMENTS

**Chatham-Kent Police Service**  
Rose Kucharuk  
Promoted to Staff Sergeant

**Ottawa Police Service**  
Promoted to Superintendent  
Jill Skinner  
Promoted to Staff Sergeant  
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## PADDLE OF A LIFETIME!

From the 29<sup>th</sup> July through to the 1<sup>st</sup> August 2010, Macau, China was the site for the 7<sup>th</sup> World Club Crew Championships in dragon boat racing. This event is held every two years and this year's competition brought together over 3,100 athletes from over 16 different countries. Sgt. Kathleen Doherty, an avid recreational and competitive paddler for many years, had always dreamed of competing for Canada at the international level. She had raced outrigger canoes in Hawaii, New York and Ontario, raced dragon boats in Ontario and British Columbia and paddled to the Arctic Ocean but never achieved her vision of international competition.

Her dream came true in the fall of 2009 when she was invited to try out for and train with the Pickering Dragon Boat Club Senior A crew who had qualified for an entry into these 2010 world championships in Montreal earlier that year. Each dragon boat team consists of 20 paddlers plus a steersperson and drummer. The Pickering Club would be one of several teams from across the country representing Canada in Macau in a variety of age categories. The Pickering Club was able to send over 88 athletes across 3 age categories (from under 23 years of age, ages 40 to 50 years and ages 50 to 60 years). This 88 athlete entry was the largest paddling club contingent representing Canada. Sgt Doherty

paddled for both the Senior A mixed and all female crew (ages 40 to 50 years), making it to the finals their r e s p e c t i v e categories for the 200 metre, 500 metre and 2 kilometre race. Having only been together as a team for one season, this

result exceeded expectations considering the best dragon boat racers from around the world were represented. The club successfully obtained 11 medals over the 4 days of racing, with the Senior B mixed team capturing the world championship title gold for the 500 metre race. The age category of Senior B (50 to 60 years) is interestingly the fastest growing competitive racing category in dragon boating across Canada right now. It's never too late to take up a new sport!

Dragon boat racing is the fastest growing water sport in Canada with over 75,000 Canadians participating across the country each summer in over 200 organized racing events. There are over 3,500 competitive racers registered across Canada with our National Team programs including athletes 12 to 72 years of age at the last world championships. It is also a



*Kathleen on right with front stroke partner after the race*

featured event at the World Police and Fire Games in New York in 2011. She is already making plans with fellow dedicated paddlers, officers with the Toronto Police Service who also raced in Macau, to begin organizing and training a police team for these World Police and Fire Games. She describes the Macau experience as "the highlight of my paddling career" and one that will stay with her for a long time to come. The team brought together a fantastic group of passionate paddlers from varied backgrounds forming friendships that will last a lifetime. The commitment, team focus, training and discipline required for this level of competition spills over to so many aspects of your life, both personally and professionally. Next stop? Hong Kong will play host to the 2012 World Club Crew Championships and no doubt Sgt. Doherty will be making that her focus starting in 2011....good luck!



*Macau 2010 - Canadian womens crew paddling out to start line*



*Kathleen - 3rd from right*

## DEPUTY CHIEF SUE O’SULLIVAN’S RETIREMENT PARTY

On September 16th, family, friends, community members and colleagues came together to pay tribute to the achievements of Deputy Chief Sue O’Sullivan, Ottawa Police Service and wish her well on her retirement from her distinguished 30 year career in policing. Hundreds gathered at this great tribute that included a silent auction with funds going to Victims of Crime.

Sue didn’t take time for a break as she was appointed to the position of Federal Ombudsman for Victims of Crime. OWLE board members and members were among those in attendance.



*Back L/R: S/Sgt Cori Slaughter OPS, Janet Balch OPC, Sue O’Sullivan, Lori Bustard OPS, Myra James and Jo-Ann Savoie HPS  
Front L/R: OPP Chief Supt. Kate Lines, Ret’d S/Sgt. Brenda Glass HRPS, S/Sgt Isobel Anderson OPS*



*L/R Jo-Ann Savoie OWLE President, Ret’d Deputy Chief Sue O’Sullivan, Myra James OWLE Past President*



*Chief Vern White, OPS presents Sue with a special gift.*

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## UPCOMING EVENTS

### Women in Transformation

*February 16-17, 2011*

*Location to be announced*

*Contact:*

*Catherine.nanton@rogers.com*

*Details available at*

*[www.interactivetrainingsolutions.ca](http://www.interactivetrainingsolutions.ca)*

### 2011 OWLE Scholarship

Open to OWLE members  
and their children

Scholarship details at [www.owle.org](http://www.owle.org)

Deadline March 7, 2011

### Ultimate 911 Training Day

*April 4, 2011*

*OE Banquet & Conference Centre*

*2245 Speers Rd, Oakville*

Featuring Steve Gilliland, Making a  
Difference in The Workplace & Dealing  
With Negative Attitudes in Your  
Workplace

Registration and details at

[www.ultimate911.ca](http://www.ultimate911.ca)

### The Art of Negotiation

*March 23-24, 2011*

*Location to be announced*

*Contact:*

*Catherine.nanton@rogers.com*

*Details available at*

*[www.interactivetrainingsolutions.ca](http://www.interactivetrainingsolutions.ca)*

### 49th Annual IAWP

**Conference**

*August 21-25, 2011*

**Lexington, Kentucky**

More details at [www.iawp.org](http://www.iawp.org)



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# Ontario Women In Law Enforcement 2011 AWARDS



## Call for Nominations

### Annual Awards Categories

Award of Valour  
 Civilian Achievement  
 Community Service  
 Excellence in Performance  
 Leadership  
 Mentoring  
 Team Endeavours  
 Law Enforcement Professional of the Year

*Award criteria and nominations forms available at*

*[www.owle.org](http://www.owle.org)*

*Deadline for nominations – February 26, 2011*

*Nominate a deserving woman in law enforcement today!*

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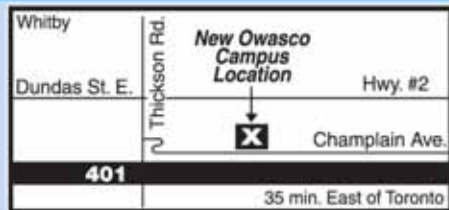


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