

# WomenPolice



## MEET THIS YEAR'S HERITAGE AWARD RECIPIENT

Laura Goodman: A fierce  
advocate for IAWP's  
global expansion

### Don't Let Menopause Derail Your Service

Be proactive! Talk with your  
leaders about creating a  
workplace that's supportive  
of women going through this  
life change.

#### PLUS

- ▶ How an active lifestyle  
affects your police work
- ▶ Region 26: Celebrating  
women police in the  
Dutch Caribbean





Margaret Shorter is the IAWP President.

## LETTER FROM THE PRESIDENT

# Strong Past Leads to Strong Future

Welcome to our annual pre-conference issue of *WomenPolice* magazine. Much has happened since this time last year. We have been enjoying IAWP's innovative collaboration with the Australasian Council of Women and Policing (ACWAP) in preparation for the *International Women & Law Enforcement Conference*, or IWLEC. I encourage you to see page 4 for details about this conference, and make plans to join us!

While the last issue we looked into our future, in this issue, we honour our past. By featuring the recipient of the annual IAWP Heritage Award, we celebrate the contributions of women before us who challenged obstacles so that we could advance in the profession. We also recognize that our Heritage Award recipients have given even more of their lives so that IAWP could grow and flourish. Their vision is now our vision: a world where police reflect the diversity of the communities they serve, and human rights are protected.

This year's Heritage Award recipient is Laura Goodman. She is a past president of IAWP and an active member of the IAWP Board of Trustees. Her counsel guides me in my role as president; her participation in Board discussion and debate provides historical perspective and a stabilizing influence for Board members. These are things to be valued — looking back and looking ahead!

Finally, in June of this year I, along with Region 15 Co-Coordinator Sanja Sumonja and Past President Jane Townsley of Force International, traveled to Ukraine to participate in a workshop designed to establish an association of women police there (read more on page ##). The Deputy Minister of the Interior, Anastasiya Deeva, is committed to this course and empowered the workshop delegates to pursue the concept.

We know that diversity will strengthen their forces and community service. As potential new members or a new IAWP Affiliate, these women are already working to strengthen, unite and raise the capacity of women in policing. There is always hope for a strong future when we learn from the past!



Myra James is the *WomenPolice* magazine editor and IAWP Affiliate Liason.

## NOTE FROM THE EDITOR

# Coming Soon: Letters to the Editor

By the time you receive this edition, I will have enjoyed some time off in August and said good-bye to some amazing officers that I had the pleasure of working with for the past two years at the Ontario Police College. My last day at the college was July 27, and quite frankly, my instructor assignment has flown by. I enjoyed teaching Police Vehicle Operations to over 1,400 recruits from police services across the province.

I recently learned of several among our ranks who recently passed away. Our thoughts and prayers are with the family of New York City Officer Miostos Familia, who was shot on July 5 during her patrol shift at the 46th Precinct. She was a 12-year veteran of the service and is the mother of three children. Further prayers extended to colleagues and family of Israeli Officer Hadas Malka, aged 23, who died from wounds in an attack in Jerusalem on June 17.

Congratulations to the British Association of Women Police, which celebrated its 30th anniversary in June. I'm looking forward to celebrating the 25th anniversary of the Atlantic Women In Law Enforcement in Cape Breton, Nova Scotia, Canada, in November.

Congratulations to the following senior officers: Helen Bell, who is the new Assistant Commissioner of Metropolitan London Police, United Kingdom, and newly promoted Winnie Chiu Wai-Yin, who became the first female Deputy Chief of Hong Kong Police in 173 years.

Your Regional Coordinators have all been invited to provide content for the magazine so look for their submissions in *WomenPolice*. If you have information to share, please forward it to your RC for consideration in their articles. Further, I invite you to send "letters to the editor" directly to me if you wish and they may be published.

Also, please ensure your address and email are up to date in the members section of the IAWP website. We don't want you to miss out on any of our electronic bulletins or announcements. Also, the database is used to generate the labels for your magazine, and I'm sure you don't want to miss a copy.

Take care, and I look forward to seeing you in Cairns!

# WomenPolice

The official publication of the International Association of Women Police



## Contents

### 14 Heritage Award Recipient: Laura Goodman

IAWP honors Laura Goodman for her fierce advocacy of global expansion and the addition of international regions.

### 18 These Women are Breaking Barriers

L.A. County has seven female police chiefs, an all-time high. For some, there's a proven strategy — chat with the people.

### 20 Menopause Doesn't Have to Derail Your Service

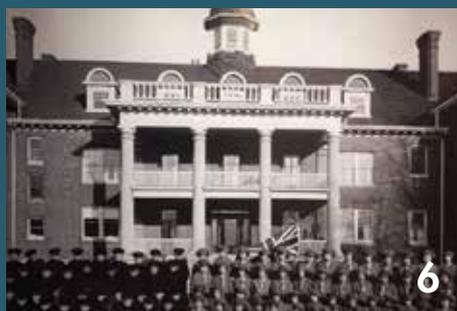
Angela Epp shares her proactive approach to creating a well-informed workforce that's supportive of female officers going through menopause.

## Also in this issue:

6 'A Reminder of a Path We Should Never Follow Again'

12 The Dutch Caribbean Celebrates the Anniversaries of Women in Law Enforcement

24 Staying Powerful in Police Service with an Active Lifestyle



*WomenPolice* is the quarterly magazine of the International Association of Women Police.

### Vision

IAWP envisions a world where police reflect the diversity of the communities they serve and human rights are protected.

### Mission

To strengthen, unite and raise the capacity of women in policing internationally.

### Guiding Values

- Embrace diversity
- Be open, honest and fair
- Listen to our members
- Operate professionally
- Change to improve

### Website

[www.iawp.org](http://www.iawp.org)

### Social Media

Twitter: @IAWPinfo

### Editor

Myra James

### Email

[editor@iawp.org](mailto:editor@iawp.org)

*WomenPolice* is a trademark of the International Association of Women Police. All letters sent to *WomenPolice* will be treated as unconditionally assigned for publication and copyright purposes, and are subject to the right of IAWP to edit and to comment editorially.

Subscription price is \$70 (including \$20 shipping).

*WomenPolice* magazine is produced by madison/miles media in the United States. For further information about madison/miles media please visit the website - [www.madisonmilesmedia.com](http://www.madisonmilesmedia.com).

**Ad Sales**, Adam Weiss, (817) 908-7827, [adam@madisonmilesmedia.com](mailto:adam@madisonmilesmedia.com)

**Design by:** madison/miles media  
[www.madisonmilesmedia.com](http://www.madisonmilesmedia.com)

©International Association of Women Police. Reproduction of any part of this magazine without express permission is strictly prohibited.

ISSN: 1945-3183

# Tomorrow Is Not Promised

By Tamia Dow, Chaplain

## How do you live the life of your dreams?

1. Celebrate life NOW
2. Live life fully NOW
3. Don't put off until tomorrow what can be done TODAY.

So often I see people posting on Facebook or Twitter about the passing of someone they love. They post the memories they have of good times with that person. They share their fond memories, happy times, joyful events and kind words that were shared between them and the person who has passed away.

The day our friends and loved ones breathe their last breath (or we do) will close the door on our opportunity to tell them "I love you," or "You're a joy to be around" or "You are amazing."

I encourage you to live life fully, boldly and to its best, however that looks for you.

Tell your loved ones how you feel about them while they are here to hear it and know how loved and appreciated they are.

How would you live your life if today was your last?

How will you live this week so amazingly that it will be unforgettable for anyone who encounters you and for you?

Tomorrow is not promised to us. Next week is not promised to us. Sadly many of our sisters and brothers in law enforcement do not see the end of their work shift.

The best gift you can give yourself is to fully live your life NOW.

Leave a legacy of action. Don't wait until someday. Live life now.

Stay Safe,

*Tamia Dow*



## IAWP PROCESSES

# Seeking IAWP Board Nominations

By Carolyn Williamson, IAWP Nominations Chair

It's time to make a decision to serve the IAWP by securing a position on the Board of Directors! Take time to review Policy Nine, the Nominations and Elections Policy. This is located on the IAWP website.

With the expanded number of regions, there are now 26 Regional Coordinators. The increased number of positions will provide significant cultural diversity and representation on the Board of Directors.

Letters of Intent to participate as a candidate for office are due to the Nominations Chair, Carolyn Williamson, **28 January, 2018**. This can be done by email to [nominations@iawp.org](mailto:nominations@iawp.org) or by post to the address in the magazine. You will then be sent a package detailing the further information required, as per Policy Nine.

The election process is done by mail-in ballots. After January 28, the Nominations and Elections Committees will gather information

about the candidates, prepare ballots, and mail them to each member in "good standing" (dues paid by April 28, 2018). A Special Election Bulletin Package including candidate biographies and ballots will be mailed by 28 May, 2018, and **must be returned by mail** so that they are received by the Elections Chair by August 16, 2018.

**There will be no opportunity to vote at the Training Conference in Calgary!**

Sealed ballots will be transported to the conference, counted by the Election Committee at the meeting site, and election results will be announced prior to the conclusion of the Annual General Membership Meeting in Calgary.

Questions about the Election process may be addressed to Elections Committee Chair Linda Cunningham or Nominations Committee Chair Carolyn Williamson. Contact information is available in the Who's Who section of this magazine. **WP**



Can't make the IAWP conference in Australia this year? That's OK. Try joining us in Canada in 2018.

### Support the Conference!

During the conference, you can visit the exhibitor booths and bid on silent auction items. Remember to submit silent auction items. We also welcome all levels of sponsorship. No amount is too small.

## IAWP CONFERENCES

# Welcome to Calgary, IAWP 2018

By Sueanne Ford

For the first time, the International Association of Women Police Conference will be held in Calgary, Alberta, Canada. The 56<sup>th</sup> annual conference will be from 26 – 30 August 2018 on the same grounds where our city celebrates the world renowned Calgary Stampede. Situated in the foothills of the Rocky Mountains, Calgary is a vibrant city known for its western hospitality, friendly spirit, diverse shopping, incredible restaurants and unique activities.

The chosen theme, "Leading Change", was selected to highlight the importance of issues currently impacting police organizations. Everyday changes occurring as a result of technology, social dynamics, the economy and crime issues will be featured throughout the conference.

Presenters will cover such topics as:

- Organizational Change
- Leading Change
- Wellness
- Investigative and/or Collaborative Approach to Investigating Crime
- Leadership and Diversity/Inclusion

If you or someone you know wants to submit an abstract to be considered as a presenter at the 2018 IAWP conference, review the guidelines on the speakers tab of our website at [www.iawp2018.org](http://www.iawp2018.org).

To date, we have three amazing keynote speakers who have all faced adversity — physical, emotional, and/or psychological — and have overcome it.



### Amanda Lindhout

*Kidnap Survivor, Bestselling Author and Journalist*

Amanda was in Somalia for only four days before she was kidnapped and held captive for 460 days.

Because of her daring escape, she is able to share her story of forgiveness and compassion. Amanda's award-winning memoir, *A House in the Sky*, has been on the top 10 bestseller list for over three years.



### Sheldon Kennedy

*Sexual Abuse Survivor, Retired National Hockey League player*

After charging his hockey coach for the sexual abuse he suffered as a teenager and through the important work he continues to do, Sheldon has become an inspiration to millions of sexual abuse survivors around the world. He helped create a one-of-kind centre for victims of child abuse that changes the way that police, child and family services, the health and justice systems work together.



### Caroline Ouellette

*Canadian National Hockey team member*

Through Caroline's extensive hockey career and passion for promoting hockey, hundreds of girls have been able to experience hockey for the first time. She has won awards, been a guest speaker, a spokeswoman, and co-founded a website designed to help student athletes get recruited at the collegiate level.

### Experience Calgary's Diversity

Not only do we promise to offer a variety of topics and amazing speakers at the conference, but also to showcase Calgary's diverse culture and incredible spirit. The Girletz Ranch just outside of Calgary has been selected to host the Gala on 29 August.

In addition to a spectacular view of the Rocky Mountains, you will enjoy a top of the line country barbecue, watch trick horse demonstrations, marvel at the abilities of bull riders, and learn how to line dance. While hundreds of thousands of people attend the Calgary Stampede every year, not everyone has the opportunity to go to a real Alberta ranch. Don't miss this incredible opportunity!

### Companion Program

Your companion and/or children have never been to Calgary and want to come? Bring them! We have a Companion Program where they can experience city excursions to the Calgary Zoo, the Telus SPARK Science Center, Heritage Park and many others while you are at the conference.

If they want a day trip out of the city, they can admire the natural beauty of Banff in the majestic Rocky Mountains, the Bad Lands around Drumheller, and the icefields in Jasper National Park. Be sure to buy your companion a seat to the Welcome Reception, Awards lunch and to the Girletz Ranch Gala evening.

### Register Now

Go to our website now at [www.iawp2018.org](http://www.iawp2018.org) and check out the Companion program, register for the conference and the Companion program, and book your accommodations.

The Calgary Police Service is committed to hosting a world class event. Join us to be a part of this excellent opportunity for police agencies around the world to gather, enhance women in law enforcement and lead change. We look forward to seeing you in 2018! **WP**

### Connect with the Calgary Conference

- Facebook <https://www.facebook.com/IAWP2018/>
- Twitter <https://twitter.com/IAWP2018?lang=en>
- Find out more about Calgary by visiting [choosecalgary.ca/iawp2018](http://choosecalgary.ca/iawp2018)
- Find out more about the gala evening, visit the website [www.girletzrodeoranch.com](http://www.girletzrodeoranch.com)
- Find our website at [www.iawp2018.org](http://www.iawp2018.org) or [www.iawp.org](http://www.iawp.org)

Enjoy the 2017 IAWP conference in beautiful Cairns, Queensland Australia.

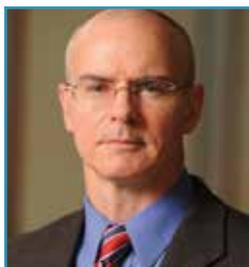
## IAWP CONFERENCES

# Still Time to Book Your Ticket to Australia

If you waited until the last minute to book your ticket to Cairns, Queensland, Australia, for the 2017 International Women & Law Enforcement Conference, hurry up! There's still time if you book fast. The event is set for 17 to 21 September 2017. Here's what you can expect at the conference:

- Welcome reception
- More than 90 speakers and panellists
- Australian Commissioners' Panel
- Workshops
- Two formal functions: the IAWP Awards and ACWAP Awards
- Farewell dinner
- Indigenous Cultural Evening at the Tjapukai Aboriginal Cultural Park (for delegates)
- Evening at a local city venue, hosted by the Calgary Police Department, who will hold the conference next year in Canada

### Here's a sneak peek at some of the incredible speakers on the agenda:



**Christopher Koper**  
*Professor of Criminology, Law and Society, George Mason University*



**Cynthia Lum**  
*Director of CEBCP and Professor of Criminology, Law Society at George Mason University*



**Julie Inman-Grant**  
*Children's e-Safety Commissioner*



**Dr. Dina McMillan**  
*Social Psychologist and Domestic Violence Expert*



**Laura Liswood**  
*Secretary General, Council of Women World Leaders; Former Senior Advisor, Goldman Sachs*



**Shiranee Tilakawardane**  
*Supreme Court Judge, Sri Lanka*



2017 International Women & Law Enforcement CONFERENCE  
Cairns, Queensland, Australia  
17-21 SEPTEMBER 2017





The United States' InterAgency Board is a partnership of 150 emergency response professionals, including first responders, federal employees and subject matter experts representing a wide array of expertise.

## AROUND THE WORLD: UNITED STATES

# InterAgency Board Helps Against Emerging Threats

By Standard Coordination SubGroup (SCSG) of the InterAgency Board (IAB)

Often, first responders in the United States hear the comment, "We are from the Federal Government, and we're here to help". Since the 9/11 terrorist attack in New York City, New York, that comment has been said many times and is absolutely true; the United States federal government wants to help.

Many federal agencies have the resources to help state and local emergency responders but unfortunately do not know the specific needs and intricacies of how to help these responders.

## Fostering Exchange of Information

Since 1998, the InterAgency Board (IAB) has been working to solve that problem. The IAB is a partnership of approximately 150 emergency response professionals, including first responders, federal employees and subject matter experts representing a wide array of technical expertise.

For 18 years, the chief mission of the IAB has been to "Strengthen the nation's ability to prepare for and respond safely and effectively to emergencies, disasters, and Chemical, Biological, Radiological, Nuclear, and Explosive, (CBRNE) incidents". The IAB accomplishes this by fostering the exchange of information, knowledge, ideas and assistance, which results in greater interoperability and compatibility among local, state and federal response communities. Today, with the IAB serving as a collaborative interchange, state and local responders and the federal government can ask each other, "How can we work better together to solve our emergency response needs?"

## 6 Working Groups

The IAB is divided into six working subgroups with the Standards Coordination SubGroup (SCSG) having some of the greatest impact on first responders. Like the other subgroups,

the SCSG is comprised of state/local first responders and federal personnel, but unlike the other subgroups, SCSG is heavily represented by standards development organizations (SDO's), certification bodies, and testing laboratory subject matter experts. These experts assist and guide the SCSG in the processes of advocating for and spearheading the development of new standards, test protocols, and training requirements for law enforcement equipment.

For the purposes of this discussion, law enforcement standards are quality or performance criteria for law enforcement materials, products, processes and services that consistently ensure they are "fit" for their stated purpose. The standards law enforcement usually deals with are performance standards, product standards, performance specifications, design specifications and test methods.

These standards are critical because they guide responders with equipment procurements and promote an understanding between buyers and sellers. A product's conformance to an accepted standard provides an efficient method of ensuring that a product meets the purchaser's minimum requirements.

## Setting Standards

Currently, the SCSG is working with the federal government and Standards Development Organizations (SDO) to start the development of a number of standards that will have a positive effect on law enforcement officer safety and operations on a daily basis, including the following:

- Non-pneumatic limb tourniquets
- Bomb suits, addressing blast overpressure protection
- Explosive containment vessels
- Less lethal chemical agent devices
- Less lethal conducted energy devices
- Less lethal distraction devices
- Less lethal impact devices using a launching system to fire projectiles

- Standard guidance for illicit substance detection
- Standard practices, test methods, and procedures for monitoring effectiveness of protective clothing doffing for avoidance of contamination transfer

Last year the SCSG identified the following needed standards and is actively involved in their development for law enforcement:

- Robot operator use and evaluations.
- Tactical operation video cameras.
- Body worn video devices
- Protective gloves
- Protective helmets and shields
- Standard test method for female body armor

## Proactive to National, International Trends

Overall the IAB seeks to be the trusted source for the emergency responders concerning standards, policies, practices, training, equipment, research and development. The goal of the IAB is to be the U.S. law enforcement's authoritative representative regarding operational knowledge and technical expertise when developing standards that will make an officer's job safer and more efficient.

The IAB is committed to being proactive in their approach to national and global trends that affect the law enforcement response community. As this collaboration between the IAB and law enforcement grows, the representatives of all the response disciplines in the IAB will continue to help law enforcement adapt to emerging trends so everyone is better prepared to address any new threats to law enforcement.

If you or your agency wants to discuss the above standards or have suggestions for additional standards contact [info@interagencyboard.us](mailto:info@interagencyboard.us).

To learn more about the United States of America IAB visit their website at <https://interagencyboard.org>. **WP**

Between 1831 and 1970, it is estimated that 15,000 boys and girls between the ages of five and 16 years walked through the Mohawk Institute Residential School doors.

## AROUND THE WORLD: CANADA

# 'A Reminder of a Path We Should Never Follow Again'

By Jean Turner

Recently, a group of 13 police and civilian employees from the Royal Canadian Mounted Police Hamilton-Niagara Regional Detachment (HNRD), along with "O" Division's (Ontario) Commanding Officer, Assistant Commissioner Jennifer Strachan, spent the morning at Woodland Cultural Centre in Brantford.

The Centre was established in 1972 under the direction of the Association of Iroquois and Allied Indians upon the closure of the Mohawk Institute Residential School.

The RCMP employees toured the museum, saw historical displays and were also given a virtual tour of the decommissioned residential school on site.

The employees heard firsthand accounts from survivors of the residential school, allowing them to better understand how important the Government of Canada's 2008 apology to former residential school students was.

"I feel like we have come from a time in our recent history where government and religious institutions collaborated nationwide in an effort to erase our indigenous cultures and languages, to today, where Canada is recognized as a world leader in ensuring that multi-culturalism is part of our national identity," said HNRD Commander Inspector Todd Gilmore. "For me, this tour was an important reminder of a path we should never follow again."

Between 1831 and 1970, it is estimated that 15,000 boys and girls between the ages of five and 16 years walked through the Mohawk Institute Residential School doors. The school was called "Mush Hole" by students because of the mushy, slimy porridge they would be given — often for all three meals.

The tour group heard stories of children who were plucked from their homes and families to attend residential school for 10 months of the year. In some cases students who, for one reason or another, could not return home during the summer break, spent their entire childhood at the school. Police have been a part of injustices that have occurred in our history whether that be visible minorities, indigenous, women or LGBTQ rights. The job of the police is to enforce law and unfortunately, that has put them at the front line of injustice.

The group also learned that many RCMP police officers had, by virtue of their sworn duty to uphold the law of the day, collected and delivered children to the residential schools.

They were told that children were segregated from their siblings, forced to speak only English, attend Christian church, have their hair cut short and had their personal clothes and belongings taken away.

The children had very few toys, no books (other than school texts) and little form of recreation. Letters home were censored — if indeed they were sent at all. Next door was an apple orchard with beautiful fruit, but the children were forbidden from eating them.

"Based on everything I heard, it definitely seems as though students had no sense that someone cared about them and kind words were few and far between," observed Staff Sergeant Cathy McCrory. "I just cannot imagine my kids being taken away from me, living in an alien environment and then returning home void of everything I taught them."

The school day was cut in half so the children could work. Boys would work on the



A totem pole within the Mohawk Institute. | En comparaison — photo historique d'élèves devant le Mohawk Institute.

farm, milking cows (for milk that they could not drink) and other labour required. Girls would work inside, sewing, doing laundry and cooking for the staff and students. The visitors also heard heartbreaking accounts of physical and sexual abuse by teachers and clergy.

"This tour and the opportunity to hear and speak with survivors and their families was sobering. It was not until this visit that I understood the true scope of the horror that vulnerable children went through," A/Commr. Jennifer Strachan said. "It is unimaginable to me, and I am ashamed as a Canadian that this happened."



Thirteen RCMP members and employees stand out front of the decommissioned Mohawk Institute Residential School located in Brantford, Ontario, Canada. | Treize membres et employés de la GRC devant le pensionnat désaffecté Mohawk Institute situé à Brantford, en Ontario.

As Canada celebrates and honours the wonderful achievements and proud moments in its 150-year history, the Mohawk Institute is a reminder for all Canadians to remember, listen to and learn of the injustices and stories from the people who attended residential schools.

“What I came away with most as a result of this tour is the fact that these schools weren’t in some distant place a long time ago, they were in our backyard during our lifetime,” said Constable Craig Lickers. “It’s difficult for me to listen to the survivors’ stories, but I think it’s so important for all Canadians to hear them so the healing process can begin.”

Mohawk Institute residential school was one of 130 residential schools that operated in Canada. For more information on the Mohawk Institute, please visit the Woodland Cultural Centre.

## ‘Un Important Rappel Qu’il Ne Faut Plus Jamais Suivre Une Telle Voie.

Récemment, un groupe de 13 policiers et employés civils du Détachement régional de Hamilton-Niagara de la GRC, accompagnés de la commandante de la Division O (Ontario), la commissaire adjointe Jennifer Strachan, ont passé la matinée au centre culturel Woodland de Brantford.

Le centre a été établi en 1972 sous la direction de l’Association of Iroquois and Allied Indians (association des Iroquois et des indiens unis) à la suite de la fermeture du pensionnat Mohawk Institute.

Les employés de la GRC ont visité le musée, regardé une exposition historique et ont eu une visite virtuelle du pensionnat désaffecté se trouvant sur les lieux.

Les employés ont pu entendre en personne des témoignages de survivants du pensionnat, ce qui leur a permis de mieux comprendre toute l’importance des excuses qu’a présentées le gouvernement du Canada en 2008 aux anciens élèves de pensionnats.

“J’ai l’impression que nous sommes passés d’une époque récente de notre passé où les institutions gouvernementales et religieuses à l’échelle du pays collaboraient pour éradiquer nos langues et cultures autochtones, à aujourd’hui où le Canada est reconnu comme un chef de file mondial pour ce qui est d’entrencher le multiculturalisme dans notre identité nationale”, a déclaré le chef du Détachement, l’inspecteur Todd Gilmore. “En ce qui me concerne, cette visite est un important rappel qu’il ne faut plus jamais suivre une telle voie.”

De 1831 à 1970, 15 000 filles et garçons âgés de cinq à seize ans auraient fréquenté le Mohawk Institute. L’école était surnommée “Mush Hole” (trou pâteux) par les élèves en raison du gruau pâteux et gluant qu’on leur servait – souvent pour les trois repas.

Le groupe a entendu des récits au sujet d’enfants qui ont été enlevés de force de leur demeure et de leur famille pour être placés au pensionnat pendant dix mois de l’année. Dans certains cas, des élèves qui, pour une raison ou une autre, ne pouvaient pas retourner à la maison pendant les vacances d’été ont passé toute leur enfance à l’école. police have been a part of injustices that have occurred in

our history whether that be visible minorities, indigenous, women or lgbtq rights. The job of the police is to enforce law and unfortunately, that has put them at the front line of injustice

Le groupe a aussi appris que de nombreux policiers de la GRC, tenus par leur serment de faire observer la loi de l’époque, sont allés chercher des enfants pour les amener aux pensionnats.

Les visiteurs ont appris que les enfants étaient tenus séparés de leurs frères et soeurs, forcés de parler uniquement anglais et d’aller à l’église chrétienne, et se sont fait couper les cheveux courts et enlever leurs vêtements et leurs effets personnels.

Les enfants avaient très peu de jouets, aucuns livres (à part les livres scolaires) et très peu d’activités récréatives. Les lettres à la maison étaient censurées – peut-être même pas envoyées. À côté se trouvait un verger de pommiers portant de beaux fruits, mais les enfants n’avaient pas le droit d’en manger.

“D’après ce que j’ai entendu, il ne fait aucun doute que les élèves avaient le sentiment que personne ne souciait d’eux et les mots aimables à leur endroit étaient rares », a dit la sergente d’état-major Cathy McCrory. « Je ne peux tout simplement pas imaginer me faire retirer mes enfants, qu’ils vivent dans un environnement étranger et qu’ils me reviennent vidés de tout ce que je leur ai appris.”

La journée d’école était divisée en deux pour que les enfants puissent travailler. Les garçons travaillaient sur la ferme, trayant les vaches (dont ils ne pouvaient pas boire le lait) et faisant d’autres travaux. Les filles travaillaient à l’intérieur, faisant de la couture, de la lessive et de la cuisine pour le personnel et les élèves. Les visiteurs ont aussi entendu des témoignages déchirants sur les mauvais traitements physiques et les abus sexuels par des enseignants et des membres du clergé.

“Cette visite et l’occasion d’avoir pu entendre des témoignages de survivants et de leur famille et de parler avec eux ont fait réfléchir. Ce n’est qu’après cette visite que j’ai compris toute l’ampleur de l’horreur que ces enfants vulnérables ont vécue », de commenter la comm. adj. Jennifer Strachan. « C’est inimaginable et j’ai honte en tant que Canadienne que cela soit arrivé.”

Alors que le Canada célèbre ses merveilleux accomplissements et les moments de fierté de ses 150 ans d’histoire, le Mohawk Institute est un rappel pour tous les Canadiens de se souvenir des injustices et des témoignages des personnes qui ont vécu dans les pensionnats, de les écouter et de s’instruire à ce sujet.

“Ce que j’ai retenu le plus de cette visite est le fait que cette époque de pensionnats ne remonte pas si loin que ça, elles étaient dans notre cour de notre vivant”, a déclaré le gendarme Craig Lickers. “C’est difficile pour moi d’écouter les témoignages des survivants, mais je crois que c’est tellement important pour tous les Canadiens de les entendre afin que le processus de guérison puisse commencer.”

Le Mohawk Institute fut l’un des 130 pensionnats établis au Canada. Pour plus d’information sur le Mohawk Institute, visitez le site Woodland Cultural Centre. **WP**



*A mural seen over a large glass dome on Maidan Square as a reminder of the uprising.*

## AROUND THE WORLD: UKRAINE

# Establishing an Association of Women Police in Ukraine

By Margaret Shorter, IAWP President

**M**y introduction to the situation in Ukraine came out of a long overdue conversation with friend and fellow IAWP member Tracy Hardy. As members of the Royal Canadian Mounted Police, we had last worked together at the Integrated Security Unit for the Winter Olympics here in Vancouver, Canada, in 2010. Both of us have since retired, but Tracy was still very much in uniform in 2012 when the IAWP Annual Training Conference was held in St. John's Newfoundland & Labrador. At that time, Assistant Commissioner Hardy was the Commanding Officer of the Division and head of the RCMP team that, in partnership with the Royal Newfoundland Constabulary, hosted our event.

Fast forward to the conversation that reconnected us: Tracy was excited about her new work with Agriteam Canada Consulting Limited and, knowing that I was the current IAWP president, was asking how IAWP might be able to help them on the Police Training Assistance Project (PTAP) Mission in Ukraine. According to the Project brief:

The Police Training Assistance Project (PTAP) is a three-year project in Ukraine that began in September 2016 with funding from Global Affairs Canada (GAC) through its Peace and Stabilization Operations Program. The project aims to provide advisory services and training to help strengthen the new National Police

of Ukraine (NPU) and support a national police academy system that will enable the merit-based professional development of a national police service that is gender-sensitive, community-oriented, draws on committed resources of the Government of Ukraine (GOU) and integrates international standards and best practices.

The project will contribute to advancing women's equal participation with men as decision-makers within the National Police Service through appropriate policies, SOP and training programs including gender-responsive executive and leadership training; and ensuring the police service is oriented to support women and girls in the realization of their rights by preventing and punishing gender-based violence, preventing trafficking in women and girls, and ensuring equal treatment of female officers within the service and of female members of the public.

– PTAP briefing paper: Establishing an Association of Women Police in Ukraine Mission (June 6-10, 2017)

In discussing the possibilities, Tracy urged me to watch the documentary 'Winter on Fire'. Produced by Netflix, IMDb.com describes it as "a documentary on the unrest in Ukraine during 2013 and 2014, as student demonstrations supporting European integration grew into a violent revolution calling for the resignation of President Viktor F. Yanukovich".

While the film disturbed me, it also opened my eyes, and my mind to the very real contribution IAWP might be able to make to restore the confidence of the Ukraine people in their law enforcement and judicial services. We could be even better positioned to help with the immediate mission to "explore the merits of an association of women police and what it could mean in the context of Ukraine." We had an opportunity to help "encourage relationship building opportunities and to foster a richer discussion on the need and value for an association of women police in Ukraine" – PTAP Mission Overview on Establishing an Association of Women Police in Ukraine.

On June 6, I joined the mission team in Kyiv, Ukraine, for four days of meetings, discussion and workshop strategizing. The other members of the team were:

- Sanja Sumonja – Co-Coordinator of IAWP Region 15 (Central & Eastern Europe) and former President of the Women Police Officers Network in South East Europe WPON;
- Jane Townsley – Former President of IAWP;
- Kristine St-Pierre – PTAP Gender Equality Advisor
- Tracy Hardy – PTAP Community Policing Advisor

Kristine and Tracy facilitated the workshop agenda June 7 and 8. The formal workshop



Sanja Sumonja, Region 15 Co-Coordinator, stands in front of a fountain in Maidan Square.



In the workshop, Deputy Minister of Interior Anastasiya Deeva addresses the delegates and introduces Roman Waschuk, Canadian Ambassador to Ukraine.

“In Canada, I live and work in the full knowledge that I may (respectfully) publish my opinions and that if I am disadvantaged because of my gender, I have access to formal recourse.”

sessions included my presentation Introduction to the International Association of Women Police that highlighted our mission, vision, values and the benefits of being part of an association. Jane followed with her academic insights into what the research says about gender and policing. And Sanja brought it all together with her real life experience establishing WPON and how that experience and professional development brought her into the international sphere of the IAWP. Being their age, being passionate, and urging them to take their own destiny in hand, Sanja provided the delegates with compelling evidence of what is possible for the women in law enforcement in Ukraine!

Except for the use of translation service between English and Ukrainian, the format of the deliberations was much like that used at IAWP strategic planning sessions: plenary topic, smaller breakout discussion groups, and presentation of feedback to the session as a whole. This seeking of each woman’s individual opinion appeared to be a rather novel concept as it took a while for the delegates



The slope on Maidan Nezalezhnosti (also referred to as Maidan Square) with the photos honouring those who died in the recent violence in Kyiv.

to actively engage in open discussion. Such novelty is not however unusual in circumstances where gender equality or democratic principles are still evolving.

One of the most challenging considerations for the mission team was staying mindful that we come from a place of relative privilege. In Canada, I live and work in the full knowledge that I may (respectfully) publish my opinions and that if I am disadvantaged because of my gender, I have access to formal recourse. The Euromaidan, as the 2014 political crisis and social upheaval has come to be known, marked a new stage in the evolution of Ukraine as an independent and sovereign state. The women who attended this workshop do seem to be finding their voice. I am optimistic that they will see the new ideas as opportunities, both personal and professional, and that their adaptation, and perhaps even

formal association, will ultimately have a positive effect on how they engage with their communities.

While enjoying the gardens and the large central fountain of Maidan Nezalezhnosti, the central square of Kiev/Kyiv, the capital city of Ukraine, it is easy to forget the “winter on fire” which has impacted the collective consciousness of the Ukrainian people. But crossing Maidan and wandering up to the Hotel Ukraine, the site of our workshop, one could not help but be moved by the over 100 photos lining the walkway of those who died in that very recent violence. It is a reminder that Ukraine is still a country at war. It is a reminder that as members of IAWP we must recommit ourselves to our mission, our vision, and our values and use the gifts we have *to strengthen, unite and raise the capacity of women in policing internationally.* **WP**

PC Tracey Gunn (center) receives her Officer of the Year award from Gill Bird of Police Mutual (left) and President of BAWP, Chief Constable Dee Collins.



## AWARDS & RECOGNITION

# Celebrating the 30<sup>th</sup> Anniversary British Association of Women in Policing

By Julia Jaeger

June saw members past and present, together with friends of the British Association of Women in Policing gather in Lincolnshire to celebrate the 30th anniversary and presentation of the annual awards.

Back in 1985, journalist and retired policewoman Joan Locke wrote an article about the IAWP in the *Police Review* magazine. As a result, PC Tina Martin from Derby was inspired to attend the 1986 IAWP conference in the United States on her own time and at her own expense. She came home wanting to set up a similar network in the United Kingdom. She wrote a letter in *Police Review* inviting interested policewomen to come together for a first meeting on 1 March 1987, and 15 ladies from eight forces attended. BAWP was born. It is one of the few staff associations to represent both officers and support staff regardless of rank. Men are welcome too!

Thirty years later, 160 guests met to celebrate achievements that included working with the Home Office and academics to produce *The Gender Agenda*, contributing to parliamentary groups, running Professional Development Days, participating in the national uniform committee, supporting three IAWP conferences in the UK and, of course, our own annual awards.

The annual awards were introduced to BAWP by Jane Townsley when she was IAWP's Regional Coordinator for Europe. They mirror the IAWP awards plus additional awards for Lifetime Achievement, Volunteers and Inspirational Woman. This year's awards were presented by the BAWP President, Dee Collins, who is Chief Constable for West Yorkshire Police. The main speaker was retired Detective Chief Inspector Jackie Malton, who was the inspiration for TV's detective 'Prime Suspect' — Superintendent Jane Tennison.

Due to the ongoing terrorist investigations in London, Commissioner Cressida Dick and the Director of the National Crime Agency, Lynn Owens, were unable to attend, but thanks to modern technology pre-recorded interviews with Mandy Chapman, they were still a part of the event. Mandy is an inspirational woman as a BAWP committee member in charge of the BAWP awards, retired Metropolitan Police dog handler and a former BAWP & IAWP award recipient. Other speakers included Tina Martin, Carolyn Williamson, Lisa Hogan and Julia Jaeger, who talked about their roles in the history and development of BAWP.

BAWP is grateful for our award sponsors including Police Mutual, Police Federation, PC Nicola Hughes Memorial Fund, No 1 Copperpot, Niche, BT, College of Policing and Specialist Group International. We thank them for making this such a memorable event. We look forward to the next 30 years! **WP**

Nicky Cross learned that empowering, life changing, communication is a powerful skill.

## REGION 13 UPDATE

# The Power of Hostage & Crisis Negotiation in Every Day Communication

By Nicky Cross, Inspector, Metropolitan London Police, Hostage & Crisis Negotiation Unit

It's cold, really cold. I hate the cold. I am wearing every piece of clothing I can find. I am confronted by a man dressed in black, wearing a balaclava and carrying a handgun. It is difficult to hear what he is saying as the wind whistles 'round my ears.

"I can't hear you and I can tell what you're saying is important". He shouts something about getting a mobile phone. I look around at the three other people with me and ask if anyone has a mobile on them. None of us do. I am not sure how well this is going to go down with the angry man in front of me.

I am on the final exercise of a very intense two-week National Hostage and Crisis Negotiation Course. Today we are putting into practice everything we have been taught and I am exhausted. Each day has been spent frontloading in the classroom and every evening immersed in an exercise and being assessed.

I wasn't really sure what to expect when I arrived. What has happened is most of my beliefs about communication have changed. I have been rebuilt in a new way and learnt more things about myself in this two weeks of training than many of the other courses I have attended in my 21 years of policing.

I have also found my life's purpose. This is what I want to do for the rest of my life and my career, but it's more than that. I now want to be on the full-time unit working out of New Scotland Yard. I want to run this course one day. Right here, right now though, I want to get through this day.

I pass the course and spend the next few years volunteering for as much on call as I

can, attending numerous various calls across London. Finally five years later there is an advert for a post on the full-time unit, which I apply for and am successful in joining the full-time unit.

The next five years are a whirlwind, reading, learning, developing, becoming a Coordinator and advising Incident Commanders, training for kidnap, international training, and deployments overseas. Never in my wildest dreams did I expect this in the last five years of my service. Then in 2012 being given the accolade of Director of UK Training – I am humbled – I now have even more opportunity to save life and teach others to save life.

As the time passes and I am moving swiftly towards retirement I have learnt so much. I am still learning and hope I always will be. I realise now learnt, polite, conversation is easy but empowering, life changing, powerful communication is a skill.

Most of us communicate in a way which is all about us. All about our agenda, our values and beliefs, what we feel is correct. We often order people to do things; "get out the car", "go to bed", "write that report". There is no time spent finding out about the other person. What are their values, beliefs, motivators, needs and wants?

We all have a story. We make assumptions about meanings because that's what it means to us. We tell people in crisis other people care about them and wonder why we get the answer, "no they don't". This is their belief and when we challenge someone's belief we get resistance. Think about a time you have



Nicky Cross has found her calling in the Hostage and Crisis Negotiation Unit.

perhaps challenged a colleague's value. Perhaps you have asked them to stay late and get a report written. You don't know tonight they have told their children they will be home on time because family is one of their highest values.

Words are powerful; they can leave someone feeling inspired, empowered and energized or frustrated, lost and confused.

We work in policing to Locard's principle of "every contact leaves a trace", this is no different in our communication.

I will leave you with the words of Maria Anjou – "people will forget what you said, they will forget what you did, but they will never forget how you made them feel." **WP**

# The Dutch Caribbean Celebrates the Anniversaries of Women in Law Enforcement

By Sherma Maynard-Wilson, IAWP Region 26 Coordinator

**F**undashon Muhe Uniforma Arma (MUA) women in law enforcement of the Dutch Caribbean, Curacao celebrated the 10th anniversary and the 46th anniversary of women in law enforcement. The celebration took the form of a training conference from 25 – 27 June 2017 in Willemstad, Curacao.

The three days conference, themed 'Going Forward, Stand Up and Speak Out', had attendees from the various arms of the Women in Law Enforcement in Curacao and included members of other Caribbean countries including Guyana and Trinidad and Tobago who celebrated with their "sisters-in-law". The conference promoted the position of working women in uniformed armed services of the government. At the end of the conference the Fundashon presented a manifesto to the government.

The conference was addressed by Keynote speaker Marisa Rivera of 'Mpowerment Works' as well as trainers in law enforcement networks from United States of America, Europe and the Caribbean Region.

IAWP Board members Chaplain Tamia Dow and Region 26 Coordinator Sherma Maynard-Wilson were also present to support and encourage the Fundashon.

Among the speakers were Assistant Commissioner of Police Maxime Graham of Guyana Police Force, Tamia Dow, Sherma Maynard-Wilson, Jeanne Henriquez and Karin Bosman. The topics included The Battered Blue

Line; Leadership, Happiness and Success – A Choice; Harassment at the Workplace; The Dynamics of Feeling Safe; Take Charge and Recharge; Women in Law Enforcement in the Caribbean and The Benefits of IAWP membership.

A range of social activities brought a delicate balance to the compressed training sessions. The opening ceremony created a powerful framework for the conference as women were encourage to shine their light for all to see. A route march and meeting with the Honourable Prime Minister Eugene Rhuggenaath provided reinforcement to the women to foster unity within the region and continue building stronger communities through leadership and involvement. In a remarkable closing to the conference the Fundashon was bestowed the honor of meeting the first female and current Governor of Curacao Lucille Andrea George-Wout a lady of altitudinous character.

A great message from both the Honourable Minister of Justice, Quincy Girgorie as well as the Governor was, 'As we network and progress as females let's take our male along for the success of our communities.' A reminder of IAWP mission of diversity and all-inclusiveness.

Hats off to the conference committee led by Cassandra Martin. The conference was a success and CONGRATULATIONS to Fundashon and Women in Law Enforcement of Curacao on your anniversary. **WP**



The Prime Minister of Curacao is handed the manifest.



Two officers in Curacao pose in front of the Fundashon MUA sign.



The women of Curacao together at the conference.



Visiting delegation with the Governor's Aide D Camp.

*The torture that W/Cpl 6005 Seralline Gordon endured as a child fueled her passion to help others.*

## REGION 26 UPDATE

# Meet Special Reserve Police W/Cpl 6005 Seralline Gordon of the Trinidad and Tobago Police Service

By Trinidad and Tobago Police Service 'THE BEAT NEWSLETTER'

The torture she endured as a child, having been abused, did not stifle W/Cpl 6005 Seralline Gordon's passion and willingness to serve others. She has since turned her traumatic experiences into an unstoppable momentum, helping to alleviate sexual offences. Whilst acknowledging the task to be a daunting one, she continues to execute her duties as Family Liaison Officer at Homicide Region Three.

She now brings the much-needed change and help to many abused children in the nation. W/Cpl Gordon recalls her most memorable experience as a police officer, which left her motivated and committed to the cause and to always do her best.

"Some time ago in 1985, I was detailed to guard a young lady at the San Fernando General Hospital, who, together with her boyfriend was robbed and taken to the Caroni cane field, where they were both shot; the boyfriend died and she received a gunshot wound to her private part. I spent several days and nights at her bedside, watching the dedicated nurses cleaning and caring for her. This touched me a lot as I experienced first-hand how she struggled and endured her pains."

W/Cpl Gordon, over time bonded with the

victim and often times prayed with her. She continued to follow up on the case and was informed that the victim is now in a stable environment. Today she is happily married and has begun a family. Another memorable experience was around Carnival 2014 where a headless corpse was seen being eaten by caimans in the Caroni river. W/Cpl Gordon was detailed to escort the corpse from the San Fernando Mortuary to the Forensic Science Centre, St. James. On arrival at the Forensic Science Centre, she was required to turn over the body of a female, which was already in an advanced state of decomposition. Her siblings later identified her by the tattoos on her back and legs.

The experience left W/Cpl Gordon petrified, as she lamented, "I was sad and horrified at the sight; I thought of my daughter and all the young women and men out there who go out to party and have a good time believing that they are safe and can trust everyone."

Nevertheless, W/Cpl 6005 Seralline Gordon has spent several years serving in various policing units. She expressed that her lasting memories came from the Criminal Investigations Department, where her duties included investigating larcenies, house breakings, seizures of arms and ammunitions.



*W/Cpl Gordon refuses to be fazed by her gruesome experiences in the pursuit of helping women in need.*

Nonetheless, W/Cpl Gordon is not fazed by her gruesome experiences. She is of the firm belief that her encounters solidify her purpose - to serve all who have been abused. She has qualified herself in Child and Adolescent Counselling to assist abused persons. Her advice to her colleagues and to those who may encounter her story is to "be careful and put your trust in God". **WP**

A close-up portrait of Laura Goodman, a woman with short dark hair, smiling warmly. She is wearing a dark top, a silver watch on her left wrist, and a ring on her left hand. Her hand is resting near her chin.

Laura Goodman is not known for shying away from a conflict, and she used her skills in debate and moderation on the IAWP Board of Directors.

# HERITAGE AWARD RECIPIENT: Laura Goodman

Laura Goodman has spent her time with IAWP fiercely advocating for global expansion and the addition of international regions. By Angie Holt, Past Executive Director, Chair, Board of Trustees, and Juliann Brunzell, Past Executive Director, IAWP, Trustee, Board of Trustees

The International Association of Women Police Heritage Award is a special tradition. It is a recognition proudly handed down to distinguish and honor the commitment and accomplishments for leaders who have made a difference in this organization.

Laura Goodman *stood tall*, all 5' 2" of her, when in 1991 she accepted the Officer of the Year Award from the IAWP: "As I look around the room, I see so many of you who I have admired for so long. You cannot possibly imagine how much this award means to me coming from you", she announced.

## Awards Reflecting Unique Work of Women Police

Thus began Laura's lengthy work history and dedication to growing and improving the IAWP. Even before she was elected to the Board of Directors, she worked with others to professionalize and reshape the IAWP. Under President Gale Buckner's presidency and guidance, she worked to create an awards structure that was more reflective of the unique qualities women bring to policing. Instead of awards based on the brawn of police work, she helped design categories to recognize leadership, community service, mentorship, performance, and also to acknowledge non-sworn women in law enforcement.

Under the direction of President Linda Cherry, Laura served in her first board position as Region Seven Coordinator. This position created opportunities for Laura to learn the responsibilities required of Board members, which she believed was critical for an organization to be successful.

In debate, she'd listen quietly, trying to understand all aspects of the issue before speaking. Laura is not known for shying away from conflict and viewed the occasional dissent amongst Board members — endemic in a growing international organization trying to find its footing — as an opportunity to learn how to be diplomatic, principled and thoughtful when attempting to creatively solve problems. She also attempted to encourage Board members to appreciate that conflict isn't always a bad thing. Disagreement that isn't personal, invites dialogue, allows board members to consider other points of view, and to enrich and enhance the organization's mission.

## Thinking Globally

Laura next held the position of Secretary under President Connie Maki. In this role, Laura analyzed recording methods used for Board reports. The synthesis of that analysis resulted in a new, streamlined reporting template. The reporting template simplified the documentation of historically relevant information and steps the Board took to improve the IAWP. This template continues to be used today.

During her tenure as a member of the Board of Directors, Laura was concerned that as an international organization, IAWP was not truly global in its membership and regional composition. It was this lack of global representation

that called her to run for president of IAWP. Laura was elected president and took office in Anchorage, Alaska in 1998.

During her first introductory board meeting, she began the immediate task of developing the organization globally by launching a strategic planning initiative, including a plan that was disbursed to each Board member for discussion.

*"I first met Laura when she interned with me in the Homicide Division of the St. Paul Police Department. She was an eager and quick learner, intelligent, and her outstanding capabilities soon became obvious to us all. Throughout her successful career, Laura demonstrated leadership and an ability to grasp solutions. It was as though she was destined to be President of IAWP, where she worked diligently, expanded, organized, and always followed through on her responsibilities and challenges." — Carolen Bailey, Lieutenant (RET), St. Paul Police Department, Past-President IAWP*

### Expanding IAWP's Footprint in UAE

After her election, she was invited to speak at the Sharjah, United Arab Emirates (UAE) Police Department's, International Conference on Police Sciences. The Middle East was completely unknown territory for the IAWP and yet this opportunity fit well with Laura's goals of globalizing the organization.

Toiling with the sluggish email and fax systems of the day, Laura worked with members of the Sharjah Police Department to bring a delegation of women to the conference including then Executive Director Julie Brunzell, and IAWP members Mylan Masson, and Maureen Poole.

While there, Laura and Julie met with Brigadier General Mohammed Khalifa Al Mualla, Commander in Chief of the Sharjah Police Department to discuss establishing a women's police affiliate organization. Laura also challenged the commander to increase the numbers of policewomen and to offer those interested more stimulating job opportunities. Laura later stated, *"Seeds were planted that will continue to be nurtured and refined. We are committed to building on this foundation and in furthering the representation of women police the Middle East and other parts of the world."*

### More International Engagements

The presentation in Sharjah was well received and the IAWP promptly received an invitation to go to Abu Dhabi, UAE, to present at its International Community Policing Conference. There, Laura met with representatives from the Abu Dhabi Police Department and separately with representatives of the Sharjah Police Department to begin the process of developing a network of police women affiliates in the Middle East and to discuss training requests from women police officers.

Upon returning from the UAE, Laura was determined to bring the first spring board meeting of her administration to Brussels,

*"Women's police organizations are the umbrellas that shield us from those who would attempt to rain on our individual and collective progress."  
— Laura Goodman*

Belgium, in solidarity with the Belgian Association of Women Police's 5<sup>th</sup> anniversary and the European Network of Police Women's (ENP) 10<sup>th</sup> anniversary.

These relationships with kindred women's policing organizations helped build IAWP's visibility and offered its membership a remarkable opportunity to learn from other countries. Laura stated, *"I feel hopeful that we, the IAWP, are doing what we can to build relationships and encourage global partnerships and collaboration. I appreciate the essence of diverse cultures, religions and mores, and I note that as I meet and relate to people around the world, those experiences have enhanced my life."*

There were many successes at the Brussels spring board meeting. For the first time, the UAE sent seven women police officers to the Brussels conference where they attended the conference, presented information about their experiences in the Sharjah Police Department, and built relationships with policewomen from other parts of the world. These Arab women had never traveled outside of the Middle East, so it was quite an experience for them and the IAWP.

While in Brussels, Laura sat down with the Sharjah women and their commander and worked out a detailed application to create the first Arabic women's police affiliate to the IAWP. This application was accepted at the 1999 fall board meeting in Philadelphia, Pennsylvania and the United Arab Emirates Police Women's Association officially became an affiliate of the IAWP. Accompanying its application for affiliation, the UAE sent membership applications for 82 Arab police women, with a promise of 200 more.

Laura returned to the UAE several times to promote the IAWP, to meet with UAE police leaders on the status of women in policing in the Middle East, and to train and educate both men and women police officers in the region. While there, not to be outdone by the male officers, they met every challenge, even in high heels and a skirt!

### Creating More IAWP Regions

To further encourage more international participation, Laura lobbied fiercely to create new regions. The Board agreed, as did the membership. At the fall annual general meeting in Philadelphia, Pennsylvania the

membership voted to add four new regions (Asia, Middle East, Central/South America (including Bermuda, Jamaica, Puerto Rico, Caribbean Islands, Virgin Islands, and Africa).

Laura commented, *"It seems to me less important that we currently have members in those regions compared with the importance of opening doors and creating environments where women feel welcome to participate. I believe as an organization we have an obligation to develop flexibility when creating opportunities for the expansion of the IAWP."*

Throughout her presidency, Laura continued to build relationships, alliances, and partnerships that enhanced the profile of the IAWP. She attended and spoke at the annual conferences of the European Network of Policewomen (ENP) and the National Center for Women and Policing (NCWP), where she also held an advisory position. She attended several roundtables initiated by Helen McDermott, a police leader from Australia, which focused on common issues facing women police.

These organizations included the ENP, the NCWP, the National Association of Law Enforcement Executives, Women in Federal Law Enforcement, and the Australasian Council of Women and Policing (ACWAP). As stated by Chief (RET) Penny E. Harrington, *"In 1995, Katherine Spillar and I established the National Center for Women & Policing (NCWP) to address issues and problems that women police officers were facing... I knew that I wanted to work with the IAWP... Laura Goodman was one of the first women to join our Advisory Board. Through the years, we have worked closely together."*

The partnerships that were established were a marvelous catalyst to many new and innovative ideas that ensured IAWP's continued success globally. Laura's commitment to opening doors and encouraging new memberships also exposed IAWP to political entities that were now routinely asking for IAWP's opinion when creating legislation and making important decisions affecting law enforcement.

### Fostering Police-Community Relationships

In the United States, Laura was twice invited by then United States Attorney General Janet Reno to work on focus groups to foster police-community relationships. The United States Federal Bureau of Investigation's (FBI) Behavioral Sciences Division invited IAWP to participate with five other countries in a workgroup to consider the role of policing through 2020 and to create a "preferred future" for law enforcement.

The State Department later requested IAWP's participation in a DNA task force. The National Association of Police Officers (NAPO) invited IAWP to be on its award committee for its Top Cops Awards, which Laura accepted and faithfully completed. Laura also represented IAWP by attending the annual Top Cops ceremony in Washington, DC.

*Whenever I needed assistance on getting more women into leadership roles in law en-*

forcement, Laura Goodman was one of the first people I would call. She was always extremely supportive and had creative ideas. She was so admired by the women in Minnesota and she encouraged them to attend the NCWP training seminars. —Penny E. Harrington, Chief (RET)

### Laura's IAWP Presidency

When Laura's presidency began, there were no bids for future national or international conferences on the table — a shocking reality for the IAWP. By her second year, bid inquiries came from Spain, Italy, Australia, Puerto Rico, Mexico, Switzerland, Ohio, and San Francisco.

Laura's intention to build a respectable and global reputation for the IAWP was successful. As we look to the future, Laura stated, "It seems like a good idea to continue to work toward building relationships outside North America. This provides our members with ideas generated from all parts of the world that likely will enhance ways of thinking generated by diverse participation. As we look at the various cultures present in each of our countries, we must understand the need to learn from one another. We must reach out, teach, share, learn, and most importantly, be flexible in our processes."

Upon completing her presidency, Laura took her place as a trustee on the Board of Trustees (BoT). Several years later, she was elected Chair of the (BoT). Shortly after becoming Chair, issues were exposed necessitating the BoT to

provide guidance and recommendations on the governance and responsibilities of the IAWP through a report to the Board of Directors.

The subsequent discussions over the next two Board meetings resulted in substantial changes and advancement of new policies and procedures for the IAWP Board and its membership. During this time, Laura demonstrated tremendous leadership and trust when she was able to engage the entire BoT, in a critical, but difficult dialogue on how to move forward.

"As Chair of the Board of Trustees, Laura dedicated considerable time and skills to identify and pursue a serious problem which eventually saved IAWP thousands of dollars. I appreciate her friendship and admire her accomplishments!" —Carolyn Bailey, Lieutenant (RET), St. Paul Police. When necessary, Laura has demonstrated the leadership and courage required to safeguard the IAWP and ensure due diligence required of governing a nonprofit organization.

Within the Board of Directors, Laura has been a voice of reason, evidenced by members who continue to seek her opinion on difficult matters. "She listens and gives thoughtful analysis with the uncanniness of putting into words exactly what I was thinking". —Fabian Brown, Region 10 Coordinator.

When listening to debate during board meetings, Laura is known to sit in quiet reflection before calmly, yet with conviction, leaning inward to diplomatically begin her analysis

on the subject. When Laura speaks, everyone listens, a testament to the impact she has on the process of the business at hand.

Laura's reputation for being fair, trustworthy, and ethical is evidenced by the fact that she has been entrusted to work on nearly every significant endeavor the Board of Directors has undertaken, most recently as a member of the President's Future Focus Group.

Laura's dedication to the IAWP and women in policing over the past 26 years through her work with IAWP can best be described in her own words, when she spoke on the steps of The Blue Room at the City Hall in Stockholm, Sweden — the location where Nobel Prizes are awarded — stating, "Women's police organizations are the umbrellas that shield us from those who would attempt to rain on our individual and collective progress, they are the voice for those women who cannot speak for themselves, they are the road maps that help guide us to our individual journey's end, and they are the beacons of light that show us the way when we get lost along our path. These organizations are important to all women in policing—whether or not they know it now—they will. And when they do, we will be there to greet them."

To this day, Laura Goodman continues to stand tall in stature, both globally and with her peers, as she carries on determinedly promoting women in policing initiatives worldwide through the vision and mission of the IAWP. **WP**

## AROUND THE WORLD: AFRICA

# Combatting Modern Slavery in Africa

By Ellie Bird, Chair Strategic Planning and Patience Quaye Region 18 Coordinator

The CPA UK Modern Slavery Project is a two-year multilateral project providing practical advice and support to Commonwealth legislatures in the pursuit of combating modern slavery. The project aims to encourage and facilitate a greater understanding of the national and international benefits of introducing robust modern-slavery legislation by highlighting the value and subsequent lessons learned from the passing of the UK Modern Slavery Act 2015.

Representatives from Ghana, Kenya, Mozambique, Malawi, Nigeria and Uganda shared insights into the complexity of the problem, the changing profile of victims, the forms of slavery and the considerable lengths that traffickers will go to. One message was

very clear: our failure to act makes this crime easy to commit and highly profitable.

We heard some of the harrowing stories of survivors and the long-term impact that such abuse and exploitation has on their lives. It became apparent as we listened to country representatives that much more needs to be done to raise awareness and ensure that law enforcement works through collaboration to pursue, prevent, protect and prepare.

While this forum represented Commonwealth Countries, this problem exists around the world, and I believe there is a role for IAWP and its members in tackling this problem. Please see the Members Discussion Forum on the IAWP website for updates and as a series of questions which will help define gaps as well as good practice. **WP**



Attendees gathered to learn about combating modern slavery at the Commonwealth Parliamentary Association workshop in Entebbe, Uganda.

Age progression illustrations were displayed of four of the six missing or parentally abducted children featured as part of Australia's 2017 global effort.



## AROUND THE WORLD: AUSTRALIA

# A Global Network Comes Together to Find Missing Children

By Marina Simoncini, Australian Federal Police National Coordinator Missing Persons & Exploited Children

A global network has come together to commemorate missing children who have found their way home; remember those who have been victims of crime, and continue efforts to find those who are still missing as part of International Missing Children's Day on 25 May.

The Global Missing Children's Network, made up of 25 countries across five continents, and led by the International Centre for Missing and Exploited Children, was established in 1998 to help recover missing and abducted children.

The Australian Federal Police is Australia's representative of the Global Missing Children's Network.

"Of the 38,000 missing person's reports to police in Australia every year, 20,000 are young people under the age of 18 ... and every year, the AFP receives more than 400 recovery orders for children abducted by a parent," National Manager Crime Operations Debbie Platz said.

While the majority of young people—often young girls—are found within a short period, for those who have no answers, every minute they wait for news is a desperate paradox of hope and hopelessness.

Much like the disappearance of Daniel Morcombe from Queensland Australia in December 2003, the disappearance of six-year-old Etan Patz from a New York street corner on 25 May 1979 changed a nation. Known as the first missing child to feature on a milk carton, Etan's disappearance launched a global movement, and now, some 38 years later, a man was convicted of his abduction and murder.

Assistant Commissioner Debbie Platz said that while stranger abductions are rare in Australia, for those still missing, every effort is made to 'help bring them home'.

"For parents, families, and friends, not knowing what has happened to someone they love has a profound impact," Assistant Commissioner Platz said.

"Those questions—Where are they? Are they safe? Do they need me?—can remain unanswered for weeks, months and, sadly years ... We are always looking for new, innovative techniques that will help us find missing children and end the anguish experienced by these families."

In Australia, six children who remain under the age of 18 are the focus of this year's global effort. Their images have been 'age progressed' by forensic experts in the United States-based National Center for Missing and Exploited Children. The images illustrate what they may look like today, increasing the chance of a child being recognized by a member of the general public.

"The public are our eyes and ears," Assistant Commissioner Platz said.

"By illustrating what these children may look like today, and sharing these images as far and as wide as possible, we greatly increase the chance of the children being recognized. It's this way we help bring them home.

More information about missing persons in Australia can be found at [www.missingpersons.gov.au](http://www.missingpersons.gov.au). You can also follow the National Missing Persons Coordination Centre on Facebook. *WP*



AFP Assistant Commissioner Debbie Platz at the Australian launch of International Missing Children's Day in Canberra, ACT.

## The Women Behind the AFP

From the Deputy Commissioner down, the executive team behind the AFP's Victim Based Crime function is led by experienced and passionate women working toward one goal: protecting people and children from harm.

The function incorporates missing persons, child exploitation, human trafficking, people smuggling, and offshore criminal investigations involving Australians.

Over three decades, Jacqueline Seabrooks rose through the ranks to become chief of the Santa Monica Police department.



# These Women are Breaking Barriers

L.A. County has seven female police chiefs, an all-time high. For some, there's a proven strategy — chat with the people. By Melissa Etehad

Lisa Rosales met Spooky in the 1980s when she was a 25-year-old police officer in Pasadena.

He was a shy teenager, a gang member with a shaved head who always wore a white tank top and blue jeans. At first he and the other gang members were suspicious of Rosales; they would run away when she approached and were hesitant to talk.

But Rosales, who grew up in a tough Highland Park neighborhood, was interested in their lives -- and took a particular interest in Spooky. She wanted to learn about gang affiliations in the area, and her approach was non-confrontational; they chatted about things they had in common.

"I knew that they respected their mothers and grandmothers, so I told them to be protective of them. I shared stuff about my family and upbringing in a pretty rough area, and it broke barriers. They took an interest in my life," Rosales said.

Rosales became a police officer at a time when few women joined law enforcement.

And while her unorthodox policing style might have raised eyebrows, she rose through the ranks to become chief of the Glendora Police Department.=

Rosales is one of seven female police chiefs in Los Angeles County, an all-time high. Women lead departments in Santa Monica, Beverly Hills, Claremont, Hermosa Beach, Alhambra and Manhattan Beach.

Several of the chiefs gathered recently at USC's Sol Price School of Public Policy for a panel discussion on female leaders in law enforcement.

Amid the growing national debate over aggressive policing tactics, the presence of women in high ranks of law enforcement raises the question of whether their perspectives and experiences might lead to reforms in police culture.

While there's no scholarly consensus that female police officers hold a different philosophy on policing than men, evidence suggests that diversifying leadership could improve policing tactics and community relations by expos-

ing police officers to different viewpoints, said David Sklansky, a law professor at Stanford University.

"Female police chiefs bring more than their gender," he said. "Policing was and in many ways is held back by a culture of insularity and machismo, and diversity brings new and more creative thinking about what policing should look like."

Sklansky's research has found that women bring to the table different problem-solving tactics in cases involving domestic violence, excessive force and race relations.

Rosales said her style of policing encompasses listening, empathy and patience -- qualities she said have helped de-escalate potentially volatile situations.

"I love to talk to people, and that has helped my career," she said.

Sharon Papa was sworn in as chief of the Hermosa Beach department in 2013. She learned as a young officer in the late 1970s that her presence and that of other women helped change the culture within the force.



*Reflection of the Los Angeles City Hall at Los Angeles Police Dept Headquarters, Los Angeles, California, USA*

"If you have a male-dominated culture, they will say anything about women because no one is in the room to hold them accountable. It will go away quickly if you introduce women to the mix," she said.

As a young LAPD officer, she found that her male counterparts frequently made comments about working with a woman.

"They would tell me, 'I'm not going to work with a female officer,' and I would respond and say, 'Well, it's not up to you,' " she said.

Papa oversees 40 police officers. When issues arise in the community, she encourages them not to retreat -- she wants them to engage.

"I have a program where I have a map of the entire city and I tell my officers to walk every block of their area by the end of the year to get to know the community," she said.

Like other female police chiefs in L.A. County, Papa believes that diversity in the department more accurately reflects the communities served, helping to build bridges to the community.

Police violence and race relations reached a boiling point in Los Angeles in 1992. Riots erupted across the city after a jury acquitted officers who had been captured on video beating Rodney King, who is African American.

The Christopher Commission, an independent citizens panel, was formed to

examine police brutality and operations of the LAPD. A key recommendation was hiring more female officers.

Over the years, the LAPD has tried to recruit diverse pools of applicants, including women, according to the department. Its goal is to have women represent at least 20% of its 9,900 sworn officers; however, the number hovers at 18.5%, according to a 2016 LAPD report.

Gender diversification in police departments began to increase nationwide in the 1970s and '80s when it was driven by affirmative action litigation, according to Sklansky, but that growth appears to have stalled in recent years.

While cities such as San Diego and Oakland have female police chiefs, gender discrimination still hampers many women from entering law enforcement and advancing.

A 2013 survey conducted by the National Assn. of Women Law Enforcement Executives found that women make up 13% of all officers in the U.S. Only 1% of police chiefs are female.

The first female police chief in a big city was Penny Harrington, who was appointed in 1985 to lead the Portland Police Bureau in Oregon. When she took the reins, Harrington sought to reduce use of excessive force in her department. She offered training in stress reduction and assertiveness for her officers, she said, as

other police departments focused on use of force and military tactics.

While there's no clear correlation between gender and policing styles, Harrington and other police chiefs share a similar emphasis on community outreach.

"I met with community leaders to find out what the issues are and to work with them instead of being just focused on enforcement," said Harrington, now 75 and retired. "I listened to people; it came natural to me."

In 1986, Harrington resigned as police chief and a short time later filed a federal sex discrimination suit. She claimed that some members of her squad embarrassed her so that she would resign.

In Santa Monica, Chief Jacqueline Seabrooks said her experience has shown that women tend to have more patience and the ability to talk things out.

And her leadership style, she said, is a reflection of such principles. Seabrooks has encouraged her officers to have conversations on race and equity with residents. "You have to understand and listen to alternate perspectives," she said.

Seabrooks said she learned early on to confront discrimination. "People made sexual overtures, and I dealt with that as a black female. I had to find my voice as a woman in a male-dominated field," she said. **WP**

# Menopause Doesn't Have to Derail Your Service



*Angela Epp strives to provide support and education to women going through menopause in the workplace.*

Angela Epp shares her proactive approach to creating a well-informed workforce that's supportive of female officers going through menopause.

By Angela Epp, Winnipeg Police Service

Every year I attend and IAWP training conference, I am humbled by the stories of bravery, community service, mentoring and dedication to duty on display. What a great benefit professionally to understand both the differences and commonalities among my global peers. I am happy to find a way to give back to the organization and its members with this article.

This IAWP article is an introduction to a story in the WAVE magazine, a publication issued by the Winnipeg Regional Health Authority. This story includes my experience as a police officer with menopause in the workplace, linked with medical experts and stories of others managing menopause.

## The 'Menopause Lady'

In Cardiff 2015, I was in a packed training session as Kathryn Colas, the United Kingdom's "Menopause Lady" regaled us about menopause. She shared her personal journey, which was both humorous and full of critical information. Seeing so many professional women nodding in agreement, asking questions and having that "aha" moment just like I did inspired me to find a way to bring that experience to my own Service — and to anyone else who would listen!

As soon as I got back I floated my theory out loud to some no-nonsense friends who validated my belief that I could do it. So I framed out a plan to make it a reality. This had to be the ultimate sales pitch. How was I going to get my predominantly male organization to be receptive to creating a supportive environment of what they perceived as a women's health issue, while ensuring this subject didn't create another barrier for women in the workplace?

"My hope is that IAWP members who are struggling may find potential solutions or strategies."

## Biological Certainty; Not a Lifestyle Choice

I did my research and made connections with other sisters in law enforcement (thank you Julia Jaeger). It was important to remember I didn't need to reinvent the wheel. Others have been pioneers in this area, so I simply needed to follow their path adapting it to my Service's needs. I connected with the menopause champion for the West Yorkshire Police, Chief Constable Dee Collins, along with Kathryn Colas and my own local medical experts.

My perspective was that if I was going to be the menopause "expert" in the Winnipeg Police Service, then I better have the most current in depth understanding of the topic and know where to go to handle issues outside my knowledge base.

As a result, I developed my main message: Menopause is a biological certainty — not

a lifestyle choice. Menopause is a natural transition that every woman is going to experience.

I extended this perspective, sharing the knowledge that as each person is working to manage their menopause symptoms it can impact every interaction regardless of gender, be it your family, social circle or in the workplace with an internal or external customer. By framing it in this way, it changes the dynamic from a women's health issue to an organizational health issue.

### Fitting In with Overall Wellness

Most agencies have a set of strategic goals or a business plan that often includes an objective to support the wellness of the members within their organization. By creating this as an awareness piece to make ours a menopause friendly workplace, I gained traction within my organization. By opening discussions and having people think of the benefits of menopause education, then it could have a positive preventative effect and mitigate potential negative, complex human resource issues. Being supportive of women working to manage their menopause symptoms equates to the same support we would provide to any member struggling with any health issue.

Was it easy to stand up in front of senior managers and talk about my own challenges? No way. I thought at times I was pushing my career dissipation button! Was it worth it? Totally.

I have been able to support ladies who are experiencing symptoms firsthand and men who are supporting a partner in this transitional phase. Knowledge is power. I am able to build understanding and make suggestions on strategies that may provide relief and make referrals to experts in the field. Being able to help even one person makes it worth the effort.

### Menopause Champions

Now the Winnipeg Police Service has a Senior Executive, Superintendent Elizabeth Pilcher, as our menopause champion. I provide professional development day training sessions within my organization and am the peer support person for those affected.

Outside of my organization, a human resource professional, Barbara Bowes, heard about my education approach. She facilitated media opportunities, including a radio interview, access to local blogs, newspaper and magazine articles. Women are reading, asking questions, understanding what is happening in their body and making choices to manage their health. The circle of influence continues to expand, including opportunities to talk to our partners in Corrections and to other departments within the City of Winnipeg.

My hope is that IAWP members who are struggling may find potential solutions or strategies. Please share this information freely to support others who are looking for answers, or encourage your own agency to consider the positive impact of menopause awareness and education.

"How was I going to get my predominantly male organization to be receptive to creating a supportive environment of what they perceived as a women's health issue, while ensuring this subject didn't create another barrier for women in the workplace?"

Many thanks to the WAVE staff: author Susie Strachan for crafting this story and Editor Brian Cole for giving permission to share the story with the IAWP. I am grateful for their courage and insight to share this message both locally and internationally. Without further ado, here is the article as it appeared in WAVE, reprinted with their permission.

## Managing Menopause

By Susie Strachan

Originally published in Wave, March / April 2017

Like all middle-aged women, Angela Epp expected to experience some of the more common symptoms typically associated with menopause.

So the hot flashes, night sweats and insomnia didn't come as much of a surprise.

But then Epp started to experience more severe symptoms. She found herself feeling unhappy, suffering from mood swings and, most distressingly, finding it hard to concentrate on her work and worried that she was forgetting important facts needed for her job as a police officer. Then it got worse.

"I was waking up in the night with heart palpitations that were so bad, I thought I was having a heart attack," she says, recalling her first few months of being menopausal.

As it turns out, Epp's experience with menopause, which started about three years ago when she was 50, is not all that unusual, according to Dr. Debra Evaniuk, an obstetrician-gynecologist at the Mature Women's Centre at Victoria Hospital and one of the Winnipeg Regional Health Authority's leading experts on the subject.

As Evaniuk explains, menopause is clinically defined as the absence of a woman's period

for 12 months. This dramatic change of life, characterized by a reduction in the production of estrogen and the end of fertility, is often accompanied by a number of common physical symptoms, such as those initially experienced by Epp.

Less well known, though, is the fact that as many as 1 out of 10 women going through this transition will experience more severe symptoms, including lack of energy, lack of interest in sex, and brain fog. In addition, many women may experience psychological effects, such as mood swings, anxiety and depression.

Evaniuk says many women are able to deal with the less-severe symptoms of menopause, which can last up to 15 years or more, without too much trouble or need of medication, such as hormone replacement therapy.

"But when the symptoms are having an impact on their lives, they should seek help from their family physician or another health-care professional."

That is exactly what Epp did.

When she first sought treatment, she was given a prescription for hormone replacement medications and a low-dose antidepressant. The hormone replacement medication resolved her hot flashes, anxiety and insomnia almost right away. But it was about this time that Epp also started to gain some weight, something that can happen as women age.

So, after talking to her doctor, Epp decided to drop the antidepressants and make some lifestyle changes. Now, in addition to taking hormone replacement medication, Epp is also eating healthier, swimming five days a week, and doing yoga to stay flexible.

"Right now, I'm re-tuning my happiness," she says, adding that the changes have helped alleviate her menopause symptoms.

But it wasn't just the seriousness of her symptoms that Epp felt compelled to take care of.

Along with making lifestyle changes to her diet and exercise routines, she took up the cause of being a menopause advocate at her workplace: the Winnipeg Police Service.

As a staff sergeant, Epp is one of an increasing number of senior female leaders in a largely male workforce. She was worried that menopause was having a negative effect on her performance as a 25-year member of the service.

"My mother didn't talk to me about menopause, so I didn't know what to expect," says Epp. "I knew it was a natural part of aging, so I was surprised at how debilitating the symptoms were, especially the depression and memory problems. I wasn't happy, I was hot all the time, and I work primarily with men. It's hard to have a conversation about it."

As part of her research into the issue, Epp discovered that many women going through menopause often felt like they were perceived as having lost their drive and focus, no matter what line of work they were in. Women also found it hard to speak to male superiors and managers about their symptoms, a situation that led to increased anxiety about their jobs, she says.

“Menopause is a biological certainty — not a lifestyle choice.”



“There is a sentiment that menopause is a lifestyle choice,” she says. “But it is a biological certainty for all women and a natural part of life for women. Still, it was too often a taboo topic in the workplace.”

Among the 1,985 members employed by the Winnipeg Police Service, approximately 11 percent are women, she says. Among the civilian work force, 68 per cent are female. And in both groups, about 35 per cent are of the age when they are experiencing menopause transition.

While attending an international conference for policewomen in Wales in 2015, Epp became intrigued by Kathryn Colas, a presenter who spoke about the effects menopause has on the body and the mind and tied it into police work.

“That was my ‘aha!’ moment,” says Epp. “I knew that when I got back, I wanted to do something. So I began by speaking to senior police officers in Winnipeg. I received permission to make presentations at professional development days and ‘lunch and learn’ sessions. And since I’m a police officer and we like this sort of thing, I gave it a name: Project M.”

The presentations, which are open to everyone, are designed to demystify menopause and help reduce the anxiety women feel in the workplace as they go through the change of life.

“Women need support, from their peers and their managers and senior leadership,” she says.

In the case of the police service, support starts with recognizing some of the unique challenges women face as they go through menopause. For example, a police uniform, with its utility belt and body armor adding an extra 25 pounds, can exacerbate the effects of a hot flash, says Epp.

In addition, many women experience menopause-related insomnia, a condition compounded by the shift work that is an integral part of being a police officer. Epp says the police service has demonstrated a willingness to discuss issues that women going through menopause face in the workplace.

“We’re talking about it, which makes a huge difference,” she says. “I talk to the supervisors about how to support women, on an individual basis. Given support, women can work through their symptoms and be a driving force again.”

Another woman who also had difficulty with menopause is Grazia Prochazka.

Initially, Prochazka thought she had everything about menopause figured out, thanks to her work as a pharmacist. “I thought: how hard can it be? I know about the drugs, I’ve read about the symptoms,” she says. “And then, one August, it hit like a ton of bricks.”

She found herself irritable, with frequent hot flashes and night sweats. After consultation with her doctor, she was referred to the Mature Women’s Centre at Victoria Hospital.

“I’ve been coming here for three years now,” says Prochazka, who works as a clinical resource pharmacist in geriatrics and

rehab at Deer Lodge Centre and Riverview Health Centre. “I initially went through all my symptoms with a nurse. And then I talked about my diet with a dietitian and my exercise and stress levels with a kinesiologist.”

She looked at hormone replacement therapy, but decided to try changing her lifestyle first. “I learned coping mechanisms, like carrying a fan and wearing layers I could take off,” she says.

She also learned that exercise guidelines for adults – which call for 150 minutes of moderate to vigorous exercise a week – weren’t enough for her goals of losing the weight she’d gained around her middle.

“Those are just maintenance minutes,” she says. “I had to take it up to 250 minutes, and add 5,000 steps to my week. I bought a fitness tracker, and now I walk everywhere, including 10 minutes at lunch and 10 before supper. I have walking DVDs that taught me to move around and get more exercise.”

Both Prochazka and Epp looked at using herbal supplements, like black cohosh, red clover or soy, but decided against them, and also some more questionable treatments, like laser therapy.

“I did my own research on supplements and also spoke (to another pharmacist), but I decided I would rather go the exercise and diet route,” says Prochazka.

“Working with the folks at the (Mature Women’s) Centre helped me work through the symptoms. They helped me deal with the symptoms and make them more manageable. Just because they’re natural doesn’t mean you have to suffer,” she says in reference to menopause symptoms.

Evaniuk says hormone replacement therapy is recommended for alleviating the bothersome symptoms of menopause. Lifestyle changes, such as eating a balanced diet and becoming more active, can also help someone going through menopause feel better. But she cautions against using herbal supplements without speaking to a doctor or pharmacist first.

Evaniuk’s final word on the subject? Women need to give themselves permission to seek help.

“This is an opportunity for women to focus on their health. There are many years ahead and menopause is the perfect time to refocus on health promotion and disease prevention. There is a lot of misunderstanding around menopause,” she says. “Women need to take time for themselves, and get the help or the medication they need if their symptoms are severe or bothersome.”

Susie Strachan is a communications specialist with the Winnipeg Regional Health Authority.

## About Wave

Wave is published six times a year by the Winnipeg Health Region in cooperation with the Winnipeg Free Press. It is available at newsstands, hospitals and clinics throughout Winnipeg, as well as McNally Robinson Books. **WP**

There are five steps with each autopsy that Dr. Kona Williams follows to determine cause of death.

# Death Investigation: In Pursuit of Truth

Dr. Kona Williams explains how forensic pathologists like herself help to determine cause of death. Introduction by Lee-Ann Turner. Story By Kona Williams, M.D., FRCPC (Anatomical Pathologist + Forensic Pathologist)

The Ontario Forensic Pathology Service (OFPS) was created in July 2009. Under the leadership of the Chief Forensic Pathologist, registered forensic pathologists perform autopsies as requested by coroners.

In Ontario, Canada, pathologists perform approximately 6,000 coroner-ordered autopsies each year. Many of these autopsies occur in Forensic Pathology Units located in Toronto, Hamilton, Kingston, London and Ottawa and in some community hospitals.

The OFPS works closely with the coroners to ensure a coordinated and collaborative approach to death investigation that is of a high quality and supports the administration of justice, prevention of premature death and responds to the needs of the community.

There is a respect for the pursuit of truth, honesty and impartiality. The OFPS embraces opportunities for change and innovation while striving for the best practice and quality.

## Meet Kona Williams

My name is Kona Williams, M.D., and I'm Cree and Mohawk. My father is from Peguis, Manitoba, and my mother is from Kahnawake. I'm a physician, and a new forensic pathologist. I work closely with police officers, coroners, lawyers and other physicians to determine cause of death and provide expert testimony in court.

I get asked a lot of questions about what I do. So here's a brief description: I'm a forensic pathologist. That means I have at least a Bachelor of Science, a medical degree, and certification in anatomical pathology and forensic pathology. That's 14 years of post-secondary education.

I'm also a coroner. I'm a part of the death investigation team. When someone dies suddenly, unexpectedly or under criminally suspicious circumstances, the death will be investigated. If certain questions can't be answered, such as who, how, when, where

"Depending on what I say, someone may go to jail. Or not."

and by what means someone has died, an autopsy is ordered by a coroner.

## 5 Steps to an Autopsy

There are five steps to an autopsy:

### 1. Scene and Circumstances:

I review photos of the scene, information provided by police, other medical professionals, and death investigation team members. Sometimes I go to the scene myself to better understand something, or answer questions I may have.

### 2. External Examination:

I look at the body as is. I'm looking for injuries, signs of disease, nutritional status, identifying features etc. Any trace evidence will also be collected.

### 3. Internal Examination:

This is what people typically think of as an autopsy. I examine and dissect all the organs and gather more scientific and medical facts.

### 4. Ancillary Tests:

Depending on the individual, I will order various tests, such as toxicology, biochemistry, microbiology, virology. Plus I look at the tissues under a microscope. This is the most thorough physical exam anyone will ever get. I may also call upon my expert colleagues to help, such as anthropology, odontology, neuropathology or cardiac pathology. I am extra-fortunate in my facility to have access to CT and MRI. I use all of these tools to help me in the final step.



Kona Williams, M.D., is a forensic pathologist. She works closely with police officers, coroners, lawyers and other physicians to determine cause of death and provide expert testimony in court.

### 5. Summary and Opinion:

This is why I spent so long in school. I take all of the facts, data and information from the previous steps and integrate them into a cause of death. If something from any of the steps doesn't make sense, I delve deeper. I ask my colleagues to review. I ask for more tests. When I'm satisfied that I have all the answers I can get, I issue a report.

Depending on what I say, someone may go to jail. Or not. It's an enormous responsibility. I take this very seriously.

I hope this answers some questions, or clears up any confusion. I sincerely believe I have one of the best careers on earth.

Sincerely,  
Your Friendly Neighborhood Forensic Pathologist *WP*

Isabelle completed two 250km desert races, this one in the Atacama Desert (Chile).

## FITNESS

# Staying Powerful in Police Service with an Active Lifestyle

By Isabelle Sauve, Ontario Provincial Police

Over the past few years, I have had the privilege of writing for some publications sharing my passion and experience related to psychology, fitness, and wellness. As a police officer, I feel extremely honoured for the opportunity to contribute to the IAWP magazine and to be affiliated with an organization supporting, highlighting and promoting women in law enforcement.

As a point of reference and to substantiate the content of upcoming articles, allow me to provide some background information concerning my role in policing, as well as my qualifications and experience related to fitness and wellness.

I am a 10-year veteran with the Ontario Provincial Police and a member of the Emergency Response Team (ERT). I have a deep-rooted passion for adventure, challenge and living life to its fullest. As a police recruit, I vowed to maintain a high level of fitness throughout my career. This pledge was made to benefit my family, fellow officers and the people I have the honour to serve.

Fitness and wellness directly correlate with one's effectiveness as a police officer. Fitness is also linked to injury and illness prevention. Additionally, it is one of the best ways to boost the probability of a long and healthy life.

As a result of leading an active lifestyle, I have learned abundantly about myself and about human capability. Humans are truly powerful and resilient beings capable of achieving monumental objectives and dreams. In addition to the unforgettable experiences gained, I have also met remarkable individuals who have passed on invaluable knowledge. It is with pride that I intend to promote fitness and wellness for fellow law enforcement women by sharing some of the knowledge that was imparted to me.

Academically, I hold a master's degree in Psychology from the University of Calgary. I have studied topics related to human motivation and performance. I also had the opportunity to study martial arts for some years and obtained my black belt under the tutelage

of some of the masters of the art in Okinawa, Japan.

With new knowledge in hand, I further developed as an athlete and qualified for the Canadian Jujitsu team. Soon after that, I studied yoga and meditation in India. From these studies, I learned a great deal about focus and the power of the mind.

After becoming a police officer, I competed at the CanAm Police and Fire Games in the biathlon and "toughest competitor alive" categories. This competition deepened my understanding of various facets of strength training.

The next pursuit consisted of stepping into the world of triathlon and duathlon. I soon qualified to be a member of Team Canada to represent the country on the world stage for four years. Through numerous coaches and contacts with sports professionals, I gained knowledge of various training methods and components of fitness. These events also allowed me to build the foundation to support a future as an endurance athlete.

In my lifelong quest of challenges and adventure, I dove into Ironman racing (3.8k swim, 180k bike, 42.2k run) and completed four Ironmans (Brazil, Kentucky, Quebec, and Mexico). I also completed numerous half Ironmans, triathlons, and duathlons as well as foot, skate, ski and cycling races of varying distances (half marathon, marathon, ultra).

In the continued spirit of taking on new challenges, I registered for a bodybuilding competition. One year later I competed in the physique category and earned the distinction of an elite competitor. Bodybuilding allowed me to learn about muscle building as well as the nutrition behind performance and a lean body composition.

For the last few years I have been competing in ultra racing and multistage desert racing. In 2016, I completed two 250km desert races; one in the Sahara Desert (Morocco) and the other in the Atacama Desert (Chile). These self-supported events have competitors carry all items required for the duration of the event. Ultra racing has expanded my understanding



Isabelle Sauve competes in regular cycling half marathons, marathons and ultra races.

of mental toughness and of pushing one's limits.

Drawing from personal experience and knowledge gleaned from my network of fellow athletes, I will aim to provide pertinent information to support fitness and wellness of women in law enforcement. Articles will include such topics as mental toughness, physical training for law enforcement, pushing beyond preconceived limits, wellness, injury prevention, fitness trends, myths and misconceptions, and health/nutrition tips.

I aspire to be a source of motivation for fellow law enforcement officers struggling to stick to training or to be active. It is my goal to persuade readers to reap the benefits of an active lifestyle and to trust that the seemingly impossible may indeed be possible. I hope you will find the writings a source of inspiration for a healthy and joyful way of living. **WP**

# Weight of Duty Belts on Trial

By Constable Michelle Hostovsky, Hamilton Police Service, Ontario Canada

On Wednesday, February 1, 2017, I attended my tribunal hearing for my Workplace Safety and Insurance Board (WSIB) claim regarding my labral hip tear. Ms. Michelle Zare, a Paralegal, was hired by our association to work this hearing through the process on our behalf. Her services were most professional and appreciated.

This hearing was verbal in nature and usually consists of a vice chair or numerous chairs that are hired by the Ministry of Labour as an independent body to hear the case and make a ruling. In this case, I had one chair, a representative from the employer, Ms. Zare and myself all heard my testimony. I was questioned by Ms. Zare for approximately one hour concerning my history at HPS, including my physical fitness and exercise regime, length of service, duties as an Officer, and the types of equipment we are required to wear while on duty. We progressed from there to review when I noticed health issues with my hip, what medical treatment I sought, and the outcomes of the labral surgeries I underwent.

The Service was represented by a paralegal and she cross-examined me. Further I was also queried by the vice chair. The employers' representative and Ms. Zare then gave closing remarks. The hearing was finished within three hours. The vice chair advised that he would let us know the outcome of the hearing within two months.

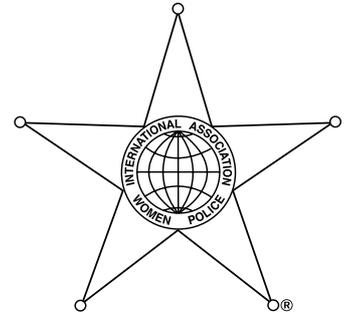
On 17 February 2017, I received a phone call from Ms. Zare who said that we had been successful in winning our hearing! This was a quick turnaround; I was expecting a lengthy delay. This case deals with the first labral tear that has been recognized as a "workplace" injury. One of my goals is for officers who have or develop a labral tear will be recognized and can avoid going through the long and erroneous process of filing a WSIB claim. My hope is that police services proactively modify our duty belts, allowing us to put mandated equipment in our vests or other carrying devices in a manner that prevents further workplace injuries to fellow officers.

To read more about labral hip tears, read "Policing and Labral Hip Tears: WSIB Hearings Forthcoming in 2017" in the February – April 2017 issue of WomenPolice. [WP](#)



An officer wears a loaded duty belt.

# Who's Who in IAWP



## IAWP BOARD

### President

Margaret Shorter  
Email: president@iawp.org

### Executive Director

Andrea Humphrys  
Tel: +61 29286-4000  
Email: executivedirector@iawp.org

### First Vice President

Deborah Friedl  
Tel: 978-937-3240  
Email: firstvicepresident@iawp.org

### Second Vice President

Stephanie Harding  
Email: stephanieharding@iawp.org

### Third Vice President

Sandra Martin  
Email: sandramartin@iawp.org

### Recording Secretary

Julia Jaeger  
Email: secretary@iawp.org

### Treasurer

Michele Lish  
Tel: 503-998-1352  
Email: treasurer@iawp.org

### Sergeant at Arms

Sita Singh  
Email: ssszookgrl@aol.com

### Historian

Georgina D. Bellamy  
Email: thegbellamy@gmail.com

### Chaplain

Tamia Dow  
Tel: 702-739-6665  
Email: chaplain@iawp.org

### Chair, Board of Trustees

Angie Holt  
Tel: 404-624-7523  
Email: aholt@gsp.net

### Magazine Editor

Myra James  
Tel: 905-518-6232  
Email: editor@iawp.org

### Webmaster

Carol Paterick  
Tel: 301-464-1402  
Email: carolpaterick@gmail.com

### Conference Liaison

Sue Bill  
Email: conferences@iawp.org

## Affiliate Liaison

Myra James  
Tel: 905-518-6232  
Email: affiliates@iawp.org

## BOARD OF TRUSTEES

Carolyn Bailey  
Past President, IAWP  
Past Executive Director, IAWP  
Tel: 651-483-1444  
Tel: 321-255-2522 (Winter)  
Email: rog61735@aol.com

Lillian Braxton  
Past Executive Director, IAWP

Juliann M. Brunzell  
Past Executive Director, IAWP  
Tel: 612-821-1113  
Email: jbrunzell@comcast.net

L. Gale Buckner  
Past President, IAWP  
Tel: 706-695-3021  
Email: gbucknermc@windstream.net

Kathy Burke  
Past President, IAWP  
Tel: 718-956-0233  
Email: crafts341@aol.com

Linda L. Cherry  
Past President, IAWP  
Tel: 520-686-1593  
Email: LindaLCherry@aol.com

Laura Goodman  
Past President, IAWP  
Tel: 651-698-3084  
Email: lgoodman.ect@gmail.com

Carol-Ann Halliday  
Past President, IAWP

Connie Maki  
Past President, IAWP  
Email: cmaki@gmail.com

Beryl Thompson  
Past Executive Director, IAWP

Jane Townsley  
Past President, IAWP  
Tel: +44 7973840402  
Email: janetownsley@blueyonder.co.uk

Mary Wamsley  
Past President, IAWP  
Email: captccpd@hotmail.com

## REGIONAL COORDINATORS

### Region 1

Denise Watson, Coordinator  
Email: iawregion1@gmail.com

### Region 2

Beverly Peal, Coordinator  
Email: blp33@verizon.net

### Region 3

Vacant

### Region 4

Janet Crumley, Coordinator  
Tel: 423-895-2687  
Tel: 423-802-9906  
Email: crumleyjan@aol.com

### Region 5

Tina Pomaybo McMillan,  
Coordinator  
Email: Signal20\_2000@yahoo.com

### Region 6

Kathy Caldwell, Coordinator  
Tel: 312-745-5500 ext. 83368  
Email: kathern.caldwell@chicagopolice.org

### Region 7

Joann Springer, Coordinator  
Tel: 651-266-9430 (Office)  
Tel: 651-775-2848 (Mobile)  
Email: springer187@gmail.com

### Region 8

Vacant

### Region 9

Lieutenant Julie Shank, Coordinator  
Commander SVU/CACU/CCU  
Anchorage Police Department  
4501 Elmore Road  
Anchorage, AK 99507  
Tel: 907-786-8929  
Email: jshank@muni.org

### Region 10

Fabian Brown, Coordinator  
Email: spacegirl1361@gmail.com

### Region 11

Detective Suzanne Byrnes 1091,  
Coordinator  
Tel: 905-895-1221  
Tel: 866-876-5423  
Email: iawregion11@gmail.com

### Region 12

Lisa Mandziak, Coordinator  
Tel: 204-471-1365  
Email: lmandziak@winnipeg.ca

### Region 13

Annita Clark, Coordinator  
Tel: 07939 20142078  
Email: Neets879@btinternet.com

### Region 14

May-Britt Rinaldo  
Tel: +46-10-565 28 51  
Tel: +46-70-252 06 29 (Mobile)  
Email: iawregion14@gmail.com

### Region 15

Edlira Zoto, Coordinator  
Tel: +355 69 41 01 385  
Email: edlira.zoto@asp.gov.al  
Sanja Sumonja, Co-Coordinator  
Tel: 00 387 51 337 100  
Email: sumonja@blic.net

### Region 16

Dr. Amna M. Khamis Al Belooshi,  
Coordinator  
Email: Dr.amna68@gmail.com

### Region 17

Jrad EP Jarboui Wiem, Coordinator  
Tel: 71 333 000  
Email: jj.wiem@gmail.com

### Region 18

Patience Quaye, Coordinator  
Email: patquaye@yahoo.com

### Region 19

Neloumta Edwige Ndanguet,  
Senior Police Commissioner  
Email: enelnodji@yahoo.fr

### Region 20

Terry M. Muttayi  
Email: terrymuttayi@yahoo.com

### Region 21

HK Senthumule, Coordinator  
Tel: +27828125316  
Email: senthumulehk@saps.gov.za

### Region 22

Mily Biswas, Coordinator  
President, Bangladesh Police  
Women's Network  
Email: mileebiswas@yahoo.com  
Shamima Begum, Co-Coordinator  
Vice President, BPWN  
AIG (P & R), PHQ, Bangladesh  
Police  
Tel: +8801715535292 (Mobile)  
Email: shamimabegum99@yahoo.com

## Region 23

Police Brigadier General  
Soepartwi Rinaldi, Co-Coordinator  
Email: spartwi.rinaldi@yahoo.com  
Police Brigadier General Ida  
Oetari Poernamasasi, Co-  
Coordinator  
Email: idautari@yahoo.com

## Region 24

Dorothy McPhail, Coordinator  
Email: dorothy.mcphail.iawp@gmail.com

## Region 25

Ivonne Daza  
Email: ivonne5estrella@hotmail.com

## Region 26

Sherma Maynard-Wilson  
Email: iawpregion26@yahoo.com

## IAWP AFFILIATES

### Association of Women in Kosovo Police

Taibe Canolli, President  
Mati 1, 6th Entrance, 8th Floor  
nr. 46  
Tregtia Buildings, 10000 Prishtine,  
Republic of Kosovo  
Email: Taibe.Canolli@  
KosovoPolice.com  
Located in IAWP Region 15

### Association of Police Women of Kyrgyzstan

Human Rights Center - Police  
Academy  
Attention: Ms. Kaana Aidarkul  
1A Cholponatinskaya Str.  
720083 Bishkek City  
Kyrgyzstan  
Tel: 996 312 631936  
Email: akaana@yandex.ru  
Located in IAWP Region 22

### Atlantic Women in Law Enforcement

Sergeant Carolyn Nichols,  
President  
Halifax Regional Police  
1975 Gottingen St.  
Halifax, NS B3J 2H1, Canada  
Tel: 902-490-5016  
Email: president@awle.org  
Website: www.awle.org  
Located in IAWP Region 11

### Bangladesh Police Women's Network

Mily Biswas, President  
Room #303 Facilities Building (3rd  
Floor)  
Police Headquarters, Dhaka  
Tel: 01786000313  
Email: mileebiswas@yahoo.com  
Located in IAWP Region 22

### British Association for Women in Policing

Nikki Butt, Secretary  
Email: sec@bawp.org  
BAWP, Northamptonshire Police  
HQ  
Wootton Hall, Northampton, NN4

OJQ, UK

Website: www.bawp.org  
Located in IAWP Region 13

### Emirates Women Police Association

Dr. Amna M. Khamis Al Belooshi,  
Chair/President  
The Directorate General of Policing  
Operations' Departments  
"Capital Police"  
United Arab Emirates, Abu Dhabi  
City, Al Khalidia  
Tel: 009712 - 5126522  
Fax: 009712 - 5126504  
Email: Dr.amna68@gmail.com  
Website: www.ewpa.adpolice.  
gov.ae  
Located in IAWP Region 16

### Guyana Association of Women Police (GAWP)

Ms. Maxine Graham, President  
Email: grahammaxine@gmail.com  
Tel: 592-226-7460 (Office)  
Tel: 592-609-5059 (Mobile)  
Ms. Grace Davis, Secretary  
Email: gracejoy2002@yahoo.com  
Tel: 592-610-6851 (Mobile)  
Located in IAWP Region 26

### Iowa Association of Women Police

Special Agent Linda Law, President  
Iowa Division of Criminal  
Investigation  
Box 44  
Mason City, IA 50402  
Tel: 319-385-9263  
Email: law@dps.state.ia.us  
Website: www.iaawp.org  
Located in IAWP Region 7

### International Police Association - USA

Tom Powrie, President  
56 Juniper Loop  
Aiken, SC 29803  
phone: 855-241-9998  
Email: president@ipa-usa.org  
Website: www.ipa-usa.org  
Located in IAWP Region 2

### Kentucky Women's Law Enforcement Network

Jennifer Colemire, President  
Covington Police Department  
Funderburk Building  
521 Lancaster Ave.  
Richmond, KY 40475  
Email: kwlen1999@gmail.com  
Located in IAWP Region 4

### Kenya Association of Women in Policing

Sicily Gatiti, President  
Office of the Inspector General  
National Police Service  
Jogohouse A  
P.O. Box 44249 - 00100  
Nairobi, Kenya  
Email: kawp2013@gmail.com  
Located in IAWP Region 20

### Los Angeles Women Police Officers and Associates

Regina Scott, President  
P.O. Box 862263

Los Angeles, CA 90086  
Tel: 213-228-9919  
Email: lawpoa@gmail.com  
Located in IAWP Region 10

### Massachusetts Association of Women in Law Enforcement

Deidre Noyes, President  
24 Beacon St., Box 124  
Boston, MA 02133  
Email: president@mawle.org  
Located in IAWP Region 1

### Mid-Atlantic Association of Women in Law Enforcement

Kelley Warner, President  
34 Debs Way  
Dover, DE 19901  
Email: Kdwarner65@gmail.com  
Located in IAWP Region 3

### Minnesota Association of Women Police

Emily Kaehn, President  
P.O. Box 4334  
Brooklyn Park, MN 55443  
Email: mawpmail@yahoo.com  
Website: www.mnwomenpolice.org  
Located in IAWP Region 7

### Mississippi Women's Law Enforcement Association (MSWLEA)

Libby Lytle, President  
P.O. Box 1081  
Oxford, MI 38655  
Email: MSWLEA@yahoo.com  
Website: www.mswlea.com  
Located in IAWP Region 4

### National Law Enforcement in Occupational Safety and Health Association

Jason Snow, Chairperson  
C/o Halifax Regional Police  
Halifax Regional Police Association  
- Civilian Director  
Tel: 902-490-5365  
Email: snowj@halifax.ca  
Located in IAWP Region 11

### Nebraska Association of Women Police

Stacy Williams, President  
P.O. Box 8740  
Omaha, NE 68108  
Email: NAWP911@gmail.com  
Located in IAWP Region 7

### Ohio Women's Law Enforcement Network (OWLEN)

Lindsey Alli, President  
P.O. Box 163902  
Columbus, OH 43216  
Email: info@owlen.org  
Located in IAWP Region 6

### Ontario Women in Law Enforcement

Inspector Lisa Hewison, Peel  
Regional Police Service, President  
1020 Kennedy Circle  
P.O. Box 30004  
Milton, Ontario, L9T 0L8, Canada  
Email: president@owle.org

Website: www.owle.org  
Located in IAWP Region 11

### South African Police Service Women's Network

Private Bag X94  
Pretoria 0001, South Africa  
Website: https://www.saps.gov.  
za/resource\_centre/women\_  
children/women\_network.php  
Located in IAWP Region 21  
No contact info listed on website;

### Trinidad-Tobago Association of Women Police

Vena Butler, President  
C/o Public Affairs Unit  
Edward & Sackville Streets  
Port of Spain, Trinidad and Tobago  
Email: ttawp@gmail.com  
Tel: 627 5217  
Located in IAWP Region 26

### Wisconsin Association of Women Police

Teresa Burchard, President  
Inspector  
911 West North St.  
DeForest, WI 53532  
Tel: 608-846-8500  
Email: Teresa.burchard@wi.gov  
Email: Teresaburchard@gmail.com  
Website: www.wawp.org

### Women's Association of North Wales Police

Kelly Isaacs, Chair  
WANWP Secretary  
Police Headquarters  
Glan Y Don, Colwyn Bay, Conwy  
CH7 6QN, UK  
Tel: 01745 588493  
Email: womens.association@  
nithwales.pnn.police.uk

### Women Police of Alaska

Michele Logan, President  
P.O. Box 232206  
Anchorage, AK 99523  
Email: webmaster@  
womenpoliceofalaska.org  
Located in IAWP Region 9

## COMMITTEE CHAIRS

### Awards Recognition Programme

Mylan Masson  
Email: masson.mylan@gmail.com

### Conference Liaison

Sue Bill  
Email: sueb@rnc.gov.nl.ca

### Constitution & Policies

Cande Ackler  
Email: cjackler@surewest.net

### Diversity

Carol Thomas  
Tel: +44 (0) 7801 854558  
Email: carol.bydand@yahoo.co.uk

### Election

Linda Cunningham  
PO Box 172  
Saturna, BC  
VON 2Y0  
Linda.IAWP@gmail.com  
250-539-3704

### Nominations

Carolyn Williamson  
nominations@iawp.org  
21 Larch Close, Liphook, GU30  
7EY, UK  
+441428722730

### Fundraising and Marketing

Vacant.

### International Scholarship

Linda Mayberry, Co-Chair  
Email: linda-mayberry@hotmail.com  
Cindy Shain, Co-Chair  
Tel: 502-552-7042  
Email: cindyshain@aol.com

### Strategic Planning

Ellie Bird  
Tel: +254 706 566658  
Email: theelliebird@icloud.com

## FUTURE CONFERENCE COMMITTEES

### 55th IAWP Conference

17-21 September 2017: Cairns  
Debbie Platz, Conference Director  
Email: 2017CairnsConference@  
police.qld.gov.au

### 56th IAWP Conference

26-30 August 2018: Calgary  
Jen Ward, Conference Director  
Tel: 403 808 8647  
Email: jward@calgarypolice.ca  
Sueanne Ford, Conference Director  
Email: SFord2@calgarypolice.ca

### 57th IAWP Conference

2019: Anchorage  
Lieutenant Julie Shank, Conference  
Coordinator  
Commander SVU/CACU/CCU  
Anchorage Police Department  
4501 Elmore Road  
Anchorage, AK 99507  
Tel: 907-786-8929  
Email: jshank@muni.org

## FRIENDS OF IAWP

### Australasian Council of Women and Policing (ACWAP)

Debbie Platz, President, APM  
(Queensland)  
Email: president@acwap.com.au  
Tel: 0402133009  
Anne Macdonald, Secretary, APM  
Email: secretary@acwap.com.au  
Tel: 0428906354  
P.O. Box 1485  
Woden ACT 2603  
Email: inquiry@acwap.com.au  
Website: www.acwap.com.au  
Located in IAWP Region 24

### European Network of Policewomen (ENP)

Montserrat Pina, President  
10 Elisabets St., 2nd Floor  
08001 Barcelona  
Catalonia, Spain  
Email: president@enp.eu  
Email: info@enp.eu  
Website: www.enp.eu  
Located in IAWP Region 13

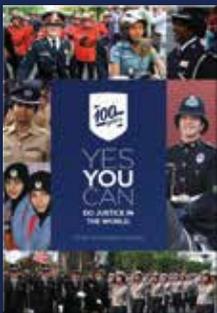
### National Association of Women Law Enforcement Executives (NAWLEE)

Rhonda Lawson, President  
12500 W. 87th Street Parkway  
Lenexa, KS 66215  
Tel: 913-825-8042  
E-mail: Info@NAWLEE.org  
Website: www.nawlee.org  
Located in IAWP Region 8

### Women in Federal Law Enforcement (WIFLE)

WIFLE Foundation, Inc.  
WIFLE Scholarship Fund  
Catherine Sanz, President  
301-805-2180  
Email: wifle@comcast.net  
Website: www.wifle.org  
Located in IAWP Region 3

# IAWP BOOK FEATURES STORIES OF POLICEWOMEN ACROSS THE GLOBE



### The following is an excerpt from the book by Sergeant Jenny Newton, Toronto Police Service:

*YES YOU CAN Do Justice in the World.*  
When I consider the title of this inspirational book commissioned for the 100<sup>th</sup> Anniversary of the International Association of Women Police, I immediately think of "Yes You Can — Learn from the past to improve the future." And it is the people that we serve who benefit greatly from this

learning. *G20 Summit – Toronto – June, 2010 A Logistical Challenge* is only one such story.

To support 6,000 police personnel from over 30 police agencies during an international summit of world leaders, amidst tens of thousands of protesters, would be a logistical nightmare for most, but for my logistical team it was a challenge! Having reviewed the lessons learned from the previous Summit held in Pittsburgh in 2009, it was clear that we would need to build a robust, flexible logistical plan — and that is exactly what we did!

### The numbers tell all:

- 635 police, civilians, contractors and volunteers provided the support
- Thousands of hot and cold meals along with snacks and drinks distributed daily
- Close to a thousand police vehicles and rentals including refrigerated trucks, golf carts and boats used to transport personnel and goods
- 50,000 litres of fuel consumed
- As many as 933 daily bus requests completed
- 4,400 police personnel lodged in hotels around the city
- 8 rest areas and 13 relief centres, as well as one daycare, provided

It is my hope that future G20 logistical planners take a moment to read the stories, such as this one, in order to avoid any pitfalls and to build on our successes.

# Saying Goodbye to Lieutenant June Murphy

By Myra James, Editor of *WomenPolice Magazine*

Sadly on 12 May, our law enforcement family lost a sister in law enforcement. Suddenly at her home Lieutenant June Murphy passed away unexpectedly. She turned 60 on 1 May and would have been eligible for retirement at the end of May. June is survived by two daughters.

June was the first female Lieutenant with the Brookline Police Department, which is comprised of 136 officers who provide services to almost 60,000 residents in a community next door to the City of Boston.

She was instrumental in establishing Massachusetts Association of Women In Law Enforcement (MAWLE) and assisted in creating their Constitution, Bylaws. June completed two terms as President of MAWLE and was involved in the establishment of a scholarship fund.

Brookline Police Dept. Superintendent Mark P. Morgan said,

*"Lt. June Murphy had an earnest passion for attempting to improve the police profession for all that chose this career path. Her legacy of leadership demonstrated a resolve to treat everyone with fairness, equality and without partisanship. She accomplished this by promoting internal and external changes when she recognized impediments for others in achieving success in the police profession. She also valued serving as a mentor to anyone who needed guidance or direction. Lt. June Murphy was a greatly valued member of our organization."*

Another friend and colleague Lt. Jennifer Paster said,

*"A lot of attention has been paid to the fact that June was the first female Sergeant, and then the first (and only) female Lieutenant in the Brookline Police Department. These are remarkable achievements of course, but it's not a spotlight she ever wished to be in. Lieutenant Murphy earned her rank the same way everyone else before had done- she worked hard and she studied hard."*

*What set June apart from so many others was what she did with her rank when she achieved it- she reached back and tried to pull others up too. She encouraged the rest of us to do the same, by fostering relationships with the Girl Scouts Organization and with the Brookline Public Schools through her "Chief for a Day" contest, whose winner was announced just last week (congratulations, Graham Horowitz from the Pierce School!)*

*June was passionate about mentoring and*



*Lieutenant June Murphy mentored many young women as a member of and Past President of MAWLE.*

*passionate about bettering others. Perhaps it can be attributed to being raised in a large family, but she never made her successes about HER- she thanked her brothers for the encouragement and her sisters for their support. She turned the spotlight on the great being work being done around her by fellow officers in Brookline and sang the praises of Superintendent Holmes in Boston, Captain Friedl in Lowell, and the other local women who were climbing the ranks either just ahead of her or right alongside her. She saw the value in networking, and almost 20 years ago when she looked around the Brookline Police Department and saw that there was no one above the rank of Patrol Officer that looked like her, she helped form MAWLE so that the rest of us would have a different view.*

*I probably didn't listen to June as often as I should have, and in the interest of full disclosure there was a group of us who would hide from her as the promotional exams rolled around. We knew she would be "on us" about studying, so much so that during the last exams she used her own uniform allowance to buy the law books for those of us taking the test! I would go on, but like I said, she hated the spotlight, and hated attention. She simply did the right things, for the right reasons.*

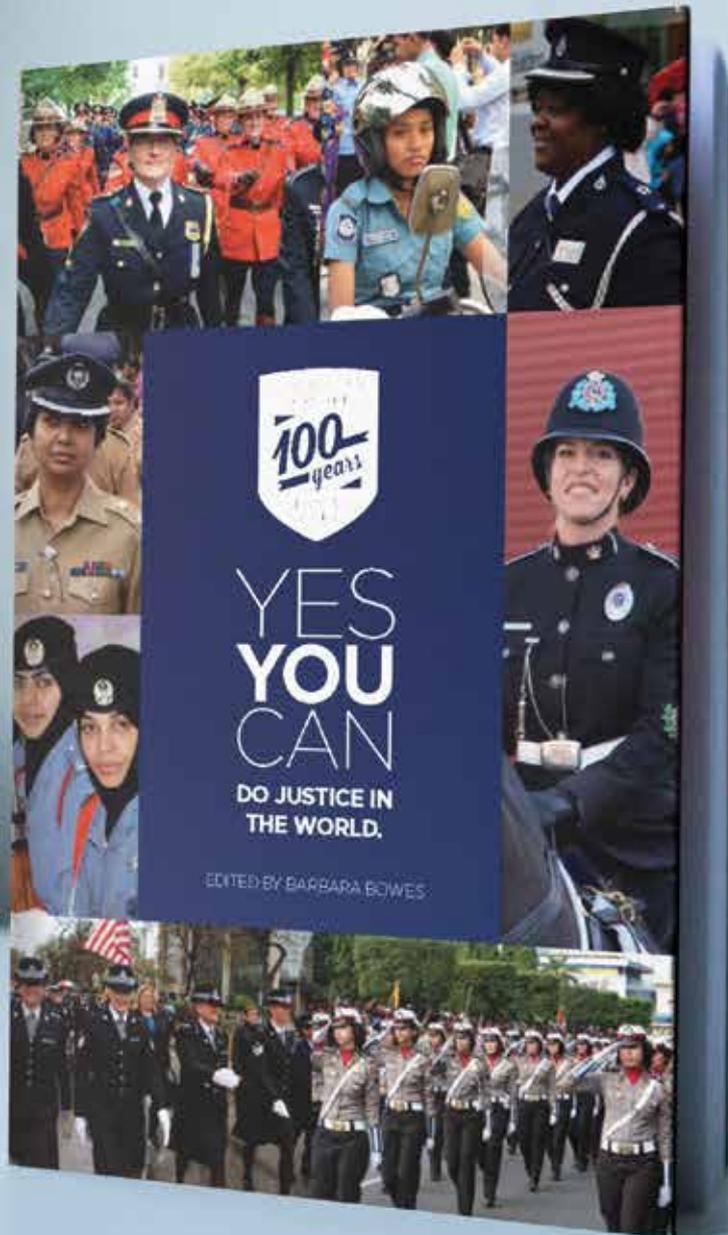
*Officer Judy Hobin was our Department's first female officer and was affectionately referred to as the "Queen Bee." When Judy retired in 2006, she passed along a Bumble Bee wand to June in an impromptu ceremony in the women's locker room, in recognition of*



*Lieutenant June Murphy was a former IAWP Region 1 Coordinator and Past President of MAWLE.*

*June's new "Queen Bee" status. The "Queen Bee" title will rightly retire with Lieutenant June Murphy, because there will never be anyone more deserving. I hope that the rest of us don't let her down."*

The IAWP was blessed to enjoy June's participation on the Board of Directors as Region 1 Coordinator. I enjoyed June's enthusiasm and passion for IAWP during the time we spent on the IAWP Board of Directors together. Further, she was a life member and attended many annual training conferences. She is remembered by all as a board member actively engaged in the vision and mission of the IAWP. Rest in Peace, June. **WP**



# Order IAWP's Book *Yes You Can, Do Justice in the World*

Read stories from policewomen across the globe

*Yes You Can, Do Justice in the World* is a compilation of short stories collected from policewomen across the world in celebration of 100 years of women in policing. These stories are inspirational and highlight the passion, dedication, persistence and pride that women police officers bring to job.



#### The book includes:

- Stories from courageous women all over the world
- Women who ventured into unique roles to protect other women
- Officers who traveled to war-torn countries to engage in humanitarian service
- Women who have led the way into senior leadership and have opened doors for you

#### To get your copy:

- Go to [iawp.org](http://iawp.org)
- Select "Publications" on the left side of the screen
- Choose "Book: Yes You Can Do Justice in the World"
- Follow the link at the bottom of the page

Read an excerpt from *Yes You Can, Do Justice in the World* on page 28 of this issue.

