

# Media Release

## Female Police Officers to Tackle Equity Barriers at Inaugural AWIP-ON Workshop

**For Immediate Release:** February 20, 2019

**(Ottawa, ON)** – Female police officers from across Ontario are taking part in an important workshop designed to encourage conversations and action to address the equity barriers for women in law enforcement.

The inaugural Advancing Women in Policing – Ontario 2019 Workshop is being held by Ontario Women in Law Enforcement (OWLE) and the Advancing Women in Policing – ON Working Group on February 20 and 21, 2019 in Ottawa.

The workshop will include remarks from Barrie Police Service Chief of Police Kimberley Greenwood, President of the Ontario Association of Chiefs of Police, a panel featuring senior female police leaders, workshops on how societal factors influence women's careers and identifying unique challenges, obstacles, and issues for women in policing, and sessions on women's mental health and resiliency.

The workshop's objectives include:

- Fostering leadership to bring about positive and meaningful changes for women in policing by promoting current and future initiatives that remove equity barriers;
- Helping participants network and build relationships with one another so that women in policing can support and encourage one another;
- Assist participants to enhance their awareness of and abilities to promote themselves and advance their careers into senior leadership roles in policing organizations; and
- Work with the Canadian Society of Evidence-Based Policing (CAN-SEBP) to gather information and data to begin an important provincial research project on equity barriers for women in policing.

The workshop represents an important step by female police personnel to support important, courageous conversations about the inequity and challenges they continue to face in law enforcement.



**AWIP-ON**

**For more information,  
contact:**

**Inspector Tammy Fryer**  
Co-Chair  
Advancing Women in Policing-  
ON Working Group

**T.** (519) 982 3179  
**E.** [tfryer@police.windsor.on.ca](mailto:tfryer@police.windsor.on.ca)

**Joe Couto**  
**T:** (416) 919-9798  
**E:** [tourniquet1970@gmail.com](mailto:tourniquet1970@gmail.com)

Twitter: @awip\_on

**The Advancing Women in Policing ON Working Group works to expose barriers and confront challenges to authentic gender inclusion, diversity, and equity in Ontario**

Proud members of the  
International Association of  
Women Police

## Quotes:

“Truly inclusive organizations are places where all employees can thrive; organizations that capitalize on the capabilities and capacities of 100% of their people 100% of the time. There are so many women and men who have and continue to work to accelerate equity and inclusion in policing. We want to continue to move forward toward having truly inclusive policing organizations across Ontario.”

Inspector Tammy Fryer, Windsor Police Service  
Co-Chair, Advancing Women in Policing-ON Working Group

“I am encouraged by the interest we’ve received from police organizations from across Ontario for this learning event. Issues of interest to women in policing are gaining momentum and traction and the timing is right to have open and frank conversations.”

Inspector Patricia Ferguson, Ottawa Police Service  
Co-Chair, Advancing Women in Policing-ON Working Group

“Promoting equity within all police organizations isn’t just a ‘nice-to-have’. It’s an absolute necessity if we are to meet the expectations of the people of Ontario for police services that reflect the diversity and vitality of our communities. I am proud to support the work of the AWIP-ON Working Group in empowering our female police officers to achieve their full inclusion as law enforcement professionals.”

Chief Kimberley Greenwood, Barrie Police Service  
President, Ontario Association of Chiefs of Police

## Workshop Agenda

Wednesday, February 20 <sup>th</sup> , 2019
<b>Welcome / Introductions &amp; Opening Remarks</b>
<b>Fireside Chat</b> <ul style="list-style-type: none"><li>• Jennifer Strachan – Deputy Commissioner, Royal Canadian Mounted Police</li><li>• Kimberley Greenwood – Chief of Police, Barrie Police Service &amp; President of the Ontario Association of Chiefs of Police</li><li>• Antje McNeely – Chief of Police, Kingston Police</li></ul>
Thursday, February 21 <sup>st</sup> , 2019
<b>Opening Remarks</b> – Chief Kimberley Greenwood
<b>Panel Discussion</b> – Chief K. Greenwood, Chief A. McNeely, and Deputy Commissioner J. Strachan
<b>Remarks from OWLE President</b> – Staff Sergeant Kim O’Toole, Toronto PS
<b>Group Discussion</b> – How do societal factors influence women’s careers?
<b>Breakout Sessions:</b> <ul style="list-style-type: none"><li>• What challenges, obstacles, and issues have you faced as a woman in policing?</li><li>• What considerations – tradeoffs, personal preferences, etc. – have/are influencing your thoughts about moving into a leadership role in policing?</li></ul>
<b>Group Presentations</b> – Ann-Marie O’Brien (Women’s mental health) and Deputy Chief Steve Bell, Ottawa PS (Resiliency)