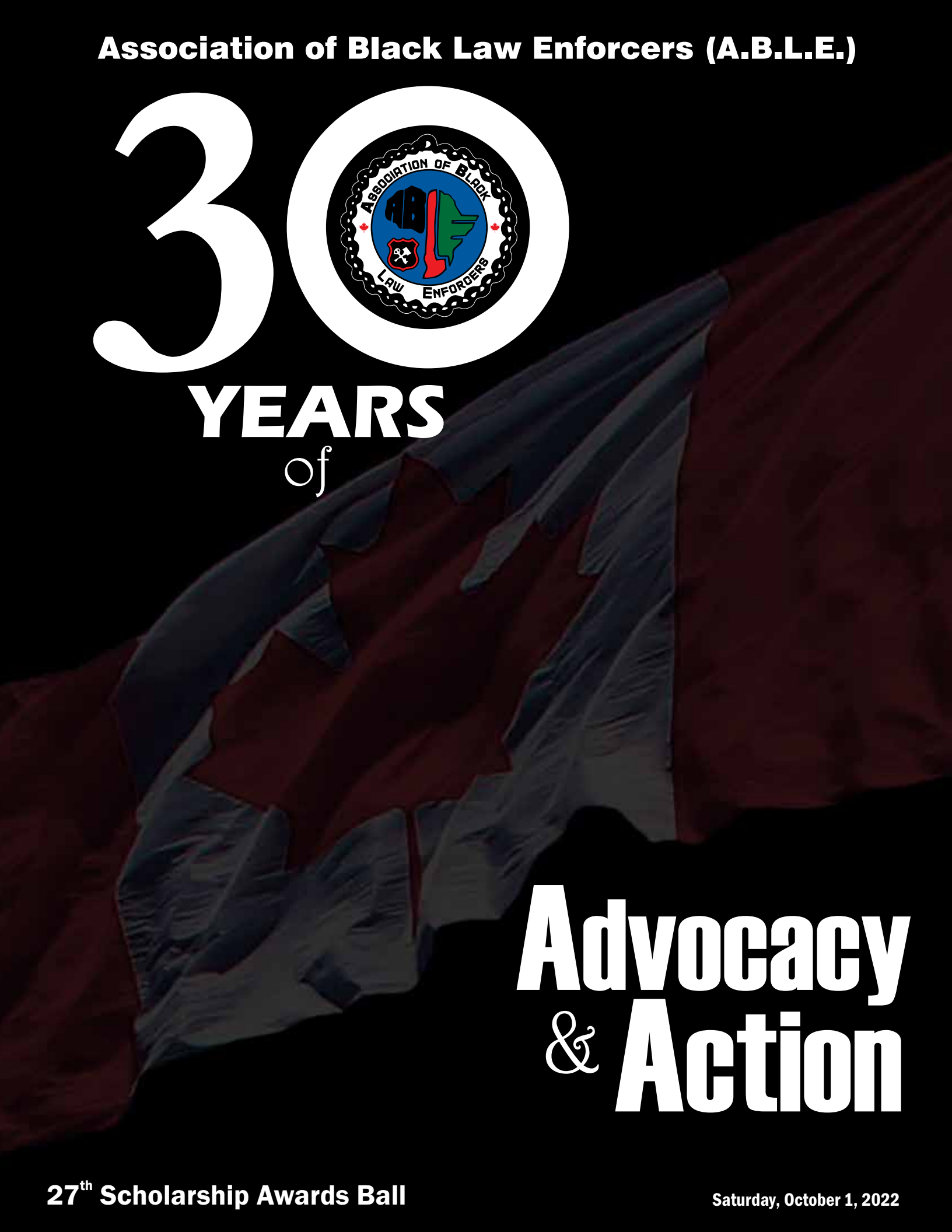
Association of Black Law Enforcers (A.B.L.E.)

30 YEARS of



Advocacy & Action

27th Scholarship Awards Ball

Saturday, October 1, 2022



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President's Message

On behalf of my fellow Executives and the entire A.B.L.E. Membership, I would like to welcome you to our 30th Anniversary Scholarship Awards Gala. I extend a warm welcome and my sincere congratulations to this year's scholarship and award recipients.

It is an honour to serve as President of this incredible Association, one that is committed to improving the image of law enforcement and providing opportunities for practitioners across the public safety landscape to foster and sustain positive relations within Black and racialized communities.

For the past 30 years A.B.L.E. has been advocating for the just treatment of Black and racialized individuals, many of whom work within the justice sector. Though progress has been made, a significant amount of work and healing is still required at all levels and in every justice sector.

A.B.L.E. will remain relentless in our pursuit for a more just, fair and safe society and we will intensify our collective efforts to dismantle existing racist systems and structures created to disadvantage our members and our communities. We will also continue to hold each other accountable, model behaviour that will encourage increased trust between our communities, continue to amplify our voices and invest in Black and racialized youth.

The A.B.L.E. Scholarship Program was established to encourage and support Black youth to follow in the footsteps of pioneers who made the decision to devote their lives to protecting the citizens of Canada. This investment in our youth is essential to realizing a more equitable, fair and just society.

It is also an opportunity to move beyond our past accomplishments and to renew our commitment to engage in sincere actions that address anti-Black racism and systemic discrimination within the justice and law enforcement sectors. We commit to doing so in a manner that is collaborative, co-operative and intentional.

A.B.L.E. will continue to advocate and take action to uproot and dismantle the structures and systems that enable racism to thrive. We will work collectively with our brothers and sisters, allies and partners and the next generation of justice professionals until real, measurable and sustained change is realized. We will strive for change that provides safe, respectful, inclusive communities and work cultures.

I would like to acknowledge those who have experienced unfair treatment while continuing to be role models as they strive for the betterment of others. To the many who have stayed the course despite the challenges, disappointments and missed opportunities,



I thank you for your resilience and your strength. We respect you and we have learned from you.

Thank you to our very generous sponsors and to everyone here tonight who chose to answer the call to contribute to the future through the A.B.L.E. Scholarship Program.

To our host, Peel Regional Police, our Keynote Speaker, Co-emcees, the incredible members of our planning committee, our local and international partners, allies and friends - thank you.

Thank you to those who have been part of A.B.L.E.'s 30 years of Advocacy and Action.

And finally, I encourage everyone to be intentional in improving the image of law enforcement, advocating for positive change and taking action that will realize that change.

"If you change the way you look at things, the things you look at change"- Wayne Dyer

Be blessed and stay safe,

Jacqueline Edwards, President
Association of Black Law Enforcers

Message from the Editor



This year will mark the 27th Scholarship Awards Gala for the Association of Black Law Enforcers (A.B.L.E.). I am proud to say that I have had the honour of working on the magazine for the last 10 publications.

This edition is special, as we celebrate the 30th anniversary of the inception of A.B.L.E. In this issue, we pay tribute to the seven founders as well, some of the valuable members that contributed to the success of the association to date.

The front cover page depicts A.B.L.E.'s prominent logo embedded in the number of years of hard work and preservation. We also pay tribute to our home and native land with the image of the Canadian flag. As this year's theme is *30 Years of Advocacy and Action*, it reminds me of the importance of surrounding ourselves with positive images, stories and moments that elevate, uplift and inspire us.

To all the scholarship recipients, both past and present, A.B.L.E. salutes your pursuit of further education and personal development. I encourage you that even after you attain your career, embrace a limitless mindset. Never stop learning, growing and believing in you.

I would be remiss if I did not thank my committee, Mr. Christopher McLymont and VJ Graphics for your unwavering dedication to ensuring the success of the magazine. I am grateful to work with you both.

But truly, it is YOU we have to thank – for the many years you have supported and celebrated with us, the impact we have been able to make on our collective history and communities together. There is a lot of work that has been done and together still, so much more to do.

Sasha L. Stewart,
Gala Magazine Editor



THE GOVERNOR GENERAL · LA GOUVERNEURE GÉNÉRALE

Message from the Governor General on the occasion of the Association of Black Law Enforcers 30th Annual Scholarship Awards Gala

I am pleased to send greetings to everyone attending the Association of Black Law Enforcers (A.B.L.E.) 30th Annual Scholarship Awards Gala.

Since its formation in 1992, A.B.L.E. has promoted the principles of respect, courtesy, service and professionalism. It has demonstrated excellence in building bridges within the community, and providing support for Black and other racial minorities serving in law enforcement. Past and present members can be proud of their valuable contributions to the public good.

Held under the theme 30 Years of Advocacy and Action, tonight's gala will honour the founding presidents of the organization and award scholarships to the deserving bright young students who are pursuing careers in civil service.

Congratulations to everyone being recognized at this milestone event. I wish you all a wonderful evening and the very best for the future.

Mary Simon

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THE LIEUTENANT GOVERNOR OF ONTARIO
LA LIEUTENANTE-GOUVERNEURE DE L'ONTARIO



October 1, 2022

Since its founding more than two decades ago, the Association of Black Law Enforcers (A.B.L.E) has provided essential support for tens of thousands of Black and racialized law enforcement members and has worked to establish positive relations between law enforcement and local communities.

To date, A.B.L.E has made available over 150 financial scholarships to students, many of whom have become successful in their careers as peace officers and lawyers. These scholarships are crucial investments in the next generation, and a testament to the continuous work of this organization that will surely benefit all of us as we seek to build a society that is just and resilient in the face of changing times.

As Her Majesty The Queen's representative in Ontario, I happily congratulate tonight's award recipients and further commend everyone who has played a role in advancing this organization's noble mission over the years.

Elizabeth Dowdeswell

PRIME MINISTER · PREMIER MINISTRE

October 1, 2022



Dear Friends:

I am pleased to extend my warmest greetings to everyone attending the Association of Black Law Enforcers' (A.B.L.E.) 30th Anniversary Scholarship Awards Ball.

Founded in 1992, A.B.L.E. is dedicated to addressing the needs and concerns of Black and other racial minorities in law enforcement and in the wider community. A key initiative of the organization has been the awarding of scholarships to help visible minority youth interested in pursuing a career in law enforcement achieve their goals and pursue their dreams. I would like to offer my sincere congratulation to all those being presented with an award this evening. Your hard work and dedication serve as an inspiration to us all and I wish you every success in your post-secondary studies.

I would also like to commend all those associated with A.B.L.E. for their important work. Tonight's gala, with its theme "30 Years of Advocacy and Action," offers a wonderful opportunity to reflect upon the history of your association, to celebrate it many achievements and to set goals for the future.

On behalf of the Government of Canada, I offer my best wishes for an enjoyable evening.

Sincerely,

The Rt. Hon. Justin P. J. Trudeau, P.C., M.P.
Prime Minister of Canada



Ontario

Premier of Ontario - Premier ministre de l'Ontario

October 1, 2022

A MESSAGE FROM PREMIER DOUG FORD

Welcome everyone to the 30th Annual Scholarship Awards Gala of the Association of Black Law Enforcers. Congratulations on celebrating three decades of advocacy and action.

This evening, you honour both the past and future of law enforcement — by paying tribute to the founding presidents of your association, as well as recognizing those receiving scholarships for a career in law enforcement. As you know, I have the utmost respect and gratitude for the dedicated police officers and other enforcement professionals who serve and protect our communities. I want to take this opportunity to acknowledge the many contributions of Black law enforcers to this noble profession. Thank you for all you have done and continue to do for us!

I also want to congratulate those receiving scholarships tonight. Well-done, all the best on your future career!

Best wishes for a memorable evening.

Doug Ford
Premier

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MAYOR PATRICK BROWN

October 1, 2022

Greetings from Mayor Patrick Brown

On behalf of the Members of Brampton City Council, I want to extend congratulations to The Association of Black Law Enforcers on your 30th Annual Scholarship Awards Dinner. I am sure that this will be a wonderful celebration. It is great to see that you are honouring your founders and celebrating the student scholarship recipients.

Since 1992, your non-profit organization has addressed the needs and concerns of Black and other racial minorities in law enforcement and the community. Your membership includes Police Officers, Correctional Officers, Probation and Parole Officers, Immigration Officers, Customs Officers, Court Services Officers, By-law Enforcement Officers, Sheriff's Officers, Special Constables and members from the community.

I am very supportive of your values of respect, courtesy, service, and professionalism which guide your members and their work. We are so fortunate to have so many dedicated Black people who have contributed to law enforcement in Canada. Thank you for your service and keeping our communities safe.

I want to extend my appreciation to your executive members for their volunteer service leading your association. Special thanks to the sponsors of tonight's dinner. Enjoy the celebrations. Best wishes to all the scholarship recipients with your studies and future career plans.

Sincerely,



Patrick Brown
Mayor



Peel Regional Police
7150 Mississauga Road
Mississauga, Ontario L5N 8M5
905-453-3311

CHIEF NISHAN DURAIAPPAH



October 1, 2022

Jacqueline Edwards
President, Association of Black Law Enforcers
467 Edgeley Blvd., Unit 6
Vaughan, ON L4K 4E9

Dear Ms. Edwards,

On behalf of Peel Regional Police, we are proud to be co-sponsoring and provide greetings to everyone attending the Association of Black Law Enforcers' (A.B.L.E.) 30th Anniversary Scholarship and Awards Gala.

As President of the Ontario Association of Chiefs of Police (OACP), I would also like to extend greetings on behalf of the OACP Executive to A.B.L.E.

The work that A.B.L.E has done in supporting and encouraging young people to consider careers in the justice and law enforcement sector has been remarkable. I would like to congratulate you and the entire A.B.L.E. team for your continued commitment to inspire and facilitate paths for the next generation to achieve their goals and ambitions.

We are thrilled to celebrate the young people who are the 2022 A.B.L.E. scholarship recipients, and all award winners. We congratulate them for their outstanding achievements and wish them continued success for the future.

Peel Regional Police and the OACP are proud to be working alongside A.B.L.E. and we look forward to our continued partnership and collaboration.

Congratulations on your 30th Anniversary Scholarship and Awards Gala, and the positive impact that you continue to have.

Sincerely,

Nishan Duraiappah
Chief of Police

PeelPolice.ca

A.B.L.E. Elected Executive 2020-2022



Jacqueline Edwards
President



Mark Wilson
Vice President



Yvette Gray
Law Enforcement Services Chairperson



Joey Sorpong
Secretary



Paulette Joseph
Treasurer



Lori Seale-Irving
Assistant Treasurer Secretary



Josef Osroff
Social Director



Ingrid Berkeley
Community Services Chairperson



Lisa-Marie Wilson
Membership Chairperson



Lori-Anne Beckford
Communications Officer

A.B.L.E.
Association of Black Law Enforcers
467 Edgeley Blvd. Unit #6
Vaughan, Ontario
L4K 4E9
Canada

Phone: 647-792-1081 and Toll Free: 1-855-265-1322

Website: www.ableorg.ca

For information about the 2023 Annual Scholarship Awards Ball contact
ableorg.ca@gmail.com

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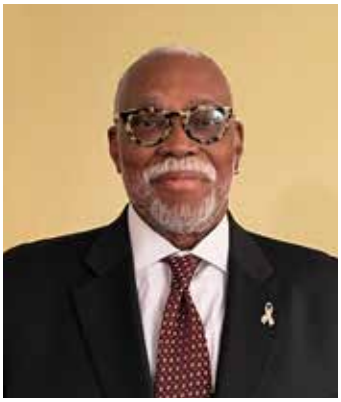

A Reflection on the Occasion of the Association of Black Law Enforcers, Canada 30th Anniversary

First of all, I would like to extend to the Sisters and Brothers of the Association of Black Law Enforcers a very sincere congratulation on the occasion of their 30th Anniversary Celebration and Gala. This is a very special occasion for me, too. I remember my first visit to Canada and the City of Toronto because a Toronto police officer wanted to wear his head wrap (turban) with his uniform and badge on it. After some passing of the time, I arranged a second visit to the City of Toronto and met David Mitchell and other members of the Association of Black Law Enforcers. At that time, I was serving as the Executive Director of the National Black Police Association (NBAP)/US. Once I learned of the Association and its mission, goals, and objectives, I encouraged the NBPA to hold a Summer National Board Meeting in Toronto to meet the leaders and members of the association which was holding their first Dinner/Dance and I was invited to speak to the group. We had a great deal in common with each on the issues and race and criminal justice.

Another significant event in our thirty (30) year relationship was the Historic Signing of the Four National Organizations representing the Association of Black Law Enforcers, Canada, the Association of Black Law Enforcers, Bermuda, the Black Police Association, United Kingdom, and the National Black Police Association, USA. This historic International Memorandum of Understanding was signed during the National Black Police Association Education and Training Conference, August 23, 1996 in the City of Detroit, Michigan. This was the first time in the history of the Black Police and Criminal Justice Practitioner movement that such agreement was signed and ratified. This was the beginning of the International Black Police Movement.

Over the next two and half decades the Association of Black Law Enforcers has impacted criminal justice policies and practices related to racial profiling of people of color as well as the policing policies in communities of color and most importantly advocating for Black leaders in the ranks of policing in the country of Canada. The exceptional leaders of this organization has recently participated in an international gathering of Black Criminal Justice Practitioners discussing “Reimagining Public Safety and Law Enforcement” in Baltimore, Maryland.

Lastly, I have very fond memories of the National Black Police Association/Association of Black Law Enforcers Conferences held in Toronto, Canada. On these occasions, I could feel the majesty and power of Black People who had decided that enough was enough and they were standing up and speaking out against injustice and refuse to be silent. Association of Black Law Enforcers, I am so proud and honored to witness and say “Happy Thirtieth Anniversary and A Heartfelt Congratulations.

Ronald E. Hampton, Member
Former Executive Director
National Black Police Association



National Black Police Association UK:
Message to the Association of Black Law Enforcers

It is my absolute pleasure to be writing to you as you celebrate 30 years of dedicated efforts to making law enforcement in Canada a fair and equitable service to all communities.

As President of the National Black Police Association in the United Kingdom, I know how difficult the work you do on a daily basis can be and the discretionary efforts you all put in to support colleagues, advise senior leaders and collaborate with communities on matters of racial equality. Your efforts often go unseen but the impact your association has on how law enforcement interacts with vulnerable and isolated officers, staff and communities is immense.

The last few years in particular have shone a light on the persistent racism, discrimination and inequality which is present in society and unfortunately still present in law enforcement. Policing through the pandemic and the murder of George Floyd helped to pull these issues into the open but it has taken a huge toll on our members who have seen huge demands placed on them. We often do this work in our own time and law enforcement must acknowledge and value the work you do and give you the tools and resources to ensure things progress faster in the next 30 years, than they have in the last 30 years.

In the United Kingdom, we celebrate our 25th anniversary in 2023 and the connection we have had with A.B.L.E. and the NBPA in the USA has helped us overcome many challenges and find a way to persevere when things have sometimes felt like they are hopeless. The bond we share is deeply cherished and I know that we will continue to share knowledge and experiences as we strengthen our relationship in the years ahead.

In closing I want to leave you with a quote from the eternal Martin Luther King Jr “If you lose hope, somehow you lose the vitality that keeps moving, you lose that courage to be, that quality that helps you go on in spite of it all. And so today I still have a dream.”

Never let your hopes fade or your dreams of a better future disappear, your work does matter and I wish you the very best as you celebrate your 30th anniversary and look ahead to the next 30 years.

Andy George, President of the National Black Police Association, UK and Chief Inspector in the Police Service of Northern Ireland

The National Black Police Association
CONGRATULATES



A.B.L.E.
(Association of Black Law Enforcers)

on Your

30th Year of Advocacy and Action

Message from PC Joy Brown, A.B.L.E. Awards Gala Chair



The Scholarship Awards Ball Committee would like to welcome all of our guests attending the 2022 - 30th Anniversary Scholarship Awards Gala.

We would like to thank our sponsors, those who contributed to the scholarships and who advertised in our magazine. We truly appreciate your support of this event.

Congratulations to all of our scholarship recipients and to those receiving community awards tonight. We are pleased to have the opportunity to recognize seven exceptional students and our community members.

I would like to acknowledge the Scholarship Awards Planning Committee. Thank you all for your dedication and commitment in making this a successful event.

Scholarship Awards Ball Committee Members

Adrian Adore

Kolin Alexander

Jannelle Armorer

Caroline Campbell

Kim Chance

Kenton Chance

Josh Colley

Danielle Dowdy

Dennis Edwards

Joy Edwards

Jackie Edwards

Dessie Fanfair

Nadine Fletcher

Andre Johnson

Rohan Morgan

Sasha Stewart

Chris Williams

Mark Wilson

Joy Brown, Gala Chair

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"From a young age I knew that I wanted to be a police officer, my grandfather was also a police officer and I got to learn about the culture and what it was all about – that's what initially sparked my interest.

I'm from Toronto and wanted to be able to give back to the community that I was born and raised in."

- Constable Natalie Durst



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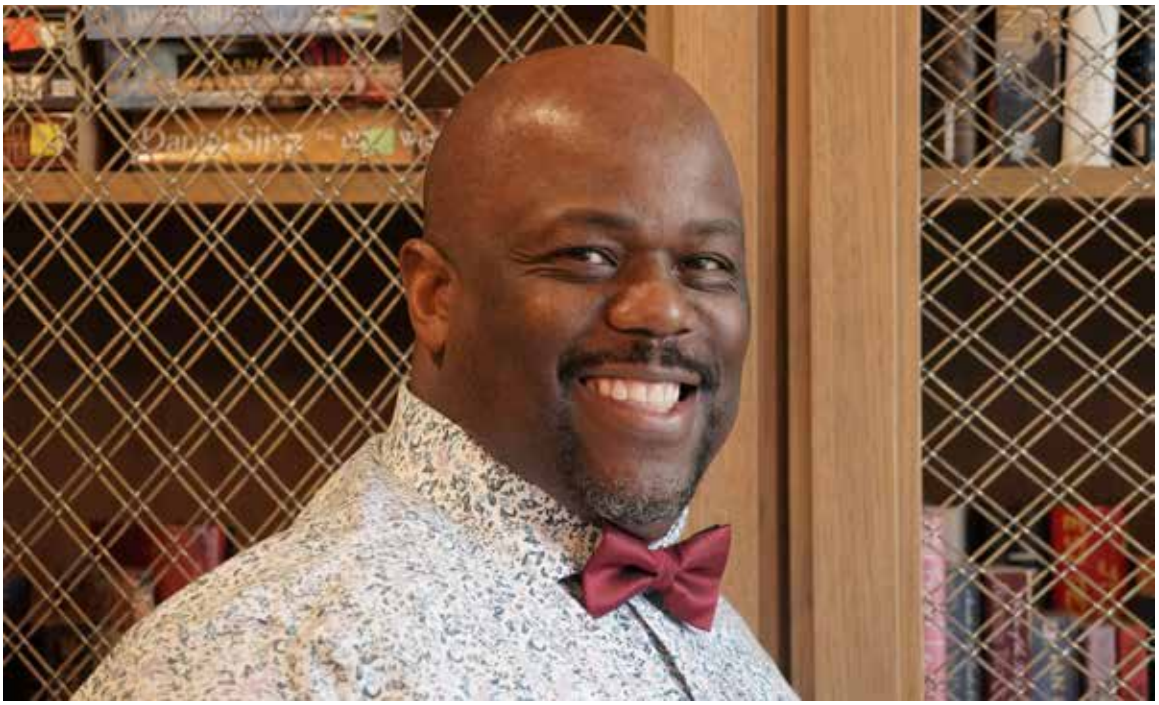
Assistant Deputy Minister David Mitchell: Keynote Speaker



Born in London England to Jamaican parents who migrated to Canada in the late 60's, David Mitchell was raised and educated in Toronto, Ontario. He is a founding member and first President of the Association of Black Law Enforcers (A.B.L.E.) serving from 1992 to 2002. As a career public servant, David has dedicated over three decades of service to Ontario's criminal justice system. He was promoted to Assistant Deputy Minister responsible for Youth Justice in 2016 with the Ministry of Children, Community and Social Services (MCCSS). Prior to joining MCCSS David was a Regional Director with the Ministry of the Solicitor General (SOLGEN) where he oversaw probation and parole services in the central region. During his time with SOLGEN David served in multiple progressively responsible roles including Correctional Officer, Sergeant, Assistant Anti-Racism Coordinator, Captain, Deputy Superintendent, head of the Correctional Services Intelligence Unit, and Superintendent.

David has always been a strong community contributor who at the age of 21 served the community as a member of the Council for Race Relations and Policing. Since that time David Mitchell has served as the Chair of Toronto Community Housing Corporation, has been a Board Member for the International Social Justice Institute based in Atlanta Georgia, was a member of the Advisory Board for the University of Toronto's Mowat Centre for Policy Alternatives and is currently the Community Co-Chair for the Durham Regional Police Diversity Advisory Committee. David has advocated and provided leadership in areas of youth community engagement, targeted minority recruitment (policing), government consultation, anti-racism, and fundraising. Through David's collaborative leadership major community linkages/partnerships were forged including the creation of A.B.L.E.'s policy positions against racial profiling and historical police "carding" practices, in addition he contributed to the coordination of the first two international conferences for Black Police and Peace officers hosted in Canada during 2000 & 2005. David has undertaken international public speaking and training engagements in the United Kingdom, Jamaica, Grenada, South Africa, and the United States of America.

David's dedication to public service has been recognized by numerous awards including the African Canadian Achievement Award, Ontario Women in Law Enforcement President's Award, Jamaica Government Excellence Award, Ontario Public Service Ovation Partnership Award, Minister's Award for Community Service, Diversity Institute Afro Global Award for leadership, he is also the recipient of the prestigious 2022 Harry Jerome Award for Decade Leadership presented by the Black Business and Professional Association. David is committed to being a good father to his son Kamron and daughter Kyla, while continuing to be an innovative justice leader who is committed to public safety through meaningful partnerships with communities



Are you ready to join us?

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Our Masters of Ceremonies



Natasha Ramsahai

Natasha is a Meteorologist for Citynews 680 and Breakfast Television.

Prior to this, Natasha was a Senior Meteorologist at the CBC and key to the creation of the CBC National Weather Centre. Natasha was the 1st on-air female Meteorologist in Toronto, starting on CBC Radio One's Metro Morning.

Natasha earned her Bachelor of Science in Environmental Science at University of Toronto, and her Master's in Earth and Space Science and Meteorology from York University.

Natasha is accredited by the Canadian Meteorological and Oceanographic Society in television and radio. She volunteers her time for many organizations such as Easter Seals Ontario and Habitat For Humanity.



Dwight Drummond

Dwight Drummond is an award-winning journalist and the host of CBC Toronto News at Six which airs weeknights on CBC Television. Dwight has been working in broadcast news for over thirty years. He won the 2021 Canadian Screen Award for Best News Anchor, Local. The show won for Best Local Newscast in 2015. Dwight and the broadcast have received numerous Canadian Screen Award nominations over the years. He is also the recipient of the Ryerson University Alumni Award of Distinction, and has been inducted into Ryerson's Faculty of Radio and Television Arts' Wall of Fame.

As a reporter, Dwight was known for his exclusives and has reported from the U.S.A., Africa and the Caribbean. He had the lead story on CityNews' Gemini win for Best Newscast, and a top story for City's Edward R. Murrow win, also for Best Newscast. Dwight has done "just about every job there is to do in a newsroom" as he worked his way up through the industry.

As a crime reporter, Dwight received a number of awards for his police reporting and commendations for his community work. He received the African Canadian Achievement Award for Excellence in Media. He is also the recipient of the Men of Excellence Award and the Distinguished Men of Honour Award.

Our Entertainment

CHILDREN & YOUTH DANCE THEATRE TORONTO



Children and Youth Dance Theatre (CYDT) offers pre-professional, competitive and recreational dance classes in ballet, jazz, hip hop, caribbean and west african dance, acro, tap and contemporary dance training to talented black and minority children and youth. Our qualified instructors are dedicated to giving you the very best in dance instruction, cydt dancers gain confidence and skills while building amazing friendships. They also gain an understanding of the importance of team work and dedication founded in 1993, by guyanese born artistic director anderea douglas, CYDT has built and established a reputation for trained dancers who present with expertise and professionalism and have excelled both at home and internationally. You can reach us via telephone at 416-855-3400, email at info@cydttoronto.com, or visit www.cydttoronto.org.

Rudi Quammie Williams

Rudi Quammie Williams is a mentor to youth, community businesses, organizations and individuals. He has a passion for non-profits, entrepreneurship and small business. Quammie has a long history of service to the public through his work in various levels of government and in a number of community serving organizations. Quammie is a multi-disciplinary artist who specializes in the use of arts and culture in African cantered learning opportunities. He has dedicated his career to amongst other things the re-education of the African-Canadian community on the value of their ancestral instrument, the drum. In addition to his study of African and Caribbean drumming traditions, Quammie is a graduate of York University's Fine Arts and MBA Programs and has contributed his skills and knowledge of the drums to the music of Joe Sealy, Judy Mowatt, The Parachute Club, Martha and the Muffins, Dr. John and many others. He is a co-founder of Usafiri, Sankofa, and Baro Dununba, three ensembles dedicated to educating and entertaining through the presentation of African and African Diasporic Music and Dance. A few of his many credits, Rudi Quammie Williams was the Director of Culture at the City of Barrie, Consultant and Multidisciplinary Artist/ Producer/Composer at Q-Production-P for over 33 years and a Founding Director at ReelWorld Film Festival.



Panatics Steelband Network

Panatics Steelband Network was established in April 1991, to not only introduce the steelpan to the North York community in Toronto, but also integrate the group with parks and recreation programs in the area. Panatics has entertained audiences at many public and private events throughout Ontario. The band provides and hosts instructional classes and workshops throughout the year, where all are welcome! We congratulate A.B.L.E. on their 30th Anniversary! For band information, please email: panatics_steelband@yahoo.ca or call: 647 294 9229.



PETER BUTLER III – ROSE FORTUNE
A.B.L.E. SCHOLARSHIP PROGRAM



PETER BUTLER III
1859 – 1943

Peter Butler III was born in Lucan, Ontario, in 1859. In 1883, he became a member of the Middlesex County Police, where he served as a tough but fair county constable. In 1913 he joined the Ontario Provincial Police (OPP) and retired in 1936 after fifty years of policing.

Although some of his town's British immigrants objected to a Black police officer, Butler quickly gained their respect. Known to carry a gun only when transporting prisoners to jail in London or chasing cattle rustlers, he was a deadly shot, who maintained a personal collection of 38 caliber guns.

Constable Peter Butler III died in 1943. In his honor, dignitaries from the county, the province, as well as guests from the United States attended his funeral. Six OPP officers followed the casket to the family plot on Sauble Hill.

ROSE FORTUNE
1774 -1864



Rose Fortune was born into slavery in the southern United States in 1774.

Ms. Fortune was owned by the Devone Family. As loyalist refugees, they made their way to Annapolis Royal, Nova Scotia, following the American Revolution.

In the latter part of the 1700s Ms. Fortune appointed herself policewoman for the area.

Ms. Fortune was especially known for spanking local mischief-makers and rousing local dignitaries from their beds.

It is believed that Rose Fortune was Canada's first female law enforcer, welcomed by rich and poor alike.

She was also well known about the town as the founder of one of Annapolis Royal's first cartage companies.

Rose Fortune gained her freedom in Annapolis and died in 1864 at the age of 90.

ABLE is committed to ensuring that the criminal justice system is reflective of the entire Canadian mosaic, by providing opportunities for our young people to serve, protect and correct. Accordingly, ABLE will contribute funds towards the tuition fees of each successful candidate pursuing post-secondary education in one of the following areas of study:

- Law Enforcement/Law & Security
- Correctional Worker Program
- Law and Criminal Justice Studies
- Police Foundation Studies
- Criminology

SELECTION CRITERIA & REQUIRED DOCUMENTS

Scholarship recipients will be selected based on academic achievement, community service and financial need. An interview will be conducted to determine eligibility. ABLE determines the scholarship amounts on an annual basis.

To be considered by ABLE the candidate must:

- Be attending or plan to attend an accredited College or University
- Provide proof of acceptance or present status at an accredited College or University
- Provide transcripts of current academic standing
- Provide a letter of support from a community agency or organization where volunteer work was, or is being done
- Submit an essay of 450-500 words on one of the following topics

1. Describe your voluntary service to the community.
2. Why have you chosen your particular field of study and how will your chosen career make a positive contribution to society
3. Why should you be selected as an ABLE award recipient

- Candidates must be of good moral character and habits
- Applications and the required supporting letters and documents must be received by ABLE on or before the deadline which is determined on a yearly basis.

To obtain application packages, please contact the Student Services Department within your school or call the ABLE hotline at (905) 669-3905. Packages become available for distribution in the schools during September of each year.

Message from Kim Chance, A.B.L.E. Scholarship Committee Chair



Welcome to the 30th annual Association of Black Law Enforcers (A.B.L.E.) Scholarship Awards Gala where we are honouring seven of our bright young men and women embarking on a career in law enforcement.

A.B.L.E. has been contributing to the lives of young men and women granting them scholarships for 30 years. The recipients earn their scholarship by demonstrating their commitment to their communities, their volunteerism and maintaining their academic standing as they focus on their future in law enforcement.

This year's theme "30 Years of Advocacy and Action" is appropriate during these difficult times. Barack Obama's instilled value was "power is not gained by putting people down but by lifting them up". We as an association will continue to advocate for mentorship for our youth; to ensure that they stay on the right path and provide areas and vehicles for their advancement. The association also provides youth with the knowledge of the various opportunities that are available to them as they are the future and we need to help them prepare for it.

Congratulations to the seven outstanding recipients for 2022: Kereece Allen, Mattias Beals, Tainu Cousins, Jonathan Renwick, Annika Norris, Roanna Kenyon, and Gabriel Harvey. Each recipient has worked very hard to receive this award. They are thankful and humbled for being selected for the scholarship award going towards their future in law enforcement. I celebrate your accomplishments with the many others attending tonight's event. "All your Scholarship, all your study of Shakespeare and Wordsworth and would be vain, if at the same time you do not build your character, and attain mastery over your thoughts and actions", Mahatma Gandhi.

The success of the scholarship fund would not be possible without the contributions from our generous sponsors: Dr. Sheridan Cyrus, Dr. Lancelot Brown, Peel Regional Police, York Regional Police Services Board, Selwyn Pieters B.A. LL.B., Peel Police Services Board, and A.B.L.E. Your valuable contribution affirms the potential for the younger generation and supports the goals they will be able to reach.

The selection of the recipients was a collective effort and the members of the Scholarship Committee who made a valuable contribution in this process. I would like to thank the members of the Scholarship Committee: Rebecca Harper, Frantz Duval, Sadie Curtina, and Amandeep Sahota for their dedicated support throughout this process. Special mention to Carmen Parsons, Caroline Campbell, Danielle Dowdy, and Hema Shah for their assistance in the selection process.

Special thank you to the Awards Ball and Hospitality Committees who have worked tirelessly to ensure this event is successful.

We are proud of these seven recipients. Always work hard and strive to be the best!!

Kim Chance,
Scholarship Committee Chair

A.B.L.E. 2021 Scholarship Recipients



George Clements



Datis Laurince



Juzaine Miller



Mickayla McNaught



Ndeye Oumy Ba



Paula Marin



Raymon Tchassem Nzale



Sara Pierre-Louis



Natasha Daley

Special Thanks to our 2021 Sponsors

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PROSPERITY
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O.P.P.

A.B.L.E. 2022 Scholarship Recipients

Gabriel Harvey



My name is Gabriel Harvey, a recipient of the Association of Black Law Enforcers scholarship program. I was born in 2004 at Jamaica's University of the West Indies Hospital and migrated to Canada in 2013 and became a citizen.

During my junior and senior years, I became involved in politics and social justice issues. I acquired my volunteer hours through attending meetings for my school's clubs. I became a co-chair for our Black Student Alliance, where I participated in the organization of club assemblies, discussions and social initiatives.

In June 2022, I graduated from Saint Thomas Aquinas Secondary as an Ontario scholar and Honour roll student. In the fall of 2022, I will become a student of York University's Sociology program and work towards achieving a Doctorate in Social Work for the duration of my post-secondary years.
Using my PhD, I aspire to enact established researches of my own which discuss the nature of sexual deviants and assailants. I will also work to relieve the many oppressions against sexual assault victims and Black youth in gang affiliated environments. Overall, I intend to use my passion for both writing and social justice to aid minority groups; from both Canada and Jamaica with the hope of a less disadvantaged society.

Annika Norris



Annika Norris is a Graduate Certificate Paralegal student at the Centennial College. Prior to this, she was a Teacher of History and Caribbean Studies. Throughout her years of teaching History, she has developed a deeper interest in contrasting our present circumstances with the past, especially to understand the historical context of developments in the legal system.

She aims to move beyond the academic and use her International Law career to fight impunity for serious crimes, protect people from poverty and violence, rescue victims of domestic abuse from weak and corrupt judiciary systems, strengthen the justice systems in third world countries, bring criminals to their rightful justice and stand up for those who cannot stand up for themselves.

Annika has a passion for exploring different cultures, meeting new people, and studying landscapes which will prepare her to cross international boundaries and make impactful and positive changes to the places she'll go to and the people she will have the privilege of meeting.

Annika would like to thank A.B.L.E for awarding her this great opportunity to becoming the International Lawyer she aspires to be, taking concrete action against the serious injustices faced by people around the world.

Matthias J. Beals



Matthias Beals was born in Halifax, Nova Scotia. During elementary school, he began to develop a passion for volunteer work. In grade 4, he joined a program called Best Buddies and in the summer of 2016, Matthias volunteered for the Jays Care Foundation, Challenger Baseball Program.

Matthias has been playing competitive baseball for the last nine years. Being a part of sports has developed his communication skills professionally and in 2021, he got the opportunity to be a part of the Black Student Alliance. Matthias has also been a part of his high school's peer mentoring program which was called Panther Pack. He was a meaningful part of his school's community, and had a significant leadership role and influence on the younger students in the School.
Mattias has achieved recognition of academic excellence on the Honour Roll in the year 2020-2021 and 2021-2022 at his secondary school.

Matthias Beals's next chapter in his life will start in September 2022 where, he will attend Post Secondary at Fanshawe College in London, Ontario to prepare for his future career in Law Enforcement.

Jonathan Renwick



My name is Jonathan Renwick,

I am a Honours graduate from the Humber College program holding an associate degree in The Police Foundations program. Working in my community as a volunteer with Victim Services Toronto and striving towards progressive change while promoting growth within our communities.

My continued work toward a career within the Justice System has allowed me to achieve a background in public safety, municipal law enforcement, the Ontario Court of Justice and Superior Court of Justice. As a court reporter and court services officer, I utilized these roles as a learning experience administered through the real world. I have accepted an offer to study at The University of Law in the United Kingdom to complete the International LLB-JD law degree. I am driven and determined to maintain my commitment as a legal professional that strives to provide accessible advocacy within our communities.

As this journey continues, I look forward to one day having an opportunity to sit as a Judicial member of our Canadian Justice System.

A.B.L.E. 2022 Scholarship Recipients

Roanna Kenyon



I recently graduated from the Community Worker Program at George Brown College with honours. I made the Dean's list twice and would like to pursue my Honours Bachelor and Master's degree of Applied Science in the Community Social Services program at the University of Guelph-Humber. My goal is to be able to advocate for the vulnerable populations on all levels in these precarious times.
I am a mom and a mature student who has a variety of experiences, exposure, and knowledge. From these experiences, I have developed strong ethics and values. As a humanitarian, I came to realize that everyone has their own experiences and handles them differently, so sometimes we must meet them where they are presently at.

In society, power imbalance creates marginalization of all groups. I should know because I am marginalized as a Black woman, a young mother and a late starter. I have always known education is power but writing my scholarship essay gave me the realization that education is the only power that cannot be taken away from you; hence, I am aiming to be one of the most powerful individuals.

I would like to thank the Association of Black Law Enforcers (A.B.L.E.) for the financial support and anyone who contributed to the organization to make my purpose your dream, so I will work hard for everyone.

Best Regards

Kereece Kaleela Allen



Kereece Kaleela Allen was born on October 6, 2004 and is the first of four children. She currently lives in Brampton, Ontario with her extended family which includes her mother, grandmother, aunt, uncle and three brothers.

She graduated from Father Henry Carr Catholic Secondary School as an Ontario Scholar. During her high school tenure she has been involved in extracurricular activities including track and field, basketball and a girls mentoring group. In 2019, she was given the Sportsmanship Award as a member of the track team. Additionally, she was also a member of the record breaking 4x100M relay team at the OFSAA championship. Kereece was not only a track and field star but also the captain of the girls basketball team and was awarded the Most Valuable Player in 2019. She was also a member of the Toronto Triple Threat Basketball Team. With such talent, she coached the West Humber Junior Middle School Girls Basketball Team that made it to the semi-finals in 2018. Being a team captain, coach and student advocate who was highly admired and respected, she was selected by her teachers to do a Leadership Peer Support Program to build her leadership capacity. When off the field, she provided support as a mentor and a role model to her peers. She was actively involved in community outreach with her local church community where she sang and danced in ministry.

Kereece was granted an offer to pursue a Bachelor of Arts in Criminology and Psychology at Carleton University in Ottawa. She aspires to become a criminal lawyer. This new chapter of her academic sojourn will be the beginning of a life-long career.

Kereece wishes to thank A.B.L.E for believing in her dream by investing in her future.

Tainu Cousins



Tainu Cousins is a first-year student enrolled in the Bachelor of Arts, Criminology & Criminal Justice program at Carleton University. Tainu is learning about the various aspects of crime through legal, social and psychological lenses, as well as how they interact with one another. Tainu aspires to become a parole/probation officer after completing his Bachelor's degree.

He has decided to study criminology in post-secondary, because it provides a sense of direction without limitation. As a person of Jamaican descent and growing up in the Jane-Finch area, he has had the opportunity to see how the faults in our systems plague communities. His desire is to rebuild the reputation of communities that are overshadowed by stigmas of crime and violence.

Tainu's main goal in his career is to work with young persons in an effort to prevent crimes and assist those who are in need of rehabilitation and counselling. In addition he hopes to work with law enforcement to better understand criminal behaviour and how to develop preventative measures.

Tainu also has a deep interest in poetry. He describes it as the most effective form of art.

He is an active member in his community, through his church and Seeds of Hope camp. He has volunteered his time, working alongside youth helping them to develop, as well as being an active participant in his church youth group.

Message from Dessie Fanfair, A.B.L.E. Hospitality Chair

Our Dearest Guests, a warm welcome to The Association of Black Law Enforcers (A.B.L.E.) 27th Annual Scholarship & Awards Gala, celebrating our 30th anniversary.

It has certainly been a strange past two years, and I am happy that the worst has passed. What it has taught me is that we must place great value in everything we do and cherish each moment we have on this earth with the ones we love and interact with.

Thank you all for attending this milestone event tonight. It lends credence to the fact that you all believe in A.B.L.E. - our goals, objectives and our mission statement - because you took the time to join us in celebrating this auspicious and inspiring occasion. Tonight would not have been possible without each and every one of you.

To all our volunteers from Peel Regional Police Auxiliary, Peel Regional Police and A.B.L.E. who have worked tirelessly, VOLUNTEERING their time and lending their expertise, thank you. A further thank you to A.B.L.E. past VP Andy Shah and member, Hema Shah, for your dedicated and consistent volunteering. Sincerest gratitude and thanks to my small but effective 2022 Hospitality Committee: Joy Edwards, Dennis Edwards, Perry Samuel and Haroun Al, thank you with all my heart.

A grand salute to our Platinum, Silver and Bronze Gala Sponsors. We are ever grateful for your commitment to education and cause. To A..B.L.E. President Jacqueline Edwards, the Executive Board and my fellow members: your pledge to advocacy and action over the past 30 years is a testament to the creed you mandated: celebrate Cultural Pride, promote Racial Harmony and Building Bridges.

To our 2022 Gala Host Service led by Peel Regional Police Chief Nishan Duraiappah, Constable Joy Brown - A.B.L.E. member/2022 Gala Chair, Peel Regional Police, Peel Regional Police Service Board and Peel Auxiliary Police, a special thank you for your kind generosity and support.

Silvanna Di Matteo, The Pearson Convention Center and staff, Jonathan Ludwig, our entertainers - CYDT and Quammie, PRP honour guard, guests speakers, keynote speaker, our hosts Dwight Drummond and Natasha Ramsahai, donors of door prizes, our DJ: we simply could not have done this without you, and I thank you greatly.

Kudos and thank you to the Community Awardees, our Founding Members, past Presidents and our Presidential Awardee: your absolute dedication to serve our community is a testament to 30 years of A.B.L.E.'s service to our community. Congratulations on your dedication of passing the baton.



As we reflect on 2020 and 2021 where your absence was greatly felt as we could not host our Scholarship Awards in person, I would be remiss if I did not congratulate our Virtual 2021 Scholarship Recipients as featured on our slide show. Congratulations to our 2022 Scholarship Chair Kimberly Chance and Scholarship Committee for their commitment and hard work in choosing our seven 2022 Scholarship Recipients: Annika, Roanna, Gabriel, Matthias, Jonathan, Tainu and Valedictorian Kereece. A round of applause to our generous Scholarship Sponsors. Recipients, we know that the past three years have been challenging, but you stayed the course, you weathered the storm, congratulations on all your achievements. Tonight, we are proud to showcase and reward your tenacity. We wish you well and know that you have a family at A.B.L.E., it truly takes a village.

For our part, along with the other Gala Committees and our outstanding Gala Chair Joy Brown, the Hospitality Committee has worked tirelessly to make this event one that will honour and bring wonderful lasting memories to you all. Everyone, please relax and enjoy this evening as it was catered with you in mind.

Dessie Fanfair,
Hospitality Chair

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A.B.L.E.'s Founders: The Original Seven

David Mitchell



Prior to joining the Ministry of Children, Community and Social Services in 2016, as Assistant Deputy Minister (ADM) of Youth Justice, David Mitchell was the Regional Director of Central Region Community Services in the Ministry of the Solicitor General (SOLGEN), where he was responsible for the administration and oversight of probation and parole services in the central region. He is in his 33rd year with the Ontario Public Service and has over 27 years of progressively responsible experience within the Ministry of the Solicitor General (SOLGEN) and has previously held leadership roles in a number of correctional institutions, and founded the Ontario Correctional Intelligence Unit.

Throughout his career and as a volunteer, David has demonstrated leadership while working on youth and community issues. This includes playing a leading role in bringing together community stakeholders, with member associations representing the business, legal and policing sectors, to identify opportunities to prevent young people from engaging in gun violence and providing them with community programs and job training. David is currently the co-chair of the Durham Regional Police Service Diversity Advisory Committee.

D.J. Marks



D.J. Marks has over 30 years of distinguished service in Law Enforcement and Military service in Canada and the United States. Canadian career highlights include, previously being the Ontario Provincial Use of Force Training Coordinator for the Ministry of Public Safety and Security. Since 2008 he has been the National Chief Tactical and Use of Force Training Coordinator/ Instructor for Canada's only privately accredited National Law Enforcement Training Academy.

Mr. Marks's primary area of expertise is delivering specialized tactical team lethal and less-lethal courses for Police, Corrections and Military Special Operations Units across Canada and the United States. As the only Master Chemical Munitions Instructor in Canada amongst other specialized Master Instructor certifications in tactical operator disciplines, he is frequently requested to facilitate these specialized programs to Law Enforcement Agencies and Militaries across Canada, USA and internationally.

In his own words, "One of the greatest honors and achievements in my life and career was to be a part of and involved with like-minded fellow law enforcement brothers and sisters, all leaders in their own right, and pioneers in their respective Law Enforcement Agencies in creating A.B.L.E. We had a vision of addressing and correcting systemic inequalities, changing attitudes, building bridges, and creating opportunities for visible minorities in our Law Enforcement community."

It is with great pride and appreciation to all A.B.L.E. members and especially A.B.L.E.'s executives over the years that have continued to pursue this vision and mission regardless of the consequences or challenges. God Bless to all of you.

A.B.L.E.'s Founders: The Original Seven

Retired Superintendent Wm. Chris Bullen



Retired Superintendent William (Chris) Bullen started his policing career with York Regional Police in 1988, and most recently held the rank of Superintendent at #5 District, which offers police service to the residents of both the City of Markham and the Town of Whitchurch-Stouffville.

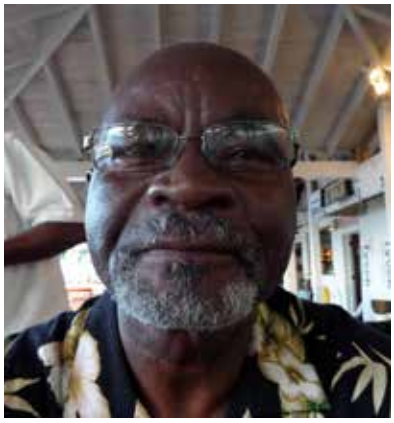
During his policing career he has been assigned to Staff Services – Corporate Development, the Community Services Bureau, the Community Oriented Response Unit, the Criminal Investigation Bureau, the Public Order Unit, the Traffic Bureau, and the Uniform Recruiting Unit.

Outside of policing, he was the former President and Vice-President of the Association of Black Law Enforcers, (A.B.L.E.), a former Board of Director of the Canadian Hearing Society, past Chair of Seneca's Program Advisory Committee for Police Foundations and Public Safety diploma programs, and a current member of Seneca's Board of Governors.

Retired Superintendent Bullen is a strong advocate for philanthropy – he and his family has donated scholarships to the Association of Black Law Enforcers, Markham African Canadian Caribbean Association, United Way York Region, United Way Toronto, Big Brother Big Sister York Region, Seneca College and the Sickle Cell Awareness Group of Ontario.

Retired Superintendent Bullen is a graduate of Carleton University, Seneca College and Guelph-Humber University, and holds a Master's Degree in Leadership from the University of Guelph.

Lynell Nolan



Lynell Nolan was born on the island of Nevis, West Indies. After high school he joined the Royal St. Christopher & Nevis Police Force where he spent seven years prior to coming to Canada. In Canada he spent 25 years as a member of the Royal Canadian Mounted Police before returning to his homeland of Nevis. He also attended George Brown College obtaining a Business Management Diploma.

During his years in Canada, Lynell was involved in many community groups including being the president of NevCan (Nevisians Residing in Canada) and was one of the founding members of A.B.L.E. serving as Vice-President and Chair of the Annual Awards Ball Committee until his retirement in 1998 to return to Nevis.

Upon his return to Nevis, Lynell was again involved in the security field working as a Security Director at a hotel on the island of Nevis, and Director of Safety and Security at Ross University School of Veterinary Medicine on St. Kitts, the Medical University of the Caribbean in St. Marteen and Ross University School of Medicine in Dominica.

Lynell went into full retirement in 2013 and presently enjoys vegetable and animal (sheep) farming. He also assists his wife with the operations of Unique Villa, an Airbnb registered villa on the island of Nevis.

A.B.L.E.'s Founders: The Original Seven

Doreen Denise Guy



A group of Black Law Enforcement Personnel formed the Association of Black Law Enforcers (A.B.L.E.) in 1992 because they believed that they were uniquely positioned to offer some solutions to the growing unease among the Black community following encounters, some deadly, with the police.

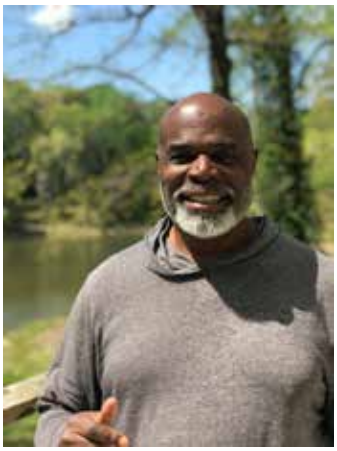
The group also acknowledged that they were experiencing numerous challenges due to systemic racism within their law enforcement organizations. Those issues included the subjective assignment of scores to advance in the promotional process as well as the arbitrary denial of permanent transfer opportunities to specialized units. The group understood that there was strength in numbers and A.B.L.E. was born.

After working in the Records Bureau at Police Headquarters for five years, Ms. Guy transitioned to the uniform ranks in 1987. She worked in several areas including General Patrol, Criminal Investigations, the Fraud Office and as a Coach Officer, training new recruits. Ms. Guy also had a transfer assignment to the Employment Equity Unit and was a member of the team that developed the Workplace Harassment Policy and Complaint Procedure for the Toronto Police Service. Despite working three shifts, she attended night school and obtained two university degrees.

Her volunteer activities included Toronto Police Cricket club which interacted with numerous community groups in Canada, the United States of America and the Caribbean. She also volunteered at the West Indian Community Support Services (Youth Mentoring), Big Sisters of Toronto as well as "Camp Jumoke" Children with Sickle Cell Anemia.

Ms. Guy took early retirement in 2003 and spends her time between Toronto and Grenada where she continues her volunteer work in Disaster Preparedness and the Sickle Cell Association of Grenada.

Jay Hope



10 years ago I retired and immediately moved to the Untied States. For the past five years we have lived in Atlanta, Georgia: the heart of the civil rights movement. Life is about family. Both my kids are happy, stable and have post graduate degrees (so I guess moving them here at 12 and 14 years old didn't hurt them too badly); they often say they owe their ability to speak publicly as having 'been made' to give acceptance speeches when they won A.B.L.E. youth scholarship awards. Policing, corrections, probation and parole work is difficult - believe you me I see it down here most every day but still, they are honorable professions. I was proud to serve for 34 years retiring first, as deputy Commissioner in the OPP and then, as deputy minister of Corrections. Today, my wife of 30 plus years, and I operate a thriving small business in a totally unrelated sphere. I owe 75 percent of our success to the lessons learned in our professional lives. As a personal vision statement I urge you to value education, family, resilience, determination, the ability to listen and to hear, having and being a mentor, morality and the ability to forgive yourself and still get up and keep on going when things get hard as your touchstone. Even though I have not stepped on Canadian soil in 7 years - I miss you - I love A.B.L.E. and marvel at your continued existence under amazing leadership. I still remember and am so glad to have received that call from ADM David Mitchell many years ago; Although I am not an artist, my heart flutters when I think of what "the group of 7" means to me and those that are reading this program tonight!

I pray for your safety and your success!

A.B.L.E.'s Founders: The Original Seven

Tony Weekes



"Association of Black Law Enforcers, 30 years keeping the Great Strong Vibes"

Good evening to the Founders of A.B.L.E., and our members, distinguished guests and all who are here today to lend support to our organization. I begin by showing respect and appreciation to the original land owners of this territory; The Anishnaabeck Huron- Wendat, Haudenosaunwee, Ojibway/Chippewa and the Mississaugas of the Credit peoples. Thank to you all for the safe keeping of this land on which we stand.

My name is G. Anthony Weekes; known as (Tony) by family, friends and co-workers. I am a Founding member of the Association of Black Law Enforcers, (A.B.L.E.).

I am a retired Probation & Parole Officer, Ministry of Community Safety and Correctional Services, Anti Guns &Gangs Unit. Prior to working with the A.G.G.U. Unit, I worked as a Correctional Officer at the Toronto East Detention Centre, Maximum Security.

During the time I worked at the T.E.D.C. I successfully competed and won job-secondments working as a Human Rights Officer 2, Investigating Human Rights violations. After which time, I worked at the Pay Equity Commission as an Investigator, examining and winning cases for equal pay for women in the workplace.

Before retiring as a Probation and Parole Officer with the M.C.S.C.S, A.G.G.U. I worked as a facilitator/trainer with the combined M.C.S.C.S., Ontario Public Service Employees Union(O.P.S.E.U.); S.A.R.O.C. Committee. The combined Systemic Anti-Racism Organizing Committee (S.A.R.O.C.) was formed to combat and remedy conditions within the Correctional work facilities.

I AM A STRONG BELIEVER IN HUMAN RIGHTS AND JUSTICE, I WISH EVERYONE WAS.

The Association of Black Enforcers (A.B.L.E.) was formed in 1992. We created history by being the first Canadian Association of Black Law Enforcers. Our mandate included educating and guiding our members to be the best in their field. We were building bridges between law enforcement agencies and the community at large. We were providing and supporting advanced educational scholarships to Black and racialized youth. We were proactively educating our community and law enforcement agencies. WE WERE DOING POSITIVE WORK, WHICH WAS NOT BEING DONE BEFORE.

With all the best ideas and educational activities. There was intense hate directed towards us. I will never forget that bright summer day (1992)after our meeting when we were discussing the feedback we were getting, when David Mitchell played the voice messages left on his phone. The messages were very threatening and hateful. They were not coming from everyday folks. The operational language and terminologies used were easy to detect. THE THREATS MADE US MORE DETERMINED AND STRONGER. Our track record is very good and will get better. We made a move that others were too afraid and timid to even think about. We are A.B.L.E., 100 YEARS FROM NOW AND CONTINUING, A.B.L.E., WILL BE HERE. PEOPLE DIE AFTER SOMETIME, BUT THE THOUGHT AND SPIRIT OF THE FIRST CANADIAN ASSOCIATION OF BLACK LAW ENFORCERS WILL LIVE ON.

Congratulations A.B.L.E. for 30 years of commitment to advocacy and action!

WRPS also congratulates A.B.L.E. 2022 scholarship recipients.



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A.B.L.E. Member Promotions 2020-2022

Congratulations to the following A.B.L.E. members on your well-deserved promotion!

Deputy Chief Jeffrey Haskins - Cobourg Police Service

Assistant Warden of Operations, Charlene Byfield - Correctional Service of Canada

Superintendent Treena MacSween - Hamilton Police Service

Senior Manager, Charlene Tardiel - Ministry of Children, Community, and Social Services

Chief Superintendent Rohan Thompson - Ontario Provincial Police
Inspector Ahmed Mohamed - Ontario Provincial Police
Staff Sergeant Charles Lorway - Ontario Provincial Police

Chief Peter Sloly - Ottawa Police Service
Superintendent Isobel Granger - Ottawa Police Service



Superintendent Dirk Niles - Peel Regional Police
Superintendent Hubert Hiltz - Peel Regional Police
Inspector Andrew Cooper - Peel Regional Police
Inspector Greg Amoroso - Peel Regional Police
Inspector Natalie Hiltz - Peel Regional Police
Inspector Joshua Colley - Peel Regional Police
Inspector Joy Edwards - Peel Regional Police

Regional Director General Yvette-Monique Gray - Public Services and Procurement Canada

Superintendent Lori Seal-Irving - Royal Canadian Mounted Police

Senior Advisor, Danielle Dowdy - Toronto Police Services Board
Superintendent Kelly Skinner - Toronto Police Service
Superintendent Stacy Clarke - Toronto Police Service
Staff Sergeant Anthony Williams - Toronto Police Service
Detective Sergeant Leslie Dunkley - Toronto Police Service
Detective Sergeant Michael Hayles - Toronto Police Service
Detective Sergeant Tiffany Castell - Toronto Police Service

Chief Special Constable Service Andrew Dixon - Toronto Transit Commission
Superintendent Special Constable Service Tennyson Ramsay - Toronto Transit Commission

Staff Sergeant Eric Boynton - Waterloo Regional Police Service

Inspector Ed Armstrong - Windsor Police Service

Inspector Kolin Alexander - York Regional Police Service

A.B.L.E. Member Retirements 2020-2022

Enjoy your retirement and all the exciting adventures ahead of you!

Sergeant Theron Mounsey - Durham Police Service
Police Constable Michael Pierre-Louis - Durham Regional Police Service

Police Constable Marcine Blake - Hamilton Police Service

Probation and Parole Manager, Caroline Campbell - Ministry of Community Safety and Correctional Services
Sergeant Kenton Chance - Ministry of Community Safety and Correctional Services
Sergeant Kim Chance - Ministry of Community Safety and Correctional Services
Probation and Parole Officer, Carmen Parsons - Ministry of Community Safety and Correctional Services
Probation and Parole Officer, Paulette Joseph - Ministry of Community Safety and Correctional Services

Superintendent Isobel Granger - Ottawa Police Service

Deputy Chief Ingrid Berkeley - Peel Regional Police

Sergeant Trevor Searles - Toronto Police Service
Sergeant Bonnie Estwick - Toronto Police Service

Superintendent Chris Bullen - York Regional Police Service





Lifetime A.B.L.E. and Founding Member: Mark Brewster Reflects on 30 Years with A.B.L.E.

Greetings, my name is Mark Brewster, a proud founding member of the Association of Black Law Enforcers (A.B.L.E.). I started my law enforcement career 32 years ago as a correctional officer for the Ontario Government at the Toronto (Don) Jail. For me, the forming of A.B.L.E. was a great opportunity to meet, network and share with other Black law enforcers. It would also give me opportunities to volunteer in my community. 30 years ago, I did not only want to be a member of A.B.L.E., I desired a greater involvement. I started by serving as a member of the Inaugural Scholarship and Awards Ball committee member. In 1993, I was the first election Returning Officer for the initial election of the executive. In 1996, I was elected to the position of A.B.L.E. Secretary, which I held until 2011. In 2000, I was honoured to receive A.B.L.E.'s Volunteer of the Year award. Also in 2000 and again in 2005, I served as a member of the National Black Police Association (NBPA) (USA) International Conference Planning committee. In 2007, I attended the NBPA International Conference in St. Louis, Missouri, as a guest speaker. In 2009, I was appointed the Chair of the A.B.L.E. Constitutional Committee. In 2010, I was honoured with a Lifetime Membership with A.B.L.E. In 2017, I served on the A.B.L.E. International Conference Planning Committee. In 2018, I was appointed to the A.B.L.E. Executive as interim Community Services Officer and Secretary, which I held until 2020. In 2021, I was appointed to the position as Chair of the ABLE Constitutional Review Committee. A position that I still hold today.

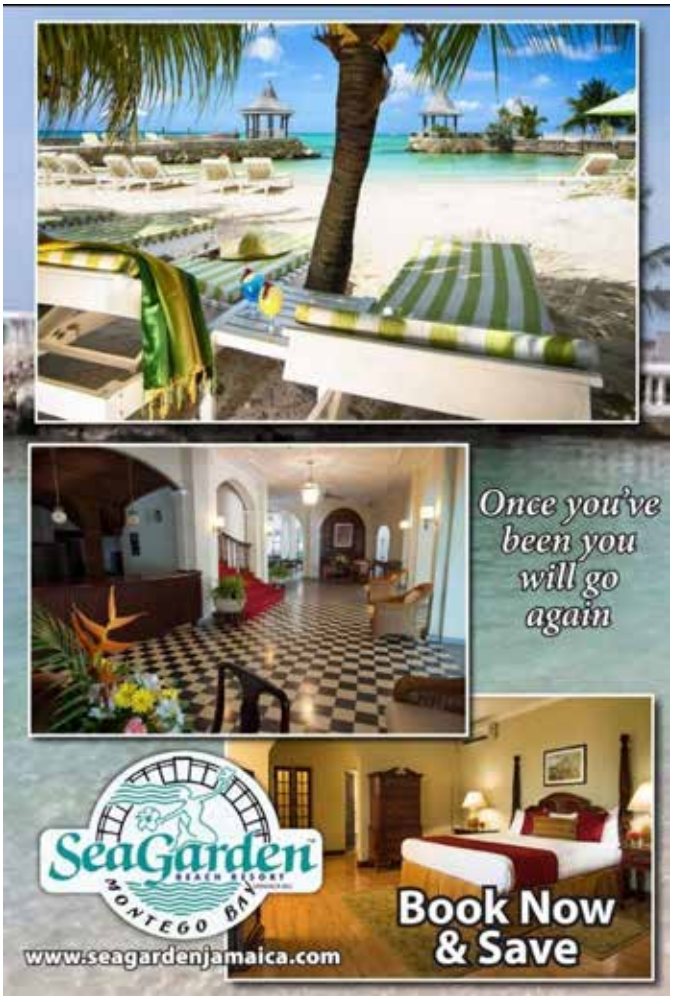


In A.B.L.E. infancy, we focused a lot on membership growth, community outreach, organizational recognition, youth engagement and the scholarship program, and membership social activities. We also worked really hard to increase the number of Racialized people seeking law enforcement as a career and for those already in, we encourage and advocated for their promotion to the higher and highest ranks in their fields. Today, A.B.L.E. can celebrate many successes as it relates to these areas of focus. A.B.L.E. continues its scholarship program, which to date has financially supported over one hundred students. A.B.L.E. advocates for members in the law enforcement field to better their working environment and remove barriers that stand in the way of their upward mobility goals.

On a personal note, I can say that A.B.L.E. is responsible for the lifelong friendships I have made locally, across the country and different parts of the world. Thank you A.B.L.E. for all you have done for me/us and what you continue to do in our community and in the law enforcement field.

Sincerely,

Mark W. Brewster



Message from the Ontario Women in Law Enforcement

Over the past year, Ontario Women in Law Enforcement (OWLE) and the Association of Black Law Enforcers have continued to strengthen our professional partnership. Despite our different mandates, our organizations share similar missions. OWLE's capacity to support and advocate for women in law enforcement across the province is strengthened when we share the table with ABLE. We are stronger together - forging a path for change, holding leaders accountable and having difficult discussions about equity and inclusion in policing.

OWLE congratulates A.B.L.E. on their 30th anniversary. We applaud A.B.L.E. members and the meaningful change that has occurred as a direct result of their advocacy and work in our communities.

I look forward to the year ahead and the change that will come about from our two organizations working together and supporting each other.

Kimberley O'Toole
President



Community Service Award

MARJORIE TAYLOR



Marjorie Taylor was born in Jamaica and immigrated to Canada in 1969. She is the mother of three adult children. She attended the Duff's Business College in Kingston Jamaica and studied Human Resources at Ryerson University in Toronto. She has worked at the Metropolitan Toronto Library, Women's College Hospital and William Osler Health System in Brampton.

She is also a devoted volunteer. In 1993 Ms. Taylor joined United Achievers' Club. This club, which was founded in 1980 by people of Black and Caribbean heritage, who sought to find an avenue to express their culture and to contribute positively to Peel's rich multicultural mosaic. Over the years the club has provided large scale Black History Month celebrations, youth programs, Celebrity Chef-Men Who Cook event, parenting workshops and Scholarship Awards to scores of young people.

United Achievers' Club provided the setting for Marjorie's call to service as an active volunteer. She was President for one term. She served as Trustee, Communications for many years. She was Chair of the Celebrity Chef – Men Who Cook event and has been an energetic all-round support for each of United Achievers Club initiatives.

Ms. Taylor is also an active member of the Kiwanis Club of Brampton and served as its President from 2013 to 2015. Ms. Taylor is an enthusiastic volunteer who has served with the Canadian Cancer Society since 1993. She also serves on the William Osler Health System's Patient and Family Advisory Council (PFAC) and the Peel Regional Police Black Advisory Committee.

Ms. Taylor's volunteerism has not gone unnoticed; in 2012 she was the recipient of The Queen Elizabeth II Diamond Jubilee medal for community volunteerism. She also received the 2015 Brampton Citizen of the Year Award, the 2019 Mayor's Black History legacy Award; also in 2019 she received the Heritage Award from Afroglobal Television Excellence Award. In 2020 was honoured with the 100 Accomplished Black Canadian (ABC) Women award.

Marjorie has been a true friend to Peel Regional Police Services and recognizes the importance of inclusivity and diversity. She has been an advocate for the community and the Police and understands how the community can advance and grow through awareness, education, youth supports and ongoing partnerships with the police Services.

Community Service Award



Malton Black Development Association (MBDA) is a community-based organization located in Malton, Mississauga. Malton is a richly diverse community with a vibrant infusion of culture, people, and talent. Unfortunately, this diversity is limited in some socio-economic factors; the community is troubled by higher levels of poverty, loneliness and social isolation.

However, like a ray of sunshine, MBDA has been actively working since 1975 to empower Black families through education, culture, and social connections. The organization came from humble beginnings when a group of residents from the Afro-Caribbean diaspora determined the urgent need to advocate for Black children and families. At the time an overwhelming number of Black children were being held back at least one grade, without any assessments of their academic capabilities. This unfair practice needed to change. This led to the creation of the MBDA which was registered as a charitable organization in 1979.

And yes! MBDA was successful at lobbying for that change. Since then, MBDA has been an agent of positive change. This is an organization led by the people of Malton for the people of Malton. Through partnerships MBDA supports families with resources to meet their varying needs. Working with agencies such as United Way of Greater Toronto, Ontario Trillium Foundation, Enterprise Holdings, Greater Toronto Airport
Authority, City of Mississauga, Peel District School Board, Dufferin Peel District Catholic School Board, and other donors we provide a wide range of programming for Youth, Seniors and the community in general.

Throughout the year there are various family activities: Youth Club, Summer Camps, a Multimedia Youth Gallery, STEM Camps, Career Guidance Workshop, Fish Fry's, Dinners, and various Community Engagement events. One of our longest standing traditions is our annual Scholarship Awards Gala which celebrates the achievements of Black students. Some of our newest programs include programs for students such as the Black Excellence in Schools and the Performing Arts and the Mentoring Through Sports and Education (Leadership programs). One family at a time we are making a difference.

Join us on the journey: "MBDA builds strong families through education, culture, and connection. Families build the World." We are also recruiting members, volunteers, and partners! To learn more and get involved, we can be reached at 905-677-0551 or visit us at www.maltonbda.org.

@thembda @maltonbda #maltonbda

Clovalyn Wilson,
President - MBDA
president@maltonbda.com
905 677 0551

Community Service Award

Abigail Hamilton



Going above and beyond, Abigail Hamilton, an active voice of change and the Founder and Executive Director of RESQ Youth International in Brampton, Ontario, has been championing the cause of youth and community empowerment, engagement and advancement for over 40 years.

Showing no sign of deceleration on her mission to break down barriers and build bridges, Ms. Hamilton's modelled strategy of civil leadership, collaboration and empathy in action disrupts the desensitized societal algorithms of disservice acceptance. Her current work as a relentless advocate for social justice and the dismantling of systemic anti-Black racism within the Peel District School Board, and the fight to deconstruct the school-to-prison pipeline, are noteworthy mentions of the power of vision in action. Her ongoing working relationships with the Peel Regional Police, Peel District School Board and other stakeholders are bringing about a notable change in breaking down barriers and building bridges.

A natural humanitarian and leader, the Jamaican-born native, came to Canada in 1972 with an open mind and resilient inner drive. She soon saw the need to foster and enable community development. Ms. Hamilton envisions a community where Black youth are comprehensively empowered to navigate and deconstruct existing social and economic barriers to maximize their full potential.

Entering into any space, Ms. Hamilton boldly introduces representation. She's played a leading role in advocacy against anti-Black racism at the ministry level, which resulted in the Ministry of Education's directives to the PDSB. She most recently facilitated a training session of over 100 attendees, comprised of principals and vice-principals within the PDSB and currently responding to numerous invites from school administrators within both school systems to help empower Black students and parents. The PDSB has also invited her to mentor Black parents in navigating the school system and advocating on behalf of their children.

She charismatically forges development for community capacity, innovation, and occupation, undergirded with the philosophy that "Everyone can succeed if given the opportunity and support." A pillar and revered role model in the Black Community, unafraid to create space for new approaches and a symbol of courage. She continues the struggle to decolonize the curriculum with the determination to pass the baton onto future advocates because, as she says, "the struggle will not be over until our community is free from discrimination in all its forms and all systems of oppression."

Breaking Barriers:
Canada's Highest Ranking Somali Police Officer, Inspector Ahmed Mohamed, Ontario Provincial Police



Inspector Ahmed Mohamed was born in Saudi Arabia to Somali parents who immigrated to Canada when he was 4 years old. He was raised in the west end of Etobicoke, in a community where gang violence and distrust of the police was prevalent.

His journey of becoming a police officer was introduced to him by his football coach who was a police officer when he was 13 years old. The positive experience he had with this authority figure is one of the many reasons he embarked into policing as a career.

Inspector Ahmed Mohamed began his career as a Cadet with the Ontario Provincial Police (OPP) in 2009. His first posting was as a front-line officer in Toronto Detachment. He has served in various areas including Asian Organized Crime Task Force (AOCTF) in OCEB, Provincial Anti-Terrorism Section in POIB, Policy Unit in Business Management Bureau, Project Support Centre, Investigation and Enforcement Bureau, Office of Professionalism, Respect, Inclusion and Leadership; and the Provincial Commanders Office as Executive Officer to IOC Command.

Inspector Mohamed is the highest ranking Somali Canadian police officer in Ontario and makes significant contributions to the communities he serves. He is a mentor and community advocate for youth in under served communities with various non-for-profit organizations.

It was instilled in him at an early age that volunteering your time to support a cause you are passionate about is something you will never regret. It will enrich your life, familiarize you with your community, and connect you to people and ideas that will positively impact your perspective. Helping your communities is an opportunity to grow as a person and to understand better how you fit into the world around you. Inspector Mohamed became a member of A.B.L.E. as he felt their goals and objectives align with supporting diverse and law enforcement communities. He encourages everyone to pay it forward to the next generation!

A.B.L.E. Member on the Move:
Inspector Jean-Ernest Celestin, Via Rail Canada Police Service



A native of Croix-des-Bouquets in Haiti. Jean-Ernest Célestin is a seasoned leader with extensive experience in police operations in emergency situations, in managing diverse teams and in organizational development. Mr. Célestin has been a police officer since April 1991 with the Service de police de la Ville de Montréal where he was a senior executive for 8 years, successively holding the titles of Inspector and Chief Inspector, before becoming the first Assistant Director of visible minority origin. This position earned him recognition in 2010 as a "Black History Month" personality. As of December 2017 he joined the VIA Rail Canada Police Service. He is a mobilizing, passionate, determined, results-oriented leader with a proven ability to build community relationships and identify corporate, community and political issues.

Inspired by those who led the way, he joined the Montréal Police Force with the goal of exploring many opportunities and the vision of making a difference and creating a positive impact on the community. He has worked in various police fields including patrol, investigations, undercover agent and within the Tactical Section. But it was as a patrol officer that he spent most of his career. He has worked on the implementation of video surveillance, the SPECTRE file on domestic violence, the "Soccer - Vision vers l'avenir" project, the Security and Integrity Division and various other corporate mandates.

An SPVM ambassador for over 26 years as an executive and member of the ceremonial group, he proudly represented the SPVM at several protocol events and abroad in Haïti as part of a peace mission to set up a community policing structure, a challenge that he successfully met. He was honored to receive the Lieutenant Governor's Medal for his community involvement, the United Nations Medal for the peace mission in Haïti and many other recognitions.

While serving as a lieutenant at local police stations 30 in 2007, he was selected to develop a video surveillance project in the streets of downtown against violent incidents on St- Laurent Boulevard, incivilities, and drug trafficking. The collaboration of all stakeholders contributed to the successful implementation of the video surveillance system, which is still in operation today and has significantly reduced incivilities and drug trafficking.

He was appointed Commander of the Police Station in the burrow of Little Burgundy, Saint-Henri, Ville-Émard and Côté-Saint Paul sectors in 2007 at a time when gang warfare, several murders and gun violence events were raging. Mr. Célestin used his creativity and persuasion to mobilize police officers in their involvement in the community by setting up a sports project with the objective of preventing crime and youth involvement in street gangs. This is how the "Soccer Vision vers l'avenir" project was created in partnership with several local organizations to ensure its success.

In 2011, he was recognized by the community organization BUMP (Burgundy Urban Mediation Project) for his commitment and humanism. He also received a commendation from the station's staff and management team for creating a culture change in order to root the local police stations in the community. He has demonstrated mobilization practices through his exemplary conduct and his qualities as a change agent. Finally, the Director of the SPVM offered him the highest distinction of recognition (Certificate of Excellence).

In December 2017, Mr. Célestin joined the VIA Rail Canada Police Service as a Senior Executive. He is a key player in the implementation of the new police service whose mission is to ensure the safety of more than 5 million passengers annually, over 3,000 employees and more than 300 infrastructures. He is a visionary and rigorous leader with extensive experience in managing major events. He developed and implemented a preventive patrol management structure for police and security officers across the country, promoting a sense of security for passengers and employees.

In September 2019, he introduced a national plan for vulnerable people near train stations. Through the development of an outreach and support approach, he has been working with community organizations, employees, local police forces and elected municipal officials to ensure that those affected are taken care of. In addition, he oversaw a training session with a content expert to help understand the phenomenon and equip stakeholders to prevent situations from escalating.

Mr. Célestin participated in the development of the "National Rail Death Protocol" to improve coordination between railways, the Coroner's Office, and Police Forces in order to reduce time response and scene management delays impacting rail traffic in Canada.

In 2014, Mr. Célestin participated as an executive in a peace mission in Haiti to help develop the Haitian National Police (HNP). While completing his Master's degree in Public Administration, he had a vision to bring the Haitian police closer to the population. He then initiated a community policing project by coordinating the establishment of a bicycle patrol. Thanks to his involvement, his passion in public safety and his influence, he succeeded in obtaining funding from the SPVM and the United Nations as well as the commitment of the HNP officials to allow the development of the project in 5 major regions of the country. The community policing unit was thus created within the HNP and at the United Nations.

Jean-Ernest was President of National Organization of Black Law Enforcement Executives (NOBLE) Montreal Chapter as he felt it was important to him to inspire youth in line with Equity, Diversity, and Inclusion (EDI) and to follow their passions to make a difference in society.

Mr. Célestin holds a Master's degree in Public Administration from the École 'Nationale d'Administration Publique' (ENAP), as well as a diploma in specialized graduate studies from ENAP and a diploma in applied police and security management from the Université de Montréal.

His experience as lecturer at College Ahuntsic allowed him to share his vision and passion for police work and to be a coach and an inspiration for the future generation.

I take this opportunity to salute the 30 years of dedication and commitment of the past and current president Jacqueline Edwards for their commitment and engagement to A.B.L.E. in making a difference with diverse communities to ensure equity and inclusion within law enforcement organizations in our society.

As a member of A.B.L.E., I am pleased that a platform exists for members to have a place to voice concerns about issues involving people from diverse minorities with the intent to be heard and ultimately have honest conversations about difficult topics.

I encourage all members to believe in their ability and to be passionate about their work.

A.B.L.E's International Reach Continues

President Edwards' Visit to the Carl Rattray Staff College

Department of Correctional Services

Jamaica

The Carl Rattray Staff College and by extension the Department of Correctional Services (Jamaica) extends gratitude to Mrs. Jacqueline Edwards, President for the Association of Black Law Enforcers (ABLE) in Canada, for paying us a visit. She cheerfully interrupted her vacation to have an enriching discussion with Ninety-three (93) new entrant correctional officers, providing them with real life experiences, motivation and encouragement. She also spent time touring the training facility and interacted with the training staff at the College. Additionally, Mrs. Edwards engaged Ms. Lygia Martin, the Director (acting) for the staff college, in meaningful conversations regarding women in leadership and the challenges sometimes faced. Mrs. Edwards' visit was informative, engaging and impactful, we look forward to her return, especially in light of the fact that officers within the DCS are interested in obtaining membership with ABLE.

Subsequent to President Edwards' visit, an invitation was extended for her to attend the passing out parade of the 81st Intake of new entrant correctional officers. All Ninety-Three (93) new officers participated in the ceremony. Mrs. Edwards was asked to participate in the function by handing out an award to the second place "All Round" recruit.

The training programme for new entrant correctional officers lasts for a duration of (twelve) 12 weeks. It encompasses physical intensity and academics in the critical areas required to function effectively within the correctional environment. At present, the staff college is going through a renewal exercise, as it pursues the vision of being the "Caribbean's Centre of Excellence in Correctional Training".

Some core areas of concentration for the training include but is not limited to:

- Providing Assistance for Rehabilitation
- Developing Skills for Life Support
- Systematic Search Techniques
- Voice Procedure
- Risk Assessment
- Suicide and Self Harm Prevention
- Inmate Management
- Developing Skills for Life Support
- Emotional Intelligence and Conflict Management
- Developing and Applying Communication Skills
- Providing Effective Security Safety in Correctional Environment
- Using and Applying Defensive Tactics
- Legal Framework, Penal and Courts
- Identifying & Responding to at Risk Behaviour
- Participating in Drills and Practices
- Sentence Planning and Management
- Using Pistols and Rifles

Congratulations ABLE on your anniversary, celebrating thirty (30) years of commendable service, locally and internationally to law enforcement professionals within the Black demographic. We look forward to exploring additional opportunities for collaboration to promote law enforcement through international lens and strengthen cooperation, as DCS demonstrates commitment to excellence through partnership.

Prepared by:

Lygia Martin
Director (Acting)
Carl Rattray Staff College
Department of Correctional Services- Jamaica
2022.8.28







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Regional Municipality of Peel Police Services Board

Barrister & Solicitor Selwyn Pieters, B.A.., LL.B., L.E.C. 1st

Addressing the Mental Health Needs of Police and other Public Safety Personnel Across Ontario

By Mark Baxter, Thomas Carrique and Rick Stubbings

First responders and public safety personnel routinely experience unique challenges and demands on the job that can severely impact their mental health and emotional wellbeing. Sometimes this impact can have fatal consequences. In 2019, the Office of the Chief Coroner of Ontario initiated an expert panel review process that examined police officer deaths by suicide. The panel released a report, Staying Visible, Staying Connected for Life, that made recommendations for suicide prevention.

In response to the report, the Ministry of the Solicitor General established four mental health collaborative tables to improve mental health and well-being of first responders and public safety personnel across Ontario. Each collaborative table is comprised of qualified volunteer representatives from boards, executive management, associations/unions, employees with lived experience, psychologists and other mental health providers with expertise in supporting public safety personnel.

The policing table consists of 22 members from both the provincial and municipal police services and associations (e.g., Ontario Association of Chiefs of Police, Indigenous Police Chiefs of Ontario, and Police Association of Ontario). The table also includes stakeholders who currently support first responders such as the Association of Black Law Enforcers. This diversity and expertise ensure the table is well-equipped to advise on strategies, initiatives, and innovations to improve mental health supports for police and other public safety personnel across the province.

The policing table as well as tables for fire, correctional services, and emergency health services are informed by the Inclusion Advisory Table (IAT). ABLE plays a significant role in both the corrections table as well as the IAT.



Over their first year, the tables established sector and cross-sector priorities for policing, fire, correctional services, and emergency health services. The tables collectively advocated for improved access to programs specifically tailored to public safety personnel, as well as greater access to trauma-informed clinicians.

The policing table is currently working across the sector to develop a best practice reference guide for the policing community. This guide will include topics to support recruitment, communication, changing the stigma, identifying injuries, family supports, and post-career supports. The lens of equity and inclusion will be applied to all aspects of the guide.

Mark Baxter, Police Association of Ontario, Thomas Carrique, Commissioner of the Ontario Provincial Police and Richard Stubbings, Assistant Deputy Minister – Public Safety Division, Ministry of Solicitor General serve as Co-Chairs of the Policing Mental Health Collaborative Table in Ontario.

2021 International Association of Chiefs of Police Top 40 Under 40: Staff Sergeant Eric Boynton, Waterloo Regional Police Service



My name is Eric Boynton and I am currently the officer in charge of the Waterloo Regional Police Service Equity Diversity and Inclusion unit out of the Office of the Chief of Police. In my 11 years as a police officer in the Waterloo Region I have undertaken various roles including frontline patrol, community-oriented response and enforcement, criminal intelligence, uniform recruitment, use of force training, and my current position in EDI.

I have an affinity towards continued education and have dedicated the last number of years towards the completion of a doctoral dissertation focused on the recruitment of diverse police officers in Ontario. In this, I hope to generate outputs that better inform how police leaders create focused recruitment strategies within their organizations to capitalize on the value added that a reflective organization can have in their community.

Prior to joining the waterloo regional police service, I was a member of the Canadian Forces and served as an Infantry Officer with the Argyll and Sutherland Highlanders of Canada – Infantry Reserve from 2007 to 2016.

I grew up in the policing family in the GTA. My mother was born in Guyana, and became a police officer in Toronto. That, along with the influence of my step-father and father who were also police officers, I decided to follow in their lead and join the law enforcement community. I wanted to be a part of raising community trust in policing and police officers, as well as help those who weren't in a position to help themselves.

I am fortunate enough to have benefitted a great deal from my time with WRPS. I have also done my best to give back to the same community through community service opportunities such as being a member of the Community Justice Initiatives board of directors where I get to be apart of an agency that pioneers upstream justice services and works in the aftermath of a variety of harms in my community to restore relationships and overall community health. I have been given many opportunities to grow professionally and personally and thank the formal and informal leaders around me for their confidence, mentorship, and trust.

Promoted in 2021, I am the first person of Black heritage to reach the rank of Staff Sergeant or higher within my organization. This honour comes with a great deal of responsibility, and I take pride in seeing my role as an opportunity to guide and help others achieve the same and raise the bar even further of what Black officers in my organization can achieve.

Also in 2021, I was humbled by being named to the International Association of Chiefs of Police Top 40 Under 40 Policing Professionals in the world. While I would not personally hold myself to that status, I view it as an accolade that can be used as a vessel to further develop and mentor others, so they can see that our leaders and communities are watching. And that all of our efforts, big or small, are noticed and can have an impact.

In my spare time, I first and foremost enjoy being a father to my 6 year old son who, fortunately or unfortunately, tries to make himself in my image daily. Knowing that I mean so much to someone has been a transition for me and helps me try and become a better man and father every day. Another passion, one that my partner and I have dedicated a fair amount of time to, is physical fitness. In 2019 I represented my country, profession, and police service at the World Police & Fire Games in China, winning 2 powerlifting silver medals. Recently, in 2022, I did the same at the CanAm Police & Fire Games in Windsor, winning 2 powerlifting gold medals.

My favorite quote is from my favorite thought leader and activist, Malcolm X, who said, "So early in my life, I had learned that if you want something, you had better make some noise". My advice or wisdom for the next generation wanting to enter the justice field is to understand that you can make a difference. It may be hard, especially when you're starting out, to imagine that you can have an impact in your community. But I promise you can. In my relatively short career, I can't count the number of times that I helped someone in their darkest hour, held hands that needed holding, guided people that desperately needed a change, and helped people who needed a friendly face to show them kindness and compassion at a particular point in their lives. But to get there won't be easy. You'll have some ups and downs. Enjoy the ups, and sit peacefully in the downs. And know that it's just like a mentor of mine said, "it's a marathon, not a sprint" so if you do decide to pursue a career in law enforcement, prepare for a marathon running what I consider to be the greatest adventure course on earth.

The role of an association of Black law enforcers is of an importance that can't be overstated. We need to ensure that we pool the excellence that Black law enforcers provide to the law enforcement community. The advocacy, leadership, and mentorship that its members provide continues to demonstrate the value added of Black law enforcement professionals. Moreover, it provides a space for thought and information transfer between generations of Black law enforcers that may not otherwise exist in smaller organizations which often lack Black representation. ABLE provides a beacon of hope that Black law enforcement professionals are respected and revered within the greater law enforcement community.

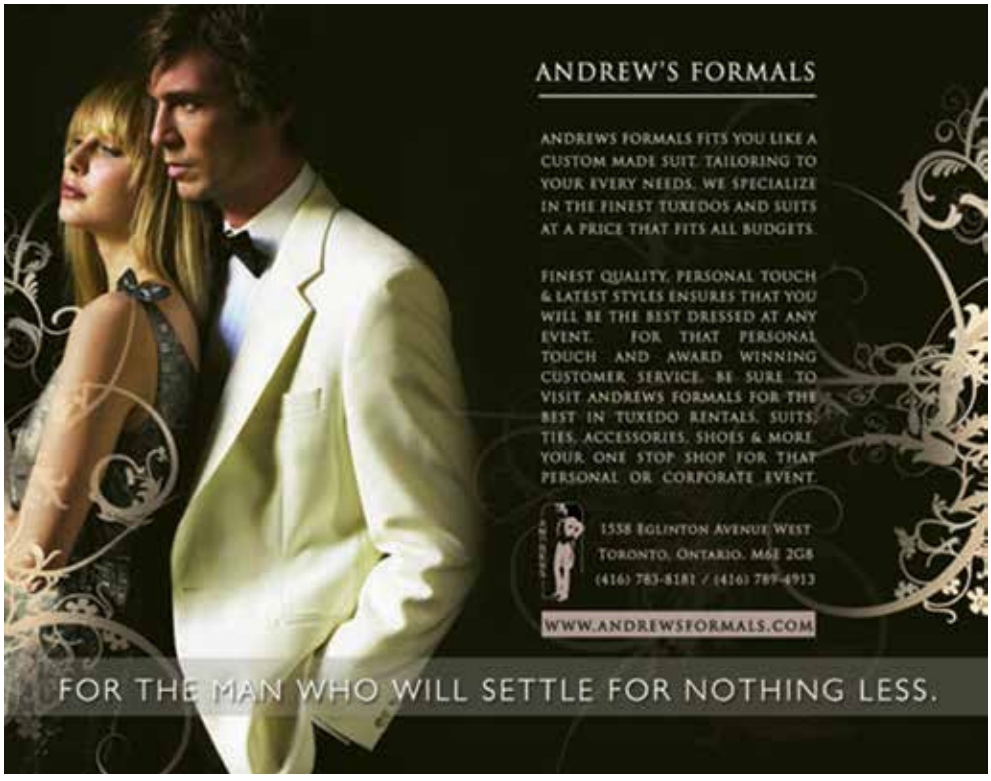
2022 International Association of Chiefs of Police Top 40 Under 40: Detective Sergeant Tiffany Castell, Toronto Police Service



Detective Sergeant Tiffany Castell is an accomplished police officer, scholar, and leader who is known for her professionalism, dedication to excellence, and people-centered leadership. Throughout her 16 years with the Toronto Police Service (TPS), Detective Sergeant Castell has served in a variety of areas including uniform frontline, community response, youth and family violence, drugs and covert operations. She currently leads a team of investigators at the TPS Homicide Squad where she is the first ever woman of colour to be a permanent member of the unit, and is one of its youngest ever detective sergeants.

Detective Sergeant Castell is an avid volunteer both within the TPS and the community more broadly, dedicating herself to advancing equity, diversity, inclusion, education and wellness initiatives. She is currently completing a doctorate in education with a research focus on leadership and gender equity, and is an adjunct professor at York University's Schulich Executive Education Centre. She is the co-author of a skills development textbook that was published in 2021 by a leading global education publisher.

She is the recipient of the International Association of Chiefs of Police 40 Under 40 Award having been recognized as one of the top rising leaders from around the globe dedicated to the law enforcement profession and the communities she serves. She is also a proud member of A.B.L.E.



Making History:
Retired Chief Peter Sloly's Bold Leadership Journey

Peter Sloly's has been an A.B.L.E. member for over two decades. In 2005 he was assigned by the A.B.L.E. executive as the lead role in planning for the successful NBPA conference held in Toronto for which he was subsequently given the A.B.L.E. "Volunteer of the Year" award. He has been the Master of Ceremonies for the annual A.B.L.E. Awards Ball as well as the keynote speaker.

Peter is a subject matter expert on security, policing and justice as well as being an inclusion, diversity, equity and anti-racism (IDEA) champion. Peter is a graduate of the FBI's "National Academy" and a graduate of the Canadian Forces College "National Strategic Security Studies" program. He has a Masters in Business Administration and a Bachelor of Arts in Sociology.

Peter is a recipient of numerous awards including the United Nations and Canadian Peacekeeping Medals, the Police Exemplary Service medal and he has been invested by the Governor General as an Officer of the Order of Merit (Police Forces). Peter has also been recognized for his broader public service Ontario "Volunteer Sector Service" Medal , the African Canadian "Achievement" Award, Harry Jerome "Professionalism" Award, the Bob Marley Day "Lifetime Achievement" award, and the Planet Africa "Diversity" Award.

Peter has worked with all three levels of government. He has over three decades of experience working with municipal government as a police officer in Toronto and Ottawa. Peter was a member of the Ontario Public Service's "Inclusion & Diversity Advisory Committee" and the Ontario Provincial Government's "Mental Health & Addictions Leadership Advisory Council". Peter has appeared before numerous federal government standing committees for topics such as physical security, cyber security, police modernization and systemic racism. He was also appointed by Public Safety Minister, MP Ralph Goodale, to be the Co-Chair of the "National Committee, Preventing Radicalization to Violence" to prevent and mitigate domestic terrorism.

Peter is currently the President of Sloly Solutions Inc. where he provides strategic advice to organizations to help them achieve differentiated outcomes that contribute to safer, more inclusive, and more just societies. Peter was recently honored by being named a Massey College Visiting Fellow, Change Agent in Residence. Visiting Fellows are prominent Canadians or international persons with relevant lived experience, academic standing and/or professional expertise. Peter delivered the keynote address on the past, present, and future state of policing in Canada. He was selected by the Massey College Principal to be a member of her Anti-Racism Advisory Council.

In 2019, Peter was sworn in as chief of the Ottawa Police Service (OPS). The OPS has a $347 million budget, 1200 police officers, 2200 total employees and provided police services to the one million residents of the nation's capital. At that time, he was the first Black police chief in OPS' history and the only Black police in Canada. Peter was given a major culture/organization change mandate by the Ottawa Police Service Board.

Over the next three years, Peter led the OPS through the most challenging period in modern policing history managing a series of unprecedented external crises such as the COVID pandemic, the Black Lives Matter/Defund Police movements arising from George Floyd's murder, and the national security events surrounding the Freedom Convoy.

Peter made major progressive changes to the OPS culture by overhauling all HR systems, expanding member wellness programs, starting an Equity Diversity & Inclusion plan, completing a Workplace Sexual Violence & Harassment project, establishing a Conduct Risk Management committee, creating a Respect Values & Inclusion Directorate, and hiring the most diverse police recruit classes in OPS history.

Peter implemented major trust building campaigns with Black, Indigenous, LGBTQ2S+, and other racialized/marginalized communities while improving public safety by re-establishing the Hate Crime Unit, creating the OPS Neighborhood Policing strategy, deploying 15% of police officers into crime prevention/community partnership roles, and aligning OPS operations to support the city's Community Safety & Wellbeing Plan.

From 2016 to 2019, Peter worked in the private sector as a Partner at Deloitte leading their national Security & Justice practice where he successfully served a variety of clients, including municipal police services, provincial justice ministries, national security agencies, Fortune 100 companies and high net worth individuals.

Peter was appointed as a Constable for the Toronto Police Service (TPS) in 1988 and over the next twenty-seven years he worked in a wide variety of operational positions at every rank including Deputy Chief of Police in Canada's largest municipal police service where he led Community Safety Command responsible for community policing, anti-violence strategies and front-line core police operations while overseeing 20 business units with 4000 police officers, 200 civilian members and an annual operating budget of $456 million.

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Peter instituted innovative operational and enterprise level strategies to improve problem solving partnerships and enhance multi-agency integrated service delivery; the TPS Mobile App, the TPS Operations Centre, the Neighborhood Policing strategy (including the FOCUS Hub pilot), the TPS Social Media Strategy, the Divisional Policing Support Unit, and the Diversity Management Unit.



Peter also implemented public safety strategies such as the TPS' "Summer Safety Plan", the most successful public safety operation in TPS history which shooting homicides by 69%, all other homicides by 51%, sexual assaults by 13%, robberies by 17%, break & enters by 28%, auto thefts by 54% and thefts by 36% over a 6-month period.

Peter acted as Incident Commander successfully managing a wide variety of major public order events: Toronto Tamil Demonstrations, Occupy Toronto and Toronto Floods. Peter established the "Incident Management/Incident Command System" as the new TPS command and control system. Peter also created the TPS' Incident Command Cadre, started the TPS' Emergency Preparedness Committee, and established the Emergency Preparedness Committee for the Ontario Association of Chiefs of Police.

Peter championed impactful IDEA initiatives such as TPS Police and Community Engagement Review (PACER) which resulted in list of 32 recommendations to address the issues of police carding/ street checks and was recognized by independent third parties/ academics as one of the best and most comprehensive police strategy to address racial profiling/carding. Peter also designed the TPS Recruiting, Hiring & Customer Relationship strategy that was used to hire over 1000 officers in the next three years (2006-2009) with 60% post-secondary education, 70% multi-lingual and 50% diversity (women, visible, minorities, indigenous, LGBTQ2S+). In 2001-2002, Peter completed two tours of duty in the United Nations Peacekeeping Mission in Kosovo (UNMIK). While in mission, Peter was promoted to the rank of Command Staff Officer within the UNMIK Civilian Police Force that included police officers from 53 contributing countries responsible for policing in Kosovo as well as for training a new Kosovar Police Force. Peter was responsible for overseeing strategic planning, and he was also appointed as the Contingent Commander for the 115 Canadian police officers in the mission. He represented UNMIK in the development of the European Union's "Police Code of Ethics", the Kosovo "National Security Transition Strategy" (to transfer security for Kosovo from the 45,000 KFOR military personnel to the UNMIK Civilian Police Force) and the "Inter-Ministerial National Drug Strategy".

Prior to his policing and private sector careers, Peter was a member of the Canadian Men's Soccer Team and played professional soccer. He was a member of the Canadian Junior Men's National Team program and participated in the 1985 World Under-19 Cup in the former Soviet Union. He was also selected to the Canadian Men's National Soccer Team where he participated in international games and tours. Peter was drafted by the Toronto Blizzard of the North American Soccer League in 1984. He later joined the North York Rockets in 1987 for the new Canadian Professional Soccer League.

Over the course of his working life, Peter has traveled to five continents and over fifty countries. Peter was born in Jamaica, immigrated to Canada and lives in Ottawa. Peter is a devoted husband and loving father of two children.

Superintendent Kelly Skinner

From a young age, Kelly Skinner knew she was going to pursue a criminal justice career. The goal became clear after meeting now retired Toronto Police Service officer and A.B.L.E. member Terry James, while in high school. Terry opened Kelly's eyes to the fact that policing was an option that would help fulfill her desire to serve and safeguard the community, as well as reinforcing the importance of representation.

Superintendent Kelly Skinner is now in her 25th year of policing with the Toronto Police Service. She is currently the South West District Commander of 11 and 12 Divisions, with a combined number of approximately 400 members operating in the busy southwest corridor of the city. Prior to this role, Kelly was the Unit Commander for both 22 and 23 Division, and a Duty Senior Officer for the Toronto Police Operations Centre.

With Uniform Policing experience in the Jane Finch community, Superintendent Skinner developed an extensive background in various forms of investigation. Moving into the Major Squads, Kelly honed strengths in; authoring and executing Part VI affidavits, search warrants, investigation of serious violent crimes, drug investigations, and the gathering of gang intelligence.

Superintendent Skinner's background in wiretap investigations led her to lecture at the Toronto Police College on various courses regarding Electronic Surveillance. She also assisted with instruction on the Criminal Intelligence Service Ontario's (CISO) Interception of Private Communications Part VI Course, and acted as a panelist in Ministry of the Attorney General (MAG) run Seminars and Forums.



In the role of Executive Officer to the Staff Superintendent of Detective Operations and later, the Deputy Chief of Specialized Operations Command, Kelly assisted with operations and performance for the Command.

A member of the PACER 2.0 committee, Kelly co-chaired the Know Your Rights sub-committee which developed the Service's first "Know Your Rights" video and campaign. Kelly is a member in good standing with the Association of Black Law Enforcers (A.B.L.E.) where she was a former Executive Board Member and an A.B.L.E. 1996 Scholarship Award Recipient. Through A.B.L.E., Kelly learned the importance of mentorship and support and how to celebrate our past, handle the challenges of today with professional excellence and prepare for the future.

Kelly is a proud mother and partner who enjoys spending time with her family, staying physically active and reading whenever the opportunity presents itself. Kelly's advice for the next generation wanting to pursue a career in law enforcement or the justice sector, is to seek out a mentor in the field that you would like to pursue. Additionally, always remember as you proceed through your career, to reach back to assist others.

Superintendent Treena MacSween

Treena MacSween grew up in Hamilton and is a proud member of the Hamilton Police Service.

She began her career with Peel Regional Police in 1998 and transferred to Hamilton Police in 2001. During her career she has worked in numerous areas including uniform patrol, criminal investigations, public order unit and the ground search and rescue team.

Treena is a dean's list graduate from the 1997 Law and Security Program at Mohawk College. She continued her education at McMaster University and obtained a diploma in Police Studies. She is now doing part-time studies through Athabasca University.

In 2017, Treena became the first person of colour, male or female, to be promoted to the rank of Inspector with Hamilton Police. In 2021, she was promoted to Superintendent and became the fourth woman in Hamilton Police Service history to reach that rank.

She is one of the highest ranked black female officers in all of Canada and is one of only four black females who hold the rank of Superintendent.

Treena is passionate about equity, diversity and inclusion and is a fierce ally of the 2SLGBTQIA community.

Treena is the mother of two teenage girls and is married to a Hamilton police officer. She prides herself on being a life-long fitness enthusiast and enjoys travelling.



Superintendent Stacy Clarke



Stacy Clarke is a Superintendent with the Toronto Police Service. Stacy's diverse policing career has included working in primary and community response units, intelligence, the community policing support unit, homicide, criminal investigative bureau, professional standards, and the Toronto Police College. Stacy also worked as the second in command at 14 Division, and was the Unit Commander of both the Community Partnerships and Engagement Unit, and 42 Division. She is known for implementing the Province's Street Check Legislation. This was one of her many accomplishments as Master Trainer and Controller of legislation 58/16 – The Collection of Identifying Information in Certain Circumstances. She continually communicates her honest belief in the advancement of policing and efforts to reinforce community trust and, simultaneously, effective policing. She is a member of the TPSB Anti-Racism Advisory Panel and is Co-Chair of the Police and Community Engagement Review (PACER) with Ms. Audrey Campbell.

Superintendent Clarke is a believer in continued education. She has received a Bachelor of Arts Degree in Criminology and has completed many leadership programs such as the FBI Leeda Trilogy, and the CACP Executive Mentorship Program. She is a 2018 Civic Action Fellow and is one of the 100 Accomplished Black Canadian Women for 2018.

Stacy gives much of her success to her strong Jamaican upbringing and remains most proud of her two children. Superintendent Clarke often speaks to the importance of being determined with direction. In 2017, she created her why statement that reads in part, "My goal is not to live forever but to create something that will".

Stacy is a proud A.B.L.E. member and congratulates the Association of Black Law Enforcers on 30 years of advocacy and action.

Superintendent Lori V. Seale-Irving



Lori joined the Royal Canadian Mounted Police in 1990 and was posted to General Duty policing duties at Burnaby Detachment in British Columbia following training. In 1996, she was transferred to Ottawa and worked in several units including the Prime Minister's Protection Detail, Chief Information Officer Sector and Marine Security.

Lori was an invited candidate to the Officer Candidate Process where she was successful and received her commission to the rank of Inspector in 2007 as the Officer-in-Charge of the newly created Marine Security Operations Centre program. Lori has held various positions as a commissioned officer such as; Executive Officer to the Commanding Officer of "A" Division, Officer- in- Charge of Information and Technical Communication Management, Divisional Intelligence Officer, Professional Ethics Office and in April 2019 was transferred as the Officer-in-Charge of the Central East Leadership Centre which is a unit within Learning and Development.

In 2020, with the assistance of many others, Lori founded the first national employee network for racialized employees of all categories. The network (Racial Diversity Employee Network) continues to work together to identify challenges, barriers, etc., of racialized employees, as well as engage and provide recommendations to senior management. Furthermore, the employee network has been working in collaboration with various policy centres in order to advance culture change in the organization.

In March 2022, Lori was promoted to the rank of Superintendent as the Director, National Leadership Programs of the RCMP.

Throughout her career, Lori has been a catalyst for positive change for women, visible minorities, and all ranks and categories of employees within the RCMP. Lori played an instrumental role in national policy changes with respect to members on maternity/parental leave being able to compete for promotion. She was also the first self-identified visible minority female member promoted to the commissioned (Officer) ranks. She has participated on numerous Employment Equity Committees over the span of her career and was selected as the visible minority co-champion for the RCMP's National Council for Diversity and Inclusion Committee and the RCMP's representative for the interdepartmental Visible Minority Champion and Chairs Committee. A recipient if the 2012 Queen's Diamond Jubilee Commemorative Medal, Lori has been an active volunteer in the community on her children's competitive hockey and soccer teams.

Lori is also a member of the Association of Black Law Enforcers (A.B.L.E) working in collaboration in building bridges between law enforcement and the community at large. In addition, RDEN collaborates with A.B.L.E. in sharing best practices with the goal of addressing systemic racism and other barriers to diversity and inclusion.

Lori has a degree from the University of Ottawa in Social Sciences (Economics) and is also a graduate of the Canadian Police College Executive Development in Policing.

Courageous & Community-Centred Leadership

Retired Superintendent Isobel Granger (2022)



Isobel Granger has advocated on behalf of issues affecting women, children and marginalized communities for most of her life. Her hard work, excellence, professionalism and service have made a profound difference in the lives of women in Canada and abroad. From her role as the first black officer to join the white-only ranks of the British South Africa Police in segregated Rhodesia (which later became Zimbabwe) and as one of the first five black female officer with the Ottawa Police Service (OPS) in 1994; Isobel's leadership experience includes, frontline patrol, criminal investigations and diversity and inclusion in: Youth Intervention and Diversion, Diversity and Race Relations, Intimate Partner Violence, and specialized investigations within the Criminal Investigations Directorate, through to her work delivering gender-based sexual violence training to UN personnel in peace operations around the world. Her lifelong commitment to empower individuals towards better lives and social change is truly extraordinary. Isobel is a catalyst for change that engages, motivates and inspires young women to consider the role they can play in strengthening the civic fabric of Canada. In 2012 she was the first Canadian sworn into the Justice Rapid Response (J.R.R.) Roster which was a joint initiative of United Nations (UN) Women and J.R.R. to qualify investigators from around the world to investigate Sexual Gender Based violence related war crimes against state leaders at the international level. In 2015, she deployed to Cambodia as Contingent Commander and was one of eight investigators from around the world investigating atrocities and war crimes perpetrated against the Cambodian population during the Khmer Rouge era.

In 2020 she led the build of the Respect, Ethics & Values (RVI) Directorate for the OPS, a strategy to addresses major systemic concerns raised by both OPS members and Ottawa community members. The RVI is a progressive and inclusive approach to policing and is a significant investment in advancing the Ottawa Police Services Board's strategic priorities related to addressing systemic racism.

As part of Canada's National Action Plan on Gender Reform she has delivered GBA+ (Gender Based Analysis Plus) training through Global Affairs Canada (GAC) Centre for Intercultural Learning (CIL) to Canadians in Canada and abroad. Isobel Has a Bachelor of Arts (BA) in Policing Studies and a Master's Degree (MA) in Leadership. She published her first book "Smashing the Glass Ceiling" in 2019, in which shares her own lived experiences to encourage perseverance even in the face of adversity. In July 2022 Isobel joined the team at the Royal Canadian Mint as Chief Security Officer.

Awards and Recognition

- The Certificate of Recognition by the Senate of Canada for participating in the Crossover Mentorship Program
- The 2002 Ontario Women in Law Enforcement (OWLE) Margaret Eve Leadership Award
- The 2008 Martin Luther King – _Dream Keepers Award
- The 2009 Black Leaders Leading Award from Profiles in Diversity Journal honoring 50 Black Leaders in North America
- The 2012 Black Women's Civic Engagement Network (BCWEN) Champion Award
- The International Toastmaster Award for Communication and Leadership (2013).
- Awarded the Order of Merit of the Police Forces by the Governor General Friday at Rideau Hall (2015)
- The Harry Jerome Award for Public Advocacy (2017)
- Certificate of Recognition and Appreciation from The Cairo Regional Center for Training on Conflict Resolution and Peacekeeping in Africa (CCCPA)
- The Certificate of Recognition from the Planet Africa Group for participating in the Crossover Mentorship Program

Assistant Warden Charlene Byfield



Charlene Byfield started her career with the Correctional Service of Canada in 2001 as a Primary Worker (CX2) at Grand Valley Institution (GVI), a multi-level security institution in Kitchener, Ontario for female offenders. In 2008, Charlene was promoted and took on an assignment as a Staff Training Officer (CX3) at the Regional Staff College in Kingston, Ontario. Following a return to Grand Valley Institution, Charlene was appointed in 2011 as a Correctional Manager (CX4). Through the love and continued desire of teaching, in 2014, Charlene's career brought her to the Prairie Region where she again dedicated herself to staff training and not only taught new recruits but this time she taught and mentored new instructors at the National Training Academy in Regina, Saskatchewan. As Kitchener, Ontario is home to Charlene, she returned to Grand Valley Institution in 2015 and continued to work as a substantive Correctional Manager however also explored the different opportunities acting as a senior manager. Over the years she has had a variety of assignments, as Assistant Warden Operations, Assistant Warden Management Services, and Deputy Warden. After a long term acting assignment as Assistant Warden Operations, she was appointed substantively in 2021 to the position. Charlene's most greatest accomplishment and recent opportunity has been acting Warden of Grand Valley Institution in an assignment this past summer.

Charlene's 21 years of experience includes being a former member, leader and instructor of the GVI's Emergency Response Team and this, in addition to her assignment opportunities has strengthened her knowledge and expertise in use of force, conflict resolution, and women's corrections. Charlene holds a Bachelor of Arts Degree in Liberal Arts and Legal Studies from the University of Waterloo, and a Diploma of Law & Security Administration from Conestoga College. As an alumni of Conestoga College, she enjoys attending speaking engagements for the Justice Studies Program.

Charlene's ability to provide guidance, mentorship, and knowledge to the recruits she has taught and the many staff she has worked with and supervised is profound.

Charlene has been part of many committees including workplace health & safety, employment equity & diversity committee, and has participated on working groups, boards of investigations and presented court testimonies as an Affiant providing expert testimony on behalf of CSC, all having shown outcomes proven to make a difference in the Service.

Her many years of volunteerism in the community includes travelling to Egypt to assist with underprivileged communities teaching First Aid and providing basic necessities such as clothes, rice, and clean drinking water, coaching basketball to youth age 12-14 with Kitchener-Waterloo Youth Basketball Association and serving as a Career Speaker and Mentor to high school students through the Business & Education Partnership of Waterloo Region.

"She is clothed with strength and dignity and she laughs without fear of the future" [Proverbs 31:25]. As Charlene's favourite scripture and life motto, this not only demonstrates the importance of Charlene's belief and faith, but this, she draws upon for guidance and with continued determination have proven to move through and beyond the many challenges she has faced being one of the very few visible minority managers within CSC. Charlene draws on strength from her faith, perseverance, ambition, love of her family, service within her community and the pride of the work she does.

As a black women working in law enforcement, Charlene has learned the importance of having a balance of strength and compassion in her leadership. With the strength and dignity that she prides herself on, Charlene's accomplishments and continued future in Corrections is promising, leading to be a future Executive.

Charlene would like to thank A.B.L.E., specifically President Jacqueline Edwards whom she met in 2001 at the start of her career and has encouraged Charlene throughout the years. Charlene also wants to send a special thank you to her supportive husband and immediate family for the many long hours, unexpected crisis and work calls they have had to endure over the years and she thanks you all for your love, understanding and unwavering support.

Chief Talent Officer Nosa Ero-Brown



Nosa Ero-Brown is the Chief Talent Officer of the Ontario Public Service. As the Chief Talent Officer, Nosa is inspiring a holistic perspective to people, culture, and talent, is championing a coaching culture, as well as modernizing practices to promote the OPS as a model employer. Nosa has over a decade experience in change and transformation across government.

As Assistant Deputy Minister at Ontario's Anti-Racism Directorate she worked with partners across the Ontario Public Service, the broader public service and in our communities to lead the government's anti-racism initiatives to identify, address and prevent systemic racism in government policy, programs, and services.

As Assistant Deputy Minister at the Ministry of Transportation, she had the mandate to maintain Ontario's record as one of the safest places to drive in the world. She also helped to drive an ambitious digital transformation agenda and oversee value creation and non-tax revenue totaling more than $1.9B annually.

At the Ministry of the Solicitor General, Nosa also helped to develop and build capacity to reform Ontario's Correctional Services, including managing several projects and initiatives to modernize supports and services for over 10,000 inmates and 6,000 employees.

Previously, Nosa was the Director of Open Government within the Treasury Board Secretariat and was integral in helping the government promote an open culture, provide access to high-value data and information to support innovation and strengthen public policy, and to use new public engagement methods to involve Ontarians in decisions on issues that impact their lives.

Nosa possesses a master's degree in political science from the University of Toronto and a bachelor's degree in economics from the University of Victoria, British Columbia. She also holds a Diversity and Inclusion Certificate from Cornell University.

Nosa Ero-Brown
Chief Talent Officer
Centre for People, Culture and Talent

Courageous & Community-Centred Leadership

DANIELLE DOWDY, BRAMPTON'S CITIZEN OF THE YEAR

In May 2022, Danielle Dowdy was recognized by the City of Brampton as its Citizen of the Year. According to the criteria, "this award recognizes local residents who build communities and show what can be achieved with passion and determination".

Danielle has over two decades of professional and community leadership experience in driving social change. She has partnered and collaborated with government agencies, community-based organizations, academics, police services, and youth groups in designing programs that address challenges faced by marginalized communities.

In Peel Region, Danielle is best known for her advocacy for students who identify as African, Black, and Afro-Caribbean. As a mother and auntie of two children, nieces and nephews within the Peel District School Board (PDSB), Danielle has been an important voice in addressing anti-Black racism within the school board. As a Parent Rep on the We Rise Together Community Advisory Council, Danielle has organized many highly-attended parent engagement events that focus on strengthening parent and student understanding of the school system, providing tools for navigation, and ways to access supports for student success. She is a member of the School Council at her children's school, and also at the high school where her nephew attends, and also lends her expertise to many committees within the Board.

Danielle is a member of the City of Brampton's Community Safety Committee, and serves as a member of the Gun and Gangs Subcommittee – an issue she's very passionate about and is always seeking ways to support affected families, victims, and perpetrators of crime and violence.

Danielle is also a member of the Jamaican Canadian Association, and proudly leads the Political Advocacy Committee. She has focused much of her work in providing spaces for discussion within Brampton's Jamaican community, and is currently leading an initiative that supports local citizens who would like to become politically active in Brampton.

Professionally, Danielle has been involved in work that has meant widespread systemic change. Notably, for nearly 10 years, she architected and managed the Youth in Policing Initiative - a joint $10M+ investment by the former Ministry of Children and Youth Services, Toronto Police Services Board, and the Toronto Police Service. She built a youth employment model that was so sound, it has been replicated across the province in over 22 police services in Ontario, including within the Peel Regional Police Service.

In 2017, she was seconded to the Government of Ontario to serve as Senior Strategic Initiatives Lead to The Honourable Justice Michael Tulloch and the Independent Police Oversight Review (2016- 2017) and the Independent Street Checks Review (2017-2018). In this role, she led the community-centred communications and public outreach strategy, which would go on to be known as "The Tulloch Model" for the meaningful, respectful and robust ways in which the Reviews were able to connect and work with affected and disenfranchised communities. She was a contributor to the final written report under both reviews, which in the case of the Independent Police Oversight Review, played a prominent role in the creation of the Community Safety and Policing Act (2019).

Currently, she serves as a Senior Advisor, Strategic Policy & Stakeholder Relations at the Toronto Police Services Board on matters related to policy analysis and development, as well as stakeholder relations. Through her work, Danielle is responsible



for deepening the Board's engagement with the communities it is accountable to.

Danielle's contributions have not gone by unnoticed and she has been awarded with several distinctions. She has been recognized as a 100 Accomplished Canadian Black Women Honouree, a Jamaican Canadian Association Women's Committee Volunteer Award recipient and a Brampton Board of Trade "Top 40 Under 40" award recipient.

Danielle is guided in all her life choices by a set of principles that include service to others, a profound respect for community and an innate belief that individual action can inspire change. She has translated her educational and professional experience into profound community service that has helped address systemic barriers. As a proud and active member of A.B.L.E., including sitting on the the 30th Anniversary Scholarship Awards Gala Planning Committee and the Constitutional Review committee, Danielle is honoured to be recognized by A.B.L.E. for her impact across communities. Danielle is excited about A.B.L.E.'s renewed leadership and vision and will continue to support the organization, as its significance within the law enforcement community cannot be overstated.

Sergeant Craig Marshall Smith, M.O.M.



Craig is in his 26th year as a member of the Royal Canadian Mounted Police. He is also a Halifax based author, former president / board chair of the Black Cultural Society for Nova Scotia.

Craig's working career includes; Halifax North Branch Library – Library Youth Worker, Director of the Community YMCA and the Metropolitan Authority as a Transit Operator, before beginning his RCMP career.

Craig has written extensively on African-Canadian achievement and he has lectured and conducted presentations on Black Canadian history, race relations and policing from a Black perspective across Canada and in the United States. In Boston and Detroit in 1999. Gainesville, Florida 2003, Ottawa, Saint John, Charlottetown and Vancouver 2012, Washington, DC and Ottawa 2015, Montreal 2017, Indianapolis, Indiana 2018 and Louisville, Kentucky 2018, Regina, Sask 2018 & 2020.

In 2009, Craig developed and rolled the African-Nova Scotian Cultural Competency one-day Workshop for employees in H Division and in 2018, Craig and a group of four other African Canadian RCMP employees, came together and transformed the one-day course into the nationally recognized, week-long African-Canadian Experience Workshop.

Craig is a published author of five books including two on the Black Experience in the RCMP; ***You Had Better Be White By Six A.M. – The African Canadian Experience in the Royal Canadian Mounted Police*** (2006) Educational edition released in (2017); ***The Ultimate African Heritage Quiz Book (2008 & 2018), The Journey Continues – An Atlantic Canadian Black Experience*** (2012) and ***HerStory – Black Women Making A Difference in Canadian Law Enforcement*** (2020). He has also appeared in a number of historical video documentaries which include: The Long Road to Justice: The Viola Desmond Story; Soul on Ice ESPN video on the Colored Hockey League of the Maritimes.

Craig has received a number of awards and in recognition of his work in the area of diversity, inclusion and race-relations including: Harry Jerome Award 2012; Queen Elizabeth II Diamond Jubilee Medal 2012, the Dr. Burnley A. Jones Nova Scotia Scotia Human Rights Award in 2014. In March 2015, Craig is the first African-Canadian RCMP member and the first African-Nova Scotian police officer to be appointed to the Police Order of Merit of Police Forces by His Excellency, The Honourable David Johnston, Governor-General of Canada. Queen Elizabeth II Platinum Jubilee Medal 2022.

Police Constable Jeff Clarke



Born in Toronto and grew up in the Islington/Finch area until the age of 10, my parents bought a 110 acre farm and moved to the country. Being the only Black person in my school was challenging at that young age, as children were mean to new comers and people who looked different than they did. After about a year at that school, I was able to use sports and music to become more accepted and appreciated, as now, they wanted me to be their teammate.

My parents only had one vehicle in which my father used to commute almost two hours to work. I was able to take the school bus, but had to be creative in finding my own way home if I wanted to participate in any after-school activities.

I left home at 18 years old and moved back to the city of Mississauga where I rented a basement apartment from a family member. I started my first job sorting nuts and bolts and picking orders.

I then went to work in the transportation industry being an air freight courier. My aspirations were to eventually drive a tractor trailer. I eventually got my licence and drove all across North America for approximately 10 years. After that, I tried my hand, for approximately two years as a tour bus and transit bus driver.

The seed of policing was planted in me when, as a young child, I was introduced to an OPP officer in elementary school. In 1999, I applied to the Toronto Police Service; however, I was unsuccessful with one of the tests and had to wait one year to re-apply.

In 2000, I applied again to Toronto Police and to Peel Police and was successful. Toronto gave me my first job offer as Cadet in Training for Police Constable.

In 2001, I graduated Police College and was assigned to 31 Division (Jane and Finch area). During that time I was introduced to and was mentored by Sgt Terry James and Sgt Ted Payne.

I spent approximately 9 years at 31 division. During that 9 years, I did approximately two years in the Primary Response Unit, 6 months in the Criminal Investigation Bureau, 3 homicide secondments followed by 2 ½ years in the area foot Patrol/Community Response Unit, 2 ½ years on divisional traffic.

In 2009 I transferred to work with Ted Payne in the Urban Organized Crime Unit at Intelligence. I spent two years there working with the best boss ever, Teddy Payne.

After two years working at Intelligence, I received information that the Marine Unit had a upcoming job call. After going for a tour at the Marine Unit, I was truly impressed and wanted to immediately show my interest. Little did I know that one the prerequisites was in order to join the Marine Unit, you had to successfully pass a fitness test which included a swimming component of 16 laps of a pool, treading water, an in-water body drag and a 9 foot duck dive!

The problem was, I did not know how to swim. I immediately started asking anyone that was willing to teach me how to swim. Over the next months, I kept asking people for any tips they could provide. Eventually someone suggested a link that I was able to look up on YouTube. Three months after, I successfully completed the swim and fitness test. The next step was to take the Marine Unit 5 week coxswains course.

Following the successful completion of the interview and course, I was selected to transfer to the Marine Unit. After joining the Marine Unit, I completed their Ice Rescue and River Rescue Courses. I was selected to become part of the Side Scan / ROV (Remote Operated Vessel) team. I then began to notice that the Marine Unit had divers! Another one of my dreams….so that would be my next task….to join the dive team! I obtained my diving certification at my own expense, then took some more courses off duty in order to become more comfortable in the water.

I then was invited to come and help out with dive team duties like holding the divers lines, suiting up divers. I was then selected to go to Seneca College to complete a 12 week Commercial Dive course. After the successful completion of that course, I became a full time member of the Toronto Police Dive Team.

After diving for about two years, I was selected to go back to Seneca College to do a Dive Supervisor course. I then became a Dive Team Supervisor. A short time later, after showing interest in the maintenance of the dive equipment, I was selected to go on Dive Tech course for my certification.

In 2016 I was selected to go on a PETA Course (Police Explosives Technician Assistant) in Peel Region. After completing that course, I went to RCMP in Ottawa to compete the PETC (Police Explosives Technician Course). I became a certified Explosives Technician while remaining assigned to the Marine Unit.

I was then selected to go into the Marine Unit Training office temporarily to help to teach Marine related courses. After about one year, I was selected to remain full-time in the Marine Unit Training Office.

In November 2021, I was temporarily assigned to The Explosives Disposal Unit and in 2022 that assignment to the Explosives Unit was permanent. I also currently remain a diver with the Marine Unit.

Imam Michael Taylor



Imam Michael Abdur Rashid Taylor is the Ontario Regional Chaplain with Correctional Service Canada and has been in the role since December 2013. He is the Regional Administrator of Chaplaincy and works to ensure the delivery of Spiritual and Religious Care by Chaplains in the institutions, to people of all faiths who are in the care and custody of Correctional Services Canada. He is active with CSC's Employment Equity and Diversity Committee and is a referral agent with the organization's Employee Assistance Program and Critical Incident Stress response.

Imam Taylor is a Past Secretary of the Canadian Council of Imams. He holds a Master of Theological Studies degree from Regis College of the University of Toronto and is a graduate of the Rotman School of Management's Leadership Development Program. He has held varied positions, including management roles with the Centre for Addiction and Mental Health and the Ontario Multifaith Council.

Among his achievements, he was appointed an Honorary Witness to the Truth and Reconciliation Commission (TRC) Canada in October 2011, and awarded the African Canadian Achievement Award for Excellence in Religion in 2016. You can find an interview with him by Matt Galloway here: African Canadian Achievement Award

He is privately developing strategies aimed at promoting holistic wellness and self care approaches with the aim of "Maximizing Human Potential". He loves to cook and is well know for his native Bajan sweetbread and turnovers.

Tactical Officer Thomas Flowers

Toronto Police Service - ETF Team # 2

I have been a police officer for over 25 years for the City of Toronto. I have worked in the Primary Response Unit (PRU), Community Response Unit (CRU) and the Criminal Investigation Bureau (CIB). I am currently assigned to the Emergency Task Force (ETF), a specialized tactical unit also known as SWAT.

I am a qualified Sniper, also trained in Hostage Rescue, Crisis Negotiations, Advanced Rappelling and Breaching. As a tactical officer I have performed the duties of Team Leader which includes assisting the Gun Team Sergeant on calls, running training and administrative duties.

One of my biggest reasons for pursing policing was to represent my community and to help those in need. To give myself the best opportunity of accomplishing my dream, I first joined the Army Cadets, then at 18, I joined the Canadian Army Reserve. While in the Reserve I served as an armored crew men and a Military Police Officer. The Army Reserve taught me how to work in a team environment, discipline, problem solving skills and the ability to overcome adversity.



A.B.L.E. and I share a common value which is creating lines of communication between law enforcement and the community that it serves. A.B.L.E. also offers Scholarships for visible minorities looking to pursue a post-secondary education.

Message to A.B.L.E. from Retired RCMP Officer, Calvin Lawrence

I would like to congratulate everyone for the work that has been done to continue the longevity of the Association of Black Law Enforcers (A.B.L.E.).

Today more than ever an organization such as A.B.L.E. is required to interact and liaise with the public and specifically Black communities to heal the rift that has been created over the years.

We must go back to the philosophy of Sir Robert Peel's principles of policing.

The most important message in his principles is that the public are the police and the police are the public.

Society has become more complex because of social media. Unfortunately this has created animosity, mistrust, and more violence.

Black police officers must make every effort to make face to face contact with the people in our communities even in the face of verbal abuse, mistrust, and adversity. Black Lives Matter is only one side of the story.

Yes, we as police officers will face negative push back from some citizens in the communities. But we must not be discouraged. If we want to change how people think then we must first know how they think. It is a hard path to follow. But it is supposed to be hard. Otherwise anyone could do it.

Some A.B.L.E. members blazed the trail, other members kept the trail open. At this stage none of us can afford to fold our arms and just sit by the trail and let it grow over.

I cannot over emphasize that every single member of A.B.L.E. has the ability, the duty, and the fore sight to engineer ideas, create programs, lecture, and to replace racist behaviour with justice. Our ideas are only limited by our imaginations.

It is not an accident that we are members of A.B.L.E. It is part of our calling.

We as Black police officers must talk to and support and mentor each other. I am sure as individual Black police officers we feel lonely and isolated. But communication with each other through an organization like



A.B.L.E. sends a great message.

We must also show our children that we are empowered to make decisions as a group. Our children love us so they will try to do what we do even better than we do. Therefore we must set an example.

Our motto must be "Minimize the conflict".

QUALITY SINCE 1922
Grace ®

Sevval Ogutcu – A.B.L.E. Co-op Student



My name is Sevval Ogutcu. I'm a senior-year Criminal Justice student at Humber Guelph University. I completed my field placement with A.B.L.E. and I am continuing to volunteer within the organization. The opportunity to work with a fantastic team over the summer to highlight racial discrimination within our society was an extraordinary experience for me.

I was born and raised in Turkey and came to Canada in late 2017 due to the adoption of the dictatorial system in Turkey. Unfortunately, this change in authority impacted the important grounds in human existence as freedom of speech. Due to the dictatorial system, I have experienced systematic discrimination in my own country and lost my human right to freedom of speech along with millions of Turkish people. Due to my experiences, I highly emphasize the action needed to remove barriers against Black and racialized people. Even in the 21st century racism and discrimination in law enforcement still exist in many countries. I believe that organizations like A.B.L.E. are extremely impactful and lead a way to solve this problem in our society. A.B.L.E. provided me with the educational component about community, building relationships and understanding how societal issues related to systemic racism and discrimination influence law enforcement officers as well as on the communities they serve. A.B.L.E. made me feel included and gave me a sense of being valued. They support students, and people with different backgrounds, and celebrate the success of Black and racialized in law enforcement. My goal is to become a police officer and I consider myself lucky for gaining this experience with A.B.L.E. and will carry it with me throughout my future endeavors. Through my field placement program, A.B.L.E. has strengthened my perspective and dreams. As a society, we are lucky to have A.B.L.E.'s support for our Black and racialized law enforcement officers and for our communities. Thank you, A.B.L.E. Executive for not only the opportunity to complete my placement with your organization but also for your "30 Years of Advocacy and Action."



Law Enforcement is Changing: Are We Where We Should Be?



I have to preface this article with a huge caveat that as a former Executive Director of the Police Association of Ontario (PAO), academic studying how police and the media in Canada and as the current Co-Chair of the Serving with Pride Committee (SWP), my own opinion has been and continues to be shaped from multiple angles when it comes to progress in relation to EDI and anti-racism within law enforcement.

Former WRPS Police Chief and current RCMP Deputy Commissioner Bryan Larkin recently said in a CBC interview that police culture is changing for the better, but it takes time. He is correct and there are many milestones to indicate the policing culture has changed since the Toronto Bathhouse Raids in the early 80's with the emergence of Internal Support Networks (ISN's) for police services personnel representing many marginalized communities, the recent election of PRPS Chief Nishan Duraiappah as President of the Ontario Association of Chiefs of Police (OACP) with a commitment to address EDI and anti-racism within the province's services and active recruitment efforts to hire from underrepresented communities.

While there is movement at the senior level, there appears to be a disconnect between the strategy and the operationalization of these changes. As a Co-Chair of SWP, I continue to hear from many 2SLGBTQ+ law enforcement personnel that they are still subjected to derogatory comments and actions within the front-line that still causes stress, demotivation, and social isolation. While the vast, vast majority of those I worked with on the association side were supportive of an out, gay male as the PAO Executive Director, I still occasionally heard a slur that set me off. That should never happen – one slur is one too many.

Law enforcement is going to have a huge recruitment challenge over the coming decades as they are going to have to hire from a very different pool of candidates than ten, twenty or thirty years ago. The population has changed significantly and if law enforcement wants to hire from these communities, they will need to increase efforts to make the profession an attractive one for everyone.

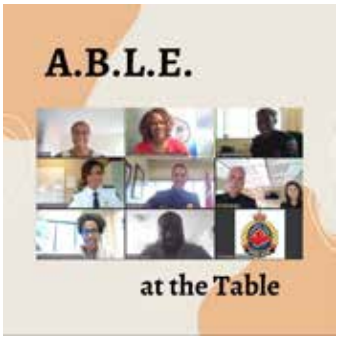
As A.B.L.E. and Serving with Pride get ready to host their respective first in-person galas for law enforcement in several years, there is a feeling that much has changed over the past decade but that we still need to do a lot more. Many are very hopeful this can be achieved.

By Stephen Reid

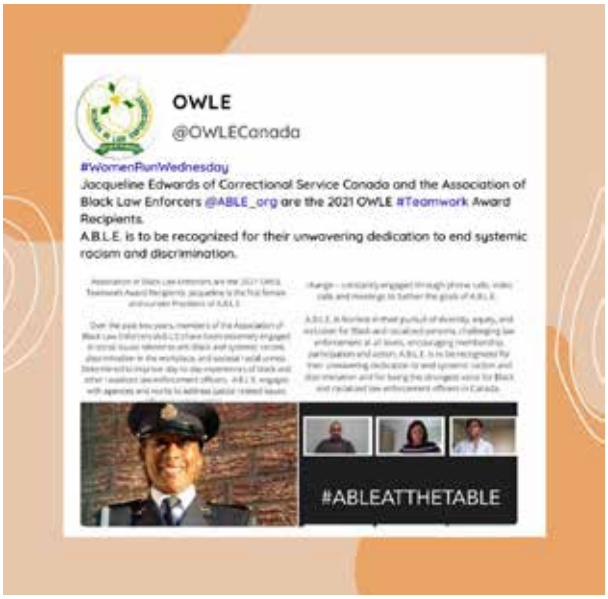
A.B.L.E. at the Table: Stakeholder and Partner Engagements























Memorial Run 2019





The National Peace Officer Memorial Run (NPOMR) was established in 2005 by members of the Peel Regional Police running team. The purpose was to raise awareness of the annual Police and Peace Officers Memorial Service held in our capital on Parliament Hill in Ottawa.

In September 2009, the first Association of Black Law Enforcers (A.B.L.E.) running team took part in this worthwhile cause. The A.B.L.E. running team was established by Superintendent Paul Boakye-Cofie, on officer with Canada Border Services Agency (CBSA). The ABLE team is now being spearheaded by Clint Noel, a Sergeant with the Ministry of the Solicitor General of Ontario.

The kickoff of the run was on Thursday, September 22nd, 2022, from the Ontario Police Memorial, in the City of Toronto. Over the next three days hundreds of police officers and peace officers will have pounded the pavement running throughout many beautiful communities in Ontario. While on their way hundreds of kilometers will have been covered and many pairs of running shoes will have been used before arriving in Ottawa on Saturday, September 24th, 2022. The run from Toronto to Ottawa, over the three days, is 460km.

The run also pays tribute to those officers who had heroically fallen in the line of duty serving their Community and Country. The run lets the families of the fallen officers know that they maybe gone, but not forgotten.

The A.B.L.E. running team is always looking for new members to join the team, and no, you don't need to be an amazing runner to participate.

By, Rohan Morgan



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