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President's Message



I hope my message finds you and your family and friends well.

My thanks go out to Teresa, our Newsletter Editor-at-Large for contributing and collecting all the articles for this newsletter and all the members who contributed articles. Without you, we would not have a newsletter.

Being an optimist, I hoped that by the time I had to write this message, Canada would have been in a better place in relation to the number of COVID-19 cases. That being said, “What did the optimist say when he was pushed off a 3-storey building?” – “so far so goo...”.

From an IPA perspective, 2020 has been a dismal year. All international events were cancelled, IPA Houses worldwide were closed, IPA International programs e.g. International Youth Gathering was cancelled, national and regional events that were planned were cancelled and planning for future events is in a state of stasis.

Recently, some IPA Sections have started advertising for events in 2021 and while I am hopeful that these events will take place, I remain guarded because of the pandemic.

On September 12th of this year, Region 6 reached its 5th anniversary since being reconstituted. We had hoped to organize a special event to celebrate the milestone but our plans had to be put on hold; but not forgotten.

For our newer members, between 1972 – 1981 there was an IPA Canada Region 6 – Ottawa/Carleton but due to happenstance, it ceased to exist and all Region 6 members were transferred to Region 2 (Toronto).

Throughout the pandemic, the Region 6 Executive Committee continued to meet monthly using the Zoom Video platform. As with many organizations, decisions regarding expenses, purchases, planned activities, etc. are voted on by EC members.

Despite the pandemic, six new members joined our ranks since the last newsletter was released in the Spring, bringing our 2020 total to 12 new members so far. Taking into consideration the loss of members who did not renew for 2020 or transferred to other regions, we remain relatively constant at 114 members.

For those of you who met the Mongolian military student (last issue) that was staying with my wife and me while he was on course in Ottawa (Jan-May), he finally managed to return to Mongolia in mid-August. Upon landing in Ulaanbaatar, everyone on his flight was herded onto busses and taken to various hotels around the city where they spent the next three weeks in quarantine. Unlike what happens in Canada, everyone on the flight had to remain in their rooms the whole time and the hotel was cordoned off and access into the hotel was controlled by police. Once he and the other were released from hotel quarantine, each was told that they had to spend another two weeks in quarantine inside their residences. A different COVID perspective from the other side of the world.

On a closing note, here's hoping that life will start to return to normal early in 2021 and that we will be able to say goodbye to COVID-19 and the misery it has caused.



MARK YOUR CALENDARS

REGION 6 VIRTUAL ANNUAL GENERAL MEETING

1300 HRS, 22 NOVEMBER 2020



A Peek Behind The Stable Doors



My name is Cst. Leslie Goode and I'm a member of the Royal Canadian Mounted Police (RCMP). I'm currently posted to the Musical Ride and Heritage Branch.

I've been asked to answer a couple of questions about how I joined the Ride, our daily routine, some of my favourite moments while being on the Musical Ride and of course what is the horses favourite treat. So I'll answer that one first, CARROTS and APPLES!

Since I joined the RCMP in 2007, I've always wanted to be a part of the Musical Ride. When I had 2 years' service I had the Musical Ride on my career plan in hopes to attend the Basic Equitation Course. However, I didn't get a chance to attend until 2014. I was on my second detachment in Nova Scotia when I was given a phone interview with the Supt. of the Musical Ride. In January of 2014 I attended the 5-week Basic Equitation Course and like most of the other members there, did not have any prior riding experience.

The daily routine during the Basic Course does not differ very much from the Musical Ride routine. The main difference is you're learning everything from scratch. On the Musical Ride you are only learning the show from scratch. On day one of the Basic Course you are riding a horse to see what your abilities are. During the very steep course you are taught how to groom, tack up hour horse and of

course ride. Most people think that riding is all you do, but there is a lot more to riding than just riding. First thing in the mornings the stalls need to be mucked out and clean. Floors and horses need to be swept and brushed off. Then when all that is done you groom your horse that you will be riding. After the horse is tacked up, then it is time to ride. Once you are done you're riding session it's time to take the tack off the horse, clean it and the groom your horse. This is perfect time to bond with them. I'm

guessing you think that is our entire day, but you are wrong. We do it all over again in the afternoon. Each day an average of 3 hrs a day is done riding.

My first tour was in 2015, when we travelled to the East Coast and Saskatchewan. I was paired with a mare named Pichou. It was such a great experience being able to travel back to NS where I started my career. Not every member who tries out for the Musical Ride will actually make it. I worked very hard and am very

proud to be a member of the Musical Ride. In 2015 I showed for a lot of friends and my NS family. There is one day that I remember quite well and that was the Commissioners Inspection. My parents came for it, and as you could imagine they were very proud. I did the show and as we were exiting the lower menège, I looked at my parents and had a tear in my eye. What I worked so hard for had finally come true and I was an official member of the iconic RCMP Musical Ride.



In 2016, I was paired with a gelding named Sheriff. We were what you called a swing horse and rider. Sheriff and I were put in different positions in the show, as fill ins. This was one of the harder positions of the Ride because you had to know the whole show from every spot. Not only were you a main hub for certain moves, your horse also had to trust you. 2016 was a very different year as well. The Musical Ride was heading to England for Her Majesty's 90th Birthday Celebration. Our tour started earlier the normal and we were learning 2 different shows. We started out learning the show for the year, and then learned a 5 minute birthday spectacular. It was in England where I was taken on a lap with one of the horses I was riding. She didn't want to stop after the charge and tried to leave the school by herself. After a couple of laps by ourselves, I was able to get her under control and rejoin the group. This was by far the most embarrassing moment for me. But when I look back at it, it could have been a lot worse. Plus, I have a very nice photo as a memory of my lap with Windsor Castle in the background. After returning from England, the Ride completed the tour year visiting Southern Ontario and Manitoba. While in 2015 I had my parents at my first ever show, this year was very different. I had my whole family and lots of friends at one particular show. A hometown show in Peterborough, Ontario. My niece was the VIP and took the salute at the beginning of the show. How awesome is that!

My third year on the Ride was in 2017. This was the across Canada tour to celebrate Canada 150. I was paired with a mare named Danica. I was placed in a swing position again, but things were a little different. Danica had never been a swing horse. She is a smaller horse, but has lots of personality. So as you could imagine, I needed to have a strong bond with her and she needed to trust me. During this tour the Ride visited every province and 1 territory. When we were in Whitehorse, the Ride made a trip to Skagway, Alaska. Such an amazing experience to show there. We showed in a baseball diamond, and there were lots of spectators.

After the show we did our meet and greet. A deaf couple had watched the show and while I was talking with the rest of the public they asked some questions. I know a little sign language and was able to talk with them. One of the most positive experiences for me.

Each year the Musical Ride travels to 2 different provinces. So let's recap. 2015 – East Coast & Saskatchewan. 2016 – Southern Ontario & Manitoba. 2017 was different because of Canada 150. So what provinces are left? 2018 – Northern Ontario & British Columbia. 2019 – Alberta & Quebec. The scheduled provinces for tour are also listed on the RCMP Website. The Ride travels between May and October.

A question I have been asked is what is the audiences favourite part of the show. Well, that's a hard one to answer. I try to ask people after the show what part they loved the most. I always get so many answers. Of course, most kids love the charge and recall it because that's when the horses go fast. Some people just love the entire thing. If it was a question that was asked to me. What was my favourite part of the show? I honestly would have to say all of it. How could you not love the entire show? When you watch the precision and closeness of the horses, you know there is a lot of time and practice that goes into it. Then of course there is the iconic Dome that was once on the Canadian 50 dollar bill. And how could you not love the ending with the horses and riders performing the Charge.

The old cliché of if you fall off of a horse, you get back up on the horse. This is very true and I have experienced it a few times. I fell a couple times during my Basic and even in my Intermediate. Of course I always got back up and found that it helps to continue. If you fall off a bicycle, do you get back on it? Of course! How else can you learn and better yourself.

The last fall I had however was not a good one. I landed on a fence and now have a small herniated disc and compressed disc. This caused me to stop riding. But as with every story, there is always a silver lining.

I returned to work and for one summer helped with the tours of the stables. The next year was even better because I was able to stay with the Ride and travel. I was the Music person for each show. This meant I played the music and queued the MC. Being around the horses while healing has been very therapeutic. I am back to riding a couple times a week now.

Now there might be some aspiring people who want to join the Ride and that is amazing. So I'll finish with my words of advice. DO IT! You will get pushed out of your comfort zone, but that isn't always a bad thing. If around 90% of the Ride did not have riding experience before joining, then what each member learns while at the stables is remarkable.



The learning curve is steep, yes, but it is such a rewarding posting. If you can give 150% of your abilities and show you are willing to learn, then you will do great. If I can do it, you definitely can!

Note: Unfortunately with the provincial restrictions on public gatherings, the RCMP had to cancel the 2020 Musical Ride tour season.



Leslie is a member of Region 6 and currently serves as Regional Treasurer.

In addition to her interesting career, I believe we can all take something away from here article . . .

If you fall off the horse, you got to get back on the horse.

Life Goes On Despite The Pandemic

Prepared by
Teresa Holmes

As part of our new 'Life Goes On Despite the Pandemic' series, we will learn how some members are coping by discovering new hobbies or spending time on old hobbies.

As this series is pandemic related, we sincerely hope this will be the last time you will see it.

Merry Bees

This feature introduces Region 6 member, Mary Blois, a veteran who completed 31 years and 11 months as a Military Police member. Mary was posted from coast to coast and served overseas in Haiti (2 times); Golan Heights; Israel; Honduras; Venezuela and as a Logistical Support Group member to the Canadian Naval Task Force where she traveled to 13 countries throughout the Middle East; Asia; Africa and Europe.



Always open to new ideas and challenges, along with unprecedented free time, Mary was following “Women Warrior’s Healing Garden on Facebook when she signed up for a local Bee Keeping Course, sponsored by the group. The course ran once a week. Joined by four other female veterans, and a staff member from the support group Mary suited up with bee suit and gloves and headed to the Apiary (location where beehives are kept).

Mary was quite apprehensive at the beginning as she has never been stung by anything in her life and was in awe and overwhelmed at the sheer number of bees in the first hive. A healthy hive can hold up to 40,000 to 60,000 bees. If they are happy they leave you alone, so Mary strived to be on her best behaviour. A huge takeaway was learning to trust your suit and not to startle the bees by screaming or darting around if they decide to check you out.



The course continued throughout the summer, even during the multitude of heatwaves. The bee suit is fully enclosed and one can heat up and become dehydrated exceptionally quickly. Mary attributed her previous military tours of working in hot, desert climates to keeping her healthy. She knew to take several breaks, find shade and keep hydrated, and thoroughly enjoyed her experience.

She quickly became very skilled and fascinated with beekeeping, learning and researching the numerous steps of maintaining a beehive. Being Mary, a vivacious and kind soul, she instantly became friends with the bee instructor and never hesitated to assist her outside of the course.

Mary fell in love with beekeeping as she finds it benefits her mental stimulation. Women Warrior's Healing Garden has two beehives in the South end of Ottawa and runs the course aimed at those suffering from traumatic brain injuries or PTSD. Mary finds while working with bees, you must completely focus on them and finds their noise fascinating and stimulating.

Over the course of the summer, Mary lost a dear friend, whom she was unable to be with due to the Atlantic Provincial COVID - 19 bubble. As she dealt with her feelings of grief and helplessness/frustration of not being able to travel to be with her friend Mary gravitated towards the bees and spent her days tending to them. The work and environment kept her mind off of her sorrows and greatly assisted



Mary has become very proficient in her bee knowledge, being able to identify 4 types of bees in a hive; the difference between honeycomb and bee-bread; and different types of beehive frames. Mary's favourite bee fact is; bees do not defecate in their hives...even during winter hibernation when they will hold their waste in and once the temperature heats up to approx. -5C they will fly out, empty their bowels and quickly return to the hive. Bees are exceptionally clean which is why their honey is so pure.

Summer bees only live for 42 days. One bee in its lifetime only makes ½ teaspoon of honey. Honey sells for \$18.00 a kg or \$10.00 for 500 grams, which means it takes a lot of busy bees to make \$18.00.

Beekeeping demands a lot of time, Mary went every day, including the 31 days of Ottawa's 30+ C. She had to check to ensure there was no swarm; the queen bee was still alive; the hive was thriving; honey was being produced and there were no parasite invasions.



Beekeeping is a yearlong commitment beginning in the fall when you treat the hives for mites. Mites will eat the fat off of bees resulting in them freezing to death during winter. You must ensure the bees have enough food, they need to be fed a honey substitute made with sugar and water to get them through our Ontario winters. In November, the hives must be wrapped in beehive insulation which keeps them warm. During the winter months, one is busy preparing new beehives and maintenance of applicable equipment. Then it's back to the spring and summer routine with daily checks.



Mary enjoys beekeeping so much she obtained two hives of her own and two queen bees rightly named Victoria and Ebony. A unique and recent study revealed bees can recognize faces as well as colours. They like a bright coloured beehive, so Mary has picked pink and bright purple paint for her hives to keep her bees happy.

She finds beekeeping physically demanding and time-consuming. It can also be quite costly; however, she finds it amazing and a very interesting hobby.

It gets her out in the fresh air on a daily basis and she has made some new friends. She can spout bee facts for days and is learning how to make soap and hand lotion out of beeswax.

Her new hobby and hives are dubbed Merry Bees. She has had great success selling honey this summer from her friend's Apiary and can't wait until next spring to work with her own hives and produce her honey.

SURVEILLANCE 101

Teresa tried to hide out in a crowd of people wearing her new IPA Hoodie



Sorry Teresa, your experiment didn't work!



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Honour, Courage and Service; Healing the Wounds of the Heroes

By Brad Hampson, M.O.M., Ret'd Staff Sergeant, Director - Ottawa Police Veterans Association



Photo courtesy of the Ottawa Police Service Imaging Services Unit

“In the policing population, Moral Injury, like Post Traumatic Stress Disorder needs to be recognized as a workplace injury related to exposure to both traumatic content, and a threat not only to one’s personal safety, but also, to one’s integrity” (Skof, President Ottawa Police Association, 2020).

Within the past decade, the Ottawa Police Association (OPA), working closely with the Ottawa Police Service (OPS), the Ottawa Police Veterans Association (OPVA), and the Senior Officers Association (SOA) has made significant progress in the area of Member Wellness.

Perhaps the most difficult and the ever present challenge throughout this effort was determining our priorities, identifying best available practices and understanding how to measure impact of our efforts on member health and quality of life.

Over the years we learned that navigating the field of health is nearly an impossible task, even more so when it comes to the health of people in service, be it military, police, fire or emergency medical responders.

Many approached us to offer support, most with good intentions, some walking away when our paramedical coverage proved to be insufficient. Some programs presented very well as a concept, however, we wondered about their meaningful sustained positive impact, in light of very few health programs being actually effectively measured.

The following is a brief tribute to these efforts, how we got where we are and how we know that we are on the right path.

History

In 2010, with OPS members serving on international peace operations missions abroad, it was noted supports were lacking for these deployed members. With the help of the Canadian Armed Forces (CAF), a grass roots initiative within the OPS sought out and received assistance from CAF experts in providing professional peer support for overseas deployed members, and on return to duty in Ottawa. Serving member peer supporters volunteering their time, most of whom had previous international mission experience, received CAF training in order to professionally engage in providing the support required.

In October of 2012, the Ontario Ombudsman’s Report “In the Line of Duty” was released; among other areas of focus, it reported on the situation related to suicides of Ontario Provincial Police (OPP) members, and the belief that those have resulted from work related OSI. The Report also included recommendations to the OPP and all municipal police services in Ontario, with a view to improving overall wellness in the workplace.



(2014 OPS poster)

Some of the close to 100 OPS members who have served in international peace operations throughout the world since the 1990's. The grass roots creation of the Resiliency and Performance Group started with an attempt to support this.

Subsequently, in the early 2013, the previously mentioned OPS grass roots initiative of volunteer peer supporters, known as the “Resiliency and Performance Group” (RPG), was taken under the wings, so to speak, by the OPA and the OPS. Since then, and attesting to the dedication of the group, only two monthly meetings in eight years, have been cancelled. This commitment, determination and persistence, to find the right path for all our members, to assist them in recovery, and to sustain health, is an extension of our long held belief that no one will be abandoned and left behind.

From the beginning, RPG announced that all efforts would aim to deliver support and resources to OPA and OPS members, regardless of their position within the agency, be it front line or executive, sworn or civilian, active or retired. This announcement may have looked like a tremendous hardship, that had potential to slow us right down to a crawl, as, for example, resources available to active and retired members, cannot be compared. However, in the end, it brought us closer together, with the cohesion building in the long, arduous process, and all mattered as being worthy of investment.

One of the top priorities identified through the review of the Ombudsman’s Report, was the necessity to partner with experts in the field, to seek their guidance, to structure our approach in a way that was evidence based, and to invest in these partnerships on an ongoing basis.

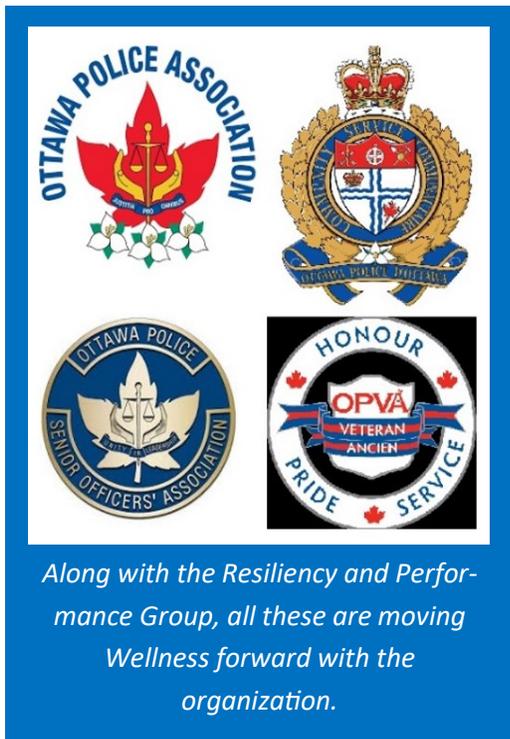
The second priority was to take a close look at those who had invested in wellness before us, and to determine best practices amongst those who already moved the pendulum of health in the right direction.

The Issue

Annually, police organizations across the country invest significant resources into addressing issues such as sick leave, short- and long-term disability, public complaints and charges against members. OPS was no different and the related expenses were associated with the cost of policing, above and beyond the cost of selection, education and training of the members. The steady increase in at least a portion of these expenses, many of which related to mental health, as shown in internal disability claims, needed to be managed, to both more effectively utilize our available resources, as well as to assist with member recovery. Huge financial resources being expended on these issues alerted us to the fact that examining what supports need to be put in place to improve the health and performance of our members is a timely investment.

Prior to 2015, there was no formalized and coordinated process through which critical and cumulative exposure of members to Operational Stress could be addressed within the OPS. There were ad hoc supports available, but no coordinated management approach of these issues was taking place, which resulted in members suffering in silence, sometimes resulting in tragic results. Much of this was due simply to the traditional “suck it up – it’s part of the job” mentality, and general lack of awareness of post-incident and resilience-building supports. Once researched, it was also noted that police retirees were suffering in the same way, and often to a magnified degree.

It was noted that OPS supervisors, and OPA/OPVA were key in establishing a coordinated approach to ensuring no one fell through the cracks in the future.



Notably, the Ontario Government at this time began to consider legislative changes in the Workplace Safety and Insurance Act that would make claims of diagnosed PTSD to be considered a presumptive injury in first responders, meaning a presumed occupational disease that occurs due to the nature of the worker’s employment as an emergency response worker, unless the contrary is shown. This legislation was eventually enacted and is in force today within Ontario.

The OPA and OPS realized early on in the research that a systemic approach was needed to identify, assess and address organizational, operational and individual factors associated with policing, which were having a negative impact on police personnel wellness, and which were leading to their development of OSI.



Photo courtesy of the Ottawa Police Service Imaging Services Unit

Partnerships and Priorities

An academic partnership with Dr. Dianne Groll with Queen’s University, Department of Psychiatry and Psychology was established to obtain baseline data for the OPS in 2014. A survey was sent out to the membership, both active and retired, to assist in determining the most effective and meaningful ways of providing support and resources. A number of validated screening tools were used to provide us with relevant information in terms of OSI related stressors, exposure to traumatic content and sleep and recovery. The survey was the first step in tracking and measuring the effectiveness of post-incident and resiliency building initiatives within the Service.



L-R: Dr. Lois James, OPA Pres. Matt Skof, ROH Dr. Alan Douglass, OPA Wellness Deligate Eva Savage, Dr. Dianne Groll of Queens University

In addition, highly beneficial guidance was received during discussions with OSI experts and survivors such as Lieutenant Colonel (Ret’d) Stephane Grenier, Dr. John Violanti, Dr. Tery Coleman, Sgt. Ross MacDonald, Dr. Alan Douglass, Dr. Lois James, Dr. Bryan Vila and Dr Mindy Keenan, Laura Williams MSW, Carlos Echevarria Zaya MSW. They espoused the need for creating a supportive and health-promoting environment, for both members and their families in a professional policing organization.

The approach eventually taken focused on supplying adequate member supports, delivered in a timely fashion and effectively. This served as a basis for lessening the negative impact of exposure to police work related stressors, and for building member resilience. It was subsequently noted that resources

recovered in the long term will lower sick leave, disability claims, and member work performance improvement to further serve the community and the organization's membership.

In 2015, the OPS invested significant resources implementing a Resiliency Building Program and Post Critical Incident Support / Peer Support Model, with several paid positions managing the program, with trained OPS members assigned as well in a volunteer capacity. This was a significant milestone for the entire organization, because it provided for the most consistent reliable and appropriate approach to addressing issues of Operational Stress Injury within the Ottawa Police Service; The investment in the paid positions over time will be recovered through tangible benefits of the program, including the measurable decrease in sick leave, disability claims, public complaints, and self-reported improvement in quality of life of the members and increased sense of support by the Service.

The OPS/OPA have also successfully established collaborative working relationships with other Police Services; namely: Peel Regional Police, Ontario Provincial Police, Edmonton Police Service, York Regional Police and Montreal Police. The purpose of these collaborative relationships has been to share information and resources, such as training curriculums and standard operational procedures surrounding wellness initiatives and programming.

These relationships have proven invaluable to our efforts to identify, evaluate and meet the needs of our members in the context of their exposure to Operational Stress in police work.

From these agencies, consistent and common messages in delivering wellness programming included:

- the importance of efforts to reduce the stigma of mental illness in police work;
- the importance of the perception that member well-being is considered a priority;
- the importance of peer support based initiatives;
- the importance of the endorsement of mental health by the leadership;
- the importance of investment into preventative health promotion measures, and

- the inclusion of member families and the retired members in these efforts.

Through all these police services, and the OPS, the mindset shift with regard to mental health promotion was seen to be consistently very positive on the individual members, who believed the new programming was credible.

One of the most surprising results that came back from the 2015 survey, was that 100% of those who responded (1,253 members) advised us of insufficient recovery in terms of quality and quantity of sleep. Fatigue was also ranked as number one OSI stressor.

Months of consultations with experts in the field, in particular, with Dr. Douglass, sleep expert (Royal Ottawa Hospital), Dr. Groll, public health and OSI expert (Queens University) and Dr. James, sleep and performance expert (Washington State University) lead to the creation of the Fatigue Management Strategy, currently in its second year of implementation.

Depending on the environment, unmanaged fatigue presents different levels of risk and subsequent costs to any given workplace. The policing environment involves numerous situations where the inability to assess and execute the safest and most appropriate response to a potential crisis may lead to severe consequences.

Fatigue is directly associated with the decline in officer/member capacity to adequately perform their duties; subsequently, it negatively impacts member and public safety.

One common factor connecting all policing institutions regardless of their size, demographic composition, style of leadership, hiring processes, or standing within their respective communities, is their struggle to manage member fatigue. Creating a balanced and inclusive approach to facilitating member recovery will expedite the Ottawa Police Service's efforts to serve and to protect while dispelling the myth that such can only be accomplished at the cost of personal health and well-being.

Sleep is a primary need, and as such, is not negotiable. Sleep cannot be willed away; attempts to do so, will impact one's ability to function which will present internally in the decline of one's health, and externally as changes to their behavior. This, though a known fact, does not translate into the daily routines of many within the profession of policing. Overnight shiftwork, chronic sleep deprivation, dysregulated circadian rhythm, random activation of stress response, threats to one safety and integrity, insufficient resources, inconsistent leadership, lack of perceived support, all, if present, will play a role in overall health and longevity of our members.

Fatigue may impact members' lives, while on duty, however, it may also lead to various accidents in their personal lives, both of which can lead to injuries and subsequent sick leave or need for accommodation. Further to this, fatigue and its impairment of cognition can lead to greater likelihood of compromised judgment, the cost of which can be public complaints, internal investigations and the loss of public trust.

Policing, in particular, requires presence of rested well-resourced mind and body, as it exists within complex, quickly evolving situations, some of which may become life altering. As fatigue may deteriorate cognitive functioning, such as judgment and effective problem solving ability to remain alert, patient and empathetic, perception of threat and the resulting reaction, it quickly became clear to us that we 'stumbled upon' something essential to member and public safety.

Understanding that police members, although selected for their physical and psychological stamina and their strong need to build and serve their community, are bound by the very same physiological limitations as the rest of the society, was the first step to effectively balancing the community, organizational and personal needs with respect to fatigue and its management.

Guided by world experts of OSI, public health fatigue management and performance and recognizing that fatigue management is not strictly an individual or strictly organizational responsibility (we now know that some have tried and failed not

recognizing this reality), we created an Individual and Organizational-Operational Fatigue Management Strategy.

The Individual component, developed in collaboration with Dr. Alan Douglass, former Director of the Sleep Disorder Clinic with ROH, and Dr. Dianne Groll, Director of Research, department of Psychiatry with Queen's University provided for an opportunity for the members to engage in screening for various medical conditions that could impact quality of rest and recovery. As common practice, the screening (in form of a questionnaire) was anonymous, however, members could access their results, and either forward them to their preferred service provider, or assess supports through our partner, The Counselling Group with the Jewish Family Services. (CGJFS); With invaluable support of the Clinical Director, Michael Gershuny, MSW and CG Staff, the Group has invested extensively into becoming more aware of policing realities in order to provide more fitting support to our members and their families. To date, over 800 members have participated in the Individual component of the Fatigue Management Strategy.

The Organizational component of the Fatigue Management Strategy, led by Dr. Lois James, with the Sleep and Performance Research Centre with Washington State University, focuses on giving members tools to manage their fatigue and promote sleep and health in holistic way; It provides the Organization with tools to help change culture to support fatigue management, manage the costs of fatigue, and promote member health and wellness. To date, the Senior Leadership team and the Middle Management of the Ottawa Police Service have been offered the training.

Perhaps the most eye opening moment of the most significant opportunity for growth and healing, came when we partnered up with the Post-Traumatic Growth Group in Sacramento. Led by Dr. Melinda Keenan, with over twenty years of experience in treating 'People of Service' experiencing moral injury, she and her team, Laura Williams, MSW and Carlos Echevarria-Zaya, agreed to assist with training and implementation of moral injury treatment.

Dr. Keenan shed light on the parts of us afflicted with the often silent suffering, including feelings of shame, guilt, loss and disconnect. Where we felt no one could understand, as we ourselves could not, she helped give us words to what it felt like when we believe we have transgressed and broken the most sacred of things in life, human relationships.

As Dr. Keenan ever so wisely told us: “Moral Injury develops when highly competent and principled individuals (people of service) are repeatedly exposed to events which violate their deeply held moral values and expectations. It is the most competent, compassionate and principled people that are most vulnerable to being morally injured.



2019 Post Traumatic Growth Training for the Counselling Group of Jewish Family Services Social Workers in treating Moral Injury

During the Moral Injury Training with CGJFS, an audience member asked, “What is it that injures you?” The impromptu answer really stuck: look at our OPS core values of Honour, Courage and Service. If we cannot live what defines us, in our minds we have failed (ie. if we cannot be honourable, if we cannot be courageous, or if we cannot be of service).

When the partnership started in 2016, our OPA President, Matt Skof, stated: “It was as if someone turned on the switch. It suddenly all made sense. That ‘thing’ that we could not quite name, that so many of our members were clearly experiencing; ‘Moral Injury’. Now we had the name and now we also have partners we can trust to help our people.”

The Road Ahead

All these initiatives provide the Ottawa Police Service with an opportunity to be the first policing organization in Canada that will be in a position to track pre-implementation and post-implementation data regarding the effectiveness of the efforts to reduce the impact of fatigue and Operational Stress towards improving member resilience into the 21st Century.

There are many roads one can take in life. What we have worked towards with enormous passion and determination, is the road where we are truly committed to understand what matters to those who chose to be of service to others in policing. These people often do not ask for anything, even when wounded. We need to respect that. But, we also need to be wiser than to think that nothing is needed. All heroes are human and need not stand alone in time of need.

Information in this article has been used with permission of the Resiliency and Performance Group.



Brad Hampson is a retired police officer having served 33 years with the OPP and the Ottawa Police Service in many roles. While on exchange with the RCMP, his duties took him to Canada’s Arctic, and overseas on a UN peacekeeping mission. In retirement Brad serves as a Board Director for the Ottawa Police Veterans Association and sits on the Resiliency & Performance Group Wellness Committee for the Ottawa Police Association. He has been a trained Peer Supporter since 2010. He has been a Region 6 IPA member since 2017. In 2008, Brad was inducted by the Governor General into the Order of Merit of the Police Forces. He is married with 3 children.



Life Goes On Despite The Pandemic

Prepared by
Teresa Holmes

This feature introduces Region 6 member Lech Reliszko. Lech is a retired RCMP member and serving member of the Region 6 Executive Committee as the Social and International Activities coordinator.



Throughout this prolonged pandemic period Lech keeps himself busy with his Canadian stamp collection. He is constantly researching and purchasing stamps either on

eBay or new ones directly from Canada Post, who provide excellent service for stamp collectors. In Lech's extensive experience, Canada Post issues one of the nicest stamps and they are appreciated by other collectors in every corner of the world.

Lech also indulges in creating computer music which he works on to adapt to the multiple videos that he has taken while travelling in other countries. Computer music, like electronic music is not a style but a technique. The main appeal is seeking new modes of musical expression that are uniquely the result of the application of computing



Lech is restless with the imposed travel restrictions as he habitually jaunts off annually to visit his family in Belgium and IPA friends in Italy, Poland and the Balkan regions. Once the international borders are open and there is no two-week quarantine he is on a flight.

Although it is a bummer being confined, he believes this pandemic has to be taken seriously and he will continue to abide by the Canadian Health authorities request to minimize contact with the outside world and prevent the spreading of COVID-19. What he misses the most is visiting his children; grand-children; and his many friends in and around Ottawa.

Lech's COVID-19 recommendation is "Don't make this a routine but change your hobbies or projects to pass the day without getting bored. No harm done in helping yourself to a short of gin or rye whiskey."



He is convinced that this pandemic will go on until January 2021 or even later. Unfortunately, all of society must bond together and follow the health regulations so this pandemic may be controlled and life will try to get

back to some sort of normality.

Lech had dearly hoped for some 5th Anniversary activities for our Region, however, with the continued increase of COVID-19 cases being experienced this fall, combined with Ottawa being declared a Red Zone, these plans are postponed indeterminately. He looks forward to when family and friends can get together again.



PADRE'S CORNER



Rev. William (Bill) Reggler

Bill has been a Deacon for the past 17 years and prior to that, he was a member of the RCMP for 23+ years, retiring in 1996 as a Sergeant in Ident.

Bill is a Region 6 member and he has been officially appointed by the Archdiocese to act in the capacity of Padre for our region.

Letter from a grieving daughter - Anonymous

The job of a police officer is to run toward danger, at the risk of his or her own life, to save and protect strangers. It once was a noble respected profession, but today's culture has come to expect that many will die senselessly. Their death barely makes the local news.

I know many people prayed for our family. The year after my father's murder, I became a Christian at a church camp when a counselor sat on my camp cot and asked, "I know you've lost your earthly father. Would you like a heavenly Father who will never leave or forsake you?"

Let's pray for the police officers you know and those you don't know. Those who've helped you and even those who might have cited you or given you a ticket, or worse. It seems it's becoming a less respected or appreciated profession today, and yet brave men and women are still putting on the uniform to answer the call when you're in trouble.

In the spotlight

Our Brothers and Sisters in law enforcement are being so scrutinized in all of their actions. In today's society just about everybody has a cell phone (camera). Every time you see a cell phone, you probably are being recorded. **Beware!** This video will only film your actions during the arrest not the incidents leading up to the arrest. It is suggested that you try to de-escalate the situation. Make sure your words and actions will not film you in a negative way (language and action), talk your way through the incident.

It is so important to make detailed notes as soon as you can after the incident. Include date, time, weather conditions, and what information your dispatch operator gave. You may be required to show these notes in court. A nice touch would be to include what you had you replace in the first aid kit, identification kit etc.



The Act of Remembrance

*They shall grow not old, as we that are left grow old;
Age shall not weary them, nor the years condemn.
At the going down of the sun and in the morning
We will remember them.
We will remember them.*

In each edition of the newsletter we select one IPA property to highlight. For this edition, Sicily was selected.

IPA APARTMENT

Porto Empedocle (port of Agrigento) Sicily

Apartment Manager: Francesco Carbone

ipa.agrigento.carbone@gmail.com

WHATSAPP+39/ 338-8699606

Welcome to Sicily



By Francesco

This IPA apartment located on the southern coast of Sicily, Italy and capital of the province Agrigento is authorized by the IPA ITALIA Secretariat. It was one of the most important cities during the golden age of Ancient Greece. Agrigento is a major tourist centre due to its extraordinarily rich archaeological legacy.

Francesco, with assistance from his family welcome all IPA visitors and provides remarkable hospitality. Francesco is also featured on Facebook I.P.A. Members travelling to Sicily. The apt has received numerous guests over the years and all have thoroughly enjoyed themselves.

The apartment is air-conditioned and has a fully furnished kitchen, bathroom with shower and washing machine and a living room. Each room has a TV and ceiling fan. One room has a double bed and a single bed. The other room has a double bed or two single beds. Rooms cost 20 and 30 Euros per night, per adult, (children up to 14 years old are free). Note there is a cleaning fee of 25 Euros. A minimum of 3 nights must be booked for this apartment. To confirm a reservation, a 50% deposit is required by bank transfer. Once the bank transfer is received the booking is confirmed. For additional information please contact: ipa.agrigento.carbone@gmail.com.

The IPA apt is situated close to the famous Scala dei Turchi (Stair of the Turks) – a white limestone cliff situated along the coast which reflects the sea.



According to ancient legend the Saracen pirates moored their ships in the protected waters of the Scala, scaled the gorges and cliff creeks whereupon they raided the surrounding villages.

The region is just as famous for its Valle dei Templi (Valley of the Temples). Located on the southern end of the city, there are seven monumental Greek temples, constructed during the 6th and 5th centuries BC. The best preserved of the temples are attributed to the goddesses Hera, Lacinia and Concordia. The other temples have received much damage from earthquakes and being quarried for their stones.



Temple of Hera



Temple of Concordia, Agrigento

The best time to visit the numerous Sicilian unspoiled beaches is from June to September. Or visit the nature reserves. Cultural travel is recommended from March-April-May-October. In Sicily there are many tourist sites to visit such as:

Cefalu an incredibly beautiful seaside city has a double towered Cathedral at the heart of the city cen-



Taormina is a quaint hilltop town with sweeping seascapes and Mt Etna. The most notable landmark is the Greek Theatre, with ruins and stage pillars.



Palermo, called the Kingdom of the Sun. It sits close to where Europe ends and Africa begins. This city bears the scars and echoes of glories from centuries of domination: Roman, Byzantine, Arab, Norman and finally Italian.



Siracusa is a historic city notable for its rich Greek and Roman history. The main town square is surrounded by baroque palaces.



Francesco is always available to assist with a the tourist itinerary based on your interests.



To whoever stole my copy of Microsoft Office, I will find you. You have my Word!



Life Goes On Despite The Pandemic

Prepared by
Teresa Holmes

This feature introduces Region 6 member, Gary Switch and his wife Fran. Both were Military Police. Gary served 8 years before changing over to OPP (for 30 years) while Fran served 27.5 years before transferring over to become a Public Servant (for 9 years) within the DND Security directorate. Both are now enjoying their retirement years in a scaled down home within an incredible retirement community in close proximity to a long winding river. Both acknowledge how the neighbours have risen up to ensure all are healthy and taken care of. This endeavour, naturally was led by Fran, who is a born leader.

Upon the commencement of COVID-19, Mar 2020, the Switch family were mourning the 1st anniversary tragic loss of Fran's dear brother; another brother lost in Oct 2019, and a cousin in spring 2019. The losses were weighing heavily on their minds when COVID-19 further turned their world upside down.

Throughout this COVID-19 pandemic IPA Region 6 is featuring how some members are coping or discovering new hobbies.

This feature introduces Region 6 member, Gary Switch and his wife Fran. Both were Military Police. Gary served 8 years before changing over to OPP (for 30 years) while Fran served 27.5 years before transferring over to become a Public Servant (for 9 years) within the DND Security directorate. Both are now enjoying their retirement years in a scaled down home within an incredible retirement community in close proximity to a long winding river. Both acknowledge how the neighbours have risen up to ensure all are healthy and taken care of. This endeavour, naturally was led by Fran, who is a born leader.

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Speaking with Fran, she understood she had to maintain her physical and mental health, which she kept in check with her local gym membership. When that closed she strived to walk 10 kms or 13,000+ steps a day (exceptionally fast I might add...similar to speed walking...editor can attest as she vainly struggles to keep up with this speed demon).

As the spring turned into warmer weather and COVID-19 still raged, Fran was prepared to venture into another form of physical activity. Being from northern Newfoundland, Fran has great respect for large bodies of water and can manage to swim. Encouraged by the editor she tried and discovered she had a great penchant for kayaking. Being steps away from the river she made one of the best purchases of her life, a kayak, and spent the remainder of spring, summer and fall on the river. Each day she managed her 10 kms followed by hours of kayaking. Being immersed in the tranquillity and serenity of the river and mindless of the physical exertion required to paddle endless hours, Fran thrived and managed to cope with her grieving.

Being in a good and strong frame of mind she encouraged her neighbours to keep connected and enjoy life to their best extent possible, especially the single ones. More and more neighbours got into the habit of walking and they celebrated birthdays within COVID restrictions. Fran mandated all get dressed up and congregate (spread out) on the birthday person's lawn to sing and appreciate another milestone.

Fran also kept up her other hobby of fixing/creating things by making a catico (big cat cage) for the editor's three cats and helping out with neighbours' yard projects as well as fixing up her own yard.

Gary was kept busy during this period with his “Honey Do List”, even helping out with the cat-co. To escape this never ending list Gary purchased an ATV and respecting COVID restrictions headed off occasionally for “Men’s Adventure – No Women Permitted” – except special occasions. Being an avid boater and fisherman, Gary convinced Fran the necessity to purchase a new boat. As international travel was not favorable they used their travel money for their summer purchases. The main goal was to keep happy.



As the school year came to a close they learned their three grandchildren residing in Nova Scotia would not have a babysitter due to COVID and their son was soon deploying with the Royal Canadian Navy on Op RASSURANCE for six months. As the grandchildren’s Mother works full time they decided to pitch in and help. Due to the Atlantic Provinces COVID bubble, they were able to obtain an official letter from their son’s Commanding Officer which indicated they were required to travel to assist with the immediate family, thus be authorized to have unlimited travel throughout the Canadian provinces. This piece of “magic” got them through the borders. Never seen before, border patrol were puzzled and questioned the legitimacy of the letter but relented and the Switch’s made it to their destination... not once but twice!



The first trip down was to visit with family before the operational deployment. They agreed to have the grandchildren come up to spend the summer with them, they were to be driven by their Mother at a later date. Unfortunately, the Switch’s learned upon their return home, the grandchildren’s Mother’s work would not permit her to travel outside the province without self-isolating for 14 days before she returned to the workforce. These 14 days would count as her annual leave. So, the Switch’s headed East again and picked up the boys.

The ensuing hot COVID summer turned out to be the best vacation they ever spent with their grandchildren. The three boys ranging in age from 8 to 12 (difficult plus years) spent their days outside, immersed in physical activity, rollerblading (with Nana Fran who walked...told you she was a speed demon); swimming off the nearby river’s wharf; swimming at the river’s beach; kayaking and exploring the neat, unexplored river tributaries; swimming in their cousin’s pool; boating and fishing with Grandpa Gary; and most favorite, trips to the local ice cream shop. The days slipped by very quickly and the grandchildren thrived in the physical environment. Little time was spent on their computer games and lights out was absolutely no problem with the boys sleeping soundly, completely worn out, but with faces lit with big happy smiles. Gary and Fran realized there was much to be said about living the simple life. The contentment and joy their grandchildren experienced this past summer from partaking in various “free” activities in the local environment surpassed previous visits when the Switch’s traveled down to Nova Scotia and sometimes struggled to figure out ideas how to keep the grandchildren entertained.

This summer’s visit was made even more special when their 5 year old cousin was able to visit (after the 2 week period).



The cousins normally only get to see each other at Christmas. Due to the unexpected great success, summer visits to the Grandparents will now be an annual event, as long as they are interested in visiting.

So, during this prolonged COVID period the Switch's enjoyed the close special bonding with family and friends. Another important feature is to partake in some form of physical activity. Anticipating lots of snow this upcoming winter Fran has purchased snowshoes, another new sport while Gary is more content to hibernate...kidding, Gary will be trying out his new ATV in the snow.

This newsletter took a lot of long hours to prepare!



Now it's your turn to distribute it to your friends and colleagues in Law Enforcement.



IPA Trivia

1. Who founded the IPA?
2. In what year was the IPA founded
(a) 1929 (b) 1939 (c) 1945 (d) 1950
3. In which city is the official and only office of the IPA located?
4. How many affiliated National Sections (countries) are there in the IPA?
(a) 47 (b) 65 (c) 83 (d) 88
5. The IPA Motto is "Servo per Amikeco". What is the English or French translation?
6. What is the name of the IPA Canada Founder?
7. After retiring from the London Ontario Police Service, our IPA Canada Founder later became a/an:
(a) University Professor
(b) Social Worker
(c) Anglican Minister
(d) Parole Officer
8. IPA Canada is made up of how many regions?
(a) 10 (b) 12 (c) 14 (d) 16
9. What is the name of the current IPA Canada National President?
10. IPA Canada was founded in what year?
(a) 1947 (b) 1954 (c) 1961 (d) 1970



CANADIAN POLICE INSIGNIA COLLECTORS ASSOCIATION

*Trading Forums * Patch & Badge Gallery
News & Information * Police Service History
Police Interest Links * Calendar of Events*

Sign up at...

www.CPICA.ca

CPICA is owned and operated by Region 6 member –Bob Pyefinch. *"An Exceptional Website"*

Member Benefits Program



What is Perkopolis

Perkopolis is an on-line discount program that provides companies and associations across Canada with access to exclusive discounts on various products and services. Our Region qualifies to offer our members access to these discounts.

Perkopolis is 100% Canadian owned and operated and was originally founded under the name Concierge Connection. Initially, Concierge Connection provided on-site concierge services to organizations in the greater Toronto area only. In 2009, Concierge Connection was rebranded as Perkopolis and has since grown to be the largest provider of discount programs in Canada. Today, over 2000 organizations place their trust in Perkopolis to deliver unique programs found nowhere else.

Eligibility

All Region 6 members are eligible to register. Your spouse and children may also use the Perkopolis account as well. There is no cost to join. This program is included as part of your membership. As this plan is administered by the Region, if you leave the IPA you will no longer be eligible for Perkopolis benefits.

How do I register

To register, visit <https://www.perkopolis.com/member-registration> and enter your email address. Soon after submitting your email address you will receive an email requesting you to confirm your email address and to enter your profile information including member identification number. If you don't remember your member identification number, please contact ipaottawa@rogers.com.

Technical Difficulties

If you encounter any difficulties registering, please contact Perkopolis's bilingual helpline below.

PERKOPOLIS CALL CENTRE



Hours

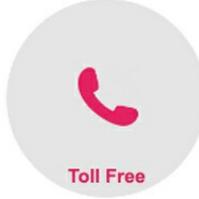
Monday 9am-5pm EST
Tuesday 9am-7pm EST
Wednesday 9am-7pm EST
Thursday 9am-7pm EST
Friday 9am-5pm EST
Saturday 10am-4pm

Closed Sundays
and statutory holidays



Email

Support and Inquiries
customerservice@perkopolis.com



Toll Free

(800) 761-7523

Please be advised that no personal information was shared with Perkopolis.

 **Your spouse and children may also use the Perkopolis account as well. There is no cost to join.**

REGION 6 ONLINE STORE

Region 6 has had another successful year with our supply items. We listen to our members requests and strive to procure; creating logos and designs when required, such as our 5th Anniversary Regional coin.



While it is the Regional Executive Committee that approves all designs, it is Bill Murrell, our Supply Officer, who must find a manufacturer. Choosing the right manufacturer is based on a number of things, however, quality and cost are the two biggest decision makers. Bill is a strong 'buy local' advocate so whenever possible, all Region 6 items are manufactured locally.

We had fun designing and ordering hoodies for the first time. Due to lead-in time, the order was placed during Ottawa's heat wave so the demand was a bit low, but for those who ordered, we sure love them and "those colours".

A second order is being considered for January 2021. *Stay warn until then!*



The following items are currently held in stock

IS001 - Lapel Pin



\$ 2.00

IS002 - R6 Pennant



\$ 12.00

IS003 - R6 Coin



\$ 15.00

IS004 - IPA Patch



\$ 5.00

IS005 - R6 Anniversary Coin



\$ 15.00

IS006 - Coin Box



\$ 6.50

IS007 - IPA Face Mask w/Ear Saver



\$ 15.00

[Visit our Online store for details](#)

The above items that are kept in stock for members to purchase and are usually used as small tokens of appreciation to those people who provided assistance or showed a courtesy during member's travels.

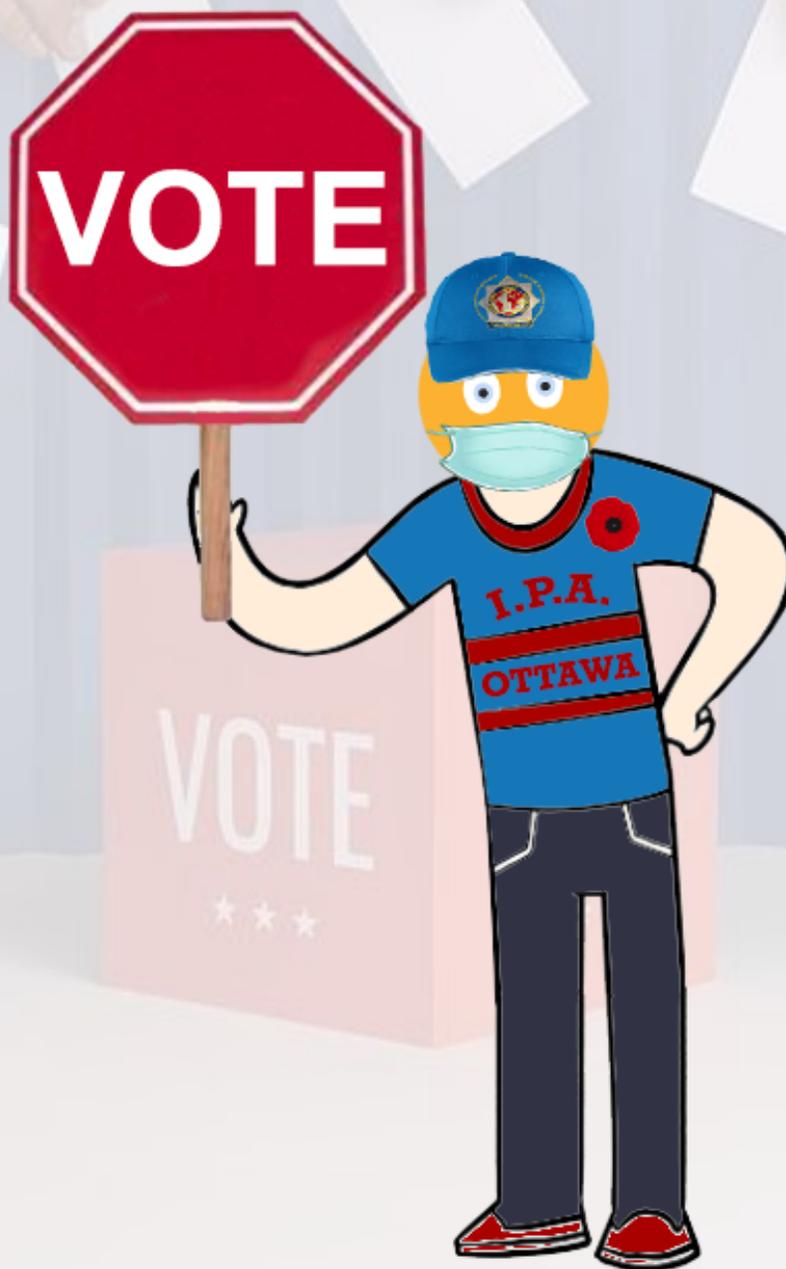
Other items e.g. polo shirts & hoodies are purchased individually for members using a preorder method.

If you can think of an item that you believe we should purchase, please send Bill an email: ipaottawa@rogers.com

All items sold are priced just above cost to cover losses incurred from Credit Card (PayPal) fees.

BOARD OF DIRECTORS - ELECTION

**IF YOU HAVEN'T ALREADY VOTED
PLEASE VOTE TODAY**





IPA Trivia

A N S W E R S

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service through friendship / service par l'amitié
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(b) Social Worker
(c) **Anglican Minister**
(d) Parole Officer
8. IPA Canada is made up of how many regions?
(a) 10 (b) 12 (c) **14** (d) 16
R1 (London), R2 (Toronto), R3 (Calgary), R4 (Manitoba/Saskatchewan). R5 (Edmonton)
R6 (Ottawa), R7 (Montreal), R8 (Quebec), R9 (BC Mainland), R10 (Hamilton)
R13 (Vancouver Island), R14 (Lethbridge), R15 (Montérégie), R16 (Atlantic Canada)
9. What is the name of the current IPA Canada National President? **Chris Barratt**
10. IPA Canada was founded in what year?
(a) 1947 (b) 1954 (c) **1961** (d) 1970



*Don't feel too bad about not getting all the answers correct!
Please tally your incorrect answers, multiply that number \$5
and add amount to your 2021 dues. No pain, No gain!*



The International Police Association is a friendship organization for members of law enforcement, whether in employment or retired and without distinction as to rank, position, gender, race, language or religion. We have around 372,000 members in nearly 100 countries, of which 65 are affiliated National Sections, and we are represented on 5 continents.

The purpose of our organization is strictly cultural, social and recreational. At no time does the Association take part in any matter of departmental policy, discipline or unionism.

The IPA creates an opportunity for cultural exchange and contacts on a local, national and international level. The IPA is a tremendous organization for members and their families who wish to travel anywhere in the world.

Want To Become a Member?

Visit our webpage

www.ipaottawa.com/join

and submit an application today.



www.ipaottawa.com