



# ADVANCING “WE” IN POLICING ONTARIO WORKING GROUP

*Advancing an inclusive approach for authentic equity, inclusion, diversity, accessibility, and psychological safety in the workplace as it relates within first responder organizations in Ontario*

 @awip\_on  @awip\_on

## 2025 AWIP ON Conference Announcement, Ottawa ON.

**INTEGRATING VOICES: Fostering Allyship & Inclusion For Lasting Progress.** Creating a workplace that breaks down barriers, encourages allyship where men and women are encouraged to use their privilege and influence to affect sustainable change, challenge bias and stereotypes, resulting in a workplace culture that values diversity, inclusivity, accessibility, and belonging.

Advancing WE in Policing – Ontario (AWIP ON) is proud to announce our 4<sup>th</sup> conference, supported by the Ottawa Police Service and the Royal Canadian Mounted Police. This conference is for **all** members within policing, and WE encourage leaders to consider attending alongside their personnel, to hear and be a part of the conversations. WE strive to create safe spaces for everyone and believe that belonging, safety and connection are the way forward in cultivating healthy workspaces for everyone. WE pride ourselves on creating conferences that include fulsome discussions, tangible take aways, fireside chats, expert presenters, executive leaders as well as providing opportunity for those conversations that many tend to steer away from. WE believe that connection creates empathy and builds trust, relationships develop which grow support systems across the province. So, if you are looking to build your network, your support system and be surrounded by like-minded, passionate people, our conferences are for you!

### WHAT TO EXPECT:

**March 4<sup>th</sup> & 5<sup>th</sup>** will be for **women only** where we discuss “Empowering Grit through Self Discovery, Self-Compassion and Resiliency”, “Leadership at Every Level – panel discussion”, “Do More. Be More. Achieve More.”, and “Intersectionality & Policing - fireside chats.”

**March 6<sup>th</sup>**, WE welcome **male allies** to join us for the remainder of the conference to discuss “Dare To Lead”, “Allyship & Psychological Safety in the Workplace” interactive workshop with Next Gen Men (Calgary), learn about the evidence based initiative “30 x 30” with Maureen McGough and Inspector Valerie Gates.

On **March 6<sup>th</sup>** in the evening, WE will be **celebrating International Women’s Day 2025, Accelerate Action**, with a formal dinner, Keynote address, followed by raffle draws, music and games – fun for all!! Also joining us this day, will be 20 female students selected from surrounding post-secondary institutions by the OPS and local RCMP. An opportunity for attendees to engage and mentor potential police recruits and police professionals.

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On **March 7th**, we will have a fulsome session around the role of police culture in promoting organizational silence and what you can do to be a part of the action to create sustainable change, followed by our attendees panel discussion around upstanding, when they did, when they didn't and what they will do moving forward.

WE will also be revisiting our 2018-19 survey to garner responses in 2025 to determine whether change has occurred. WE will be introducing a new modern mentorship platform for women in policing and male allies, along with sharing dates for certified mindfulness training in support of Global Minds.

This three-day conference (two ½ days) will be delivered true to AWIP ON standard with executive guest speakers, fireside chats, panel discussions, daring conversations, and our popular raffle with many great prizes to be won. Our goal is to provide each attendee with tools to improve their lives, their wellbeing, and the courage to do their part within their organization to create sustainable change and accelerate action. Conference Schedule will be available soon!

## Conference Details

**Date:** March 4 – 7, 2025 (Start time on the 4<sup>th</sup> will be 2pm & Finish time on the 7<sup>th</sup> will be 1230pm)

**Registration:** <https://www.oacp.ca/en/events-calendar.aspx?id=203&cid=1685&wid=1101>.

**Cost: Women's Fees:** EARLY BIRD (before February 10, 2025) \$875.00

February 11<sup>th</sup>, 2025, onwards \$925.00

**Men's Fees:** EARLY BIRD (before February 10, 2025) \$575.00

February 11, 2025, onwards \$625.00

**Host Hotel & Venue:** Hilton Garden Inn Ottawa Airport, 2400 Alert Road, Ottawa, ON

**Booking Instructions:** Please ensure that you book your rooms before **noon on February 03, 2025**. You will be able to book your room by using this link [https://www.hilton.com/en/attend-my-event/yowapgi-90m-6db0158c-d552-4503-bd43-074a7d6eb53c/\[hilton.com\]](https://www.hilton.com/en/attend-my-event/yowapgi-90m-6db0158c-d552-4503-bd43-074a7d6eb53c/[hilton.com]). Room Rates: Deluxe Queen \$170/Standard 2 Queen \$160/Standard King \$160

You can also book by calling the hotel at (613)-288-9001 and quoting group code **90M**.

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## Conference Fees include the following:

March 4<sup>th</sup> workshop with Dr Sonja Grbevski & Dr Sarah Hunter followed by casual meet & greet with stand-up dinner and drinks.

March 5<sup>th</sup> breakfast, lunch, and health breaks provided. Sessions with police leaders and workshop with Rhonda Choja, MBA.

March 6<sup>th</sup> break, lunch, and health breaks. Sessions with experienced officers, evidence based international leadership, workshop with Next Gen Men from Calgary, AB, followed by a sit-down dinner, with a keynote address, followed by a fun evening for all.

March 7<sup>th</sup> breakfast provided. Session with Dr Angela Workman-Stark followed by an attendee panel.

Dress for the conference is business casual.

WE ask that all attendees consider donating a gift (\$25.00) towards our conference raffle, which will be collected at registration. All money raised will be given to a women’s support organization located within the Ottawa area, which will be announced at the conference.

WE look forward to seeing you at the 4<sup>th</sup> AWIP ON conference. Please direct any inquiries to [awip.on2020@gmail.com](mailto:awip.on2020@gmail.com). AWIP ON is supported by the Ontario Association of Chiefs of Police, Ontario Association of Police Services Boards, Police Association of Ontario, Ontario Women in Law Enforcement, Association of Black Law Enforcers, Serving with Pride, and the Canadian Association of Latino Peace Officers.

With respect and friendship,

**Tammy FRYER Inspector (ret'd)**

Chair – Advancing WE in Policing  
[awip.on2020@gmail.com](mailto:awip.on2020@gmail.com)

**Executive Director Lisa DARLING**  
ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS  
Co-Chair  
[lisadarling@oapsb.ca](mailto:lisadarling@oapsb.ca)

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