



Media Release

International Association of Women Police – Mentoring & Coaching Award, 2020 Superintendent Jennifer Hyland, Royal Canadian Mounted Police, Canada.

Superintendent Jennifer Hyland has over 20 years of policing experience joining the New Westminster PD before moving to the RCMP in 2001. In May 2017, Superintendent Hyland was appointed Officer in Charge of the Ridge Meadows RCMP detachment. Supt. Hyland has lived in Maple Ridge and Pitt Meadows for 30 years, her parents and grandparents have been part of the community for over 75 years. Her husband is also a police officer, and together they have two children. As the Officer in Charge of Ridge Meadows Detachment Superintendent Hyland has responsibility for 128 regular police officers and 56 municipal employees. Supt Hyland has been the OIC for three years and during her tenure has developed a mentoring & supportive environment focussing on employee health and resiliency.

Supt Hyland's story is about overcoming many obstacles and adversity that faced a young female police officer advancing through a male dominated profession. It was through her own trials and tribulations that she developed an incredible passion to develop her members and mentor them to success. Her own difficulties in achieving her level of success have led her to have a particular focus on female employees and assisting them with achieving their full potential. She developed a mentorship program for female police leaders consisting of an 8-lesson series which focusses on key leadership skills with a particular focus on the challenges experienced by women in the predominantly male field of policing. Each of the lessons were developed by Supt Hyland based on her personal experiences that she has translated into teachable learning points. This process involves significant personal reflection, introspection and honesty.

Supt Hyland's coaching continues to advance other avenues of policing including the promotional process. She coordinates study sessions and meets with small groups to review the promotional exam and provide clear keys on how to be successful when writing the exam.

Supt Hyland has implemented training on mental wellness and resiliency. She fought to have a wellness coordinator position established in the detachment that benefitted all employees. Empowering female employees and building their resiliency is a hallmark of Supt Hyland's leadership. In response to national media coverage in recent years of gender-based harassment and/or discrimination in policing Supt Hyland held debriefing sessions that explored these impacts on both male and female officers. This was a unique endeavour that allowed both women and men to discuss their thoughts and feelings on this topic and recognized by the employees involved as being tremendously valuable, in particular female employees felt able to voice their opinions. Her actions allowed women to feel they could speak up and were safe in doing so, it also coached male employees on how they could support their female co-workers.

Supt Hyland inspires many women coming up through the ranks. Her coaching has been extremely effective as many of those she has mentored are meeting their potential in advancement and leadership roles within the detachment and across the RCMP as a whole. There is a higher than average number of females in senior leadership roles at the detachment since her arrival which clearly is indicative of her commitment to women in law enforcement. She is well known throughout the Division for her innovation and care for her employees of all genders however her support, assistance and development of women in law enforcement is exceptional.

IAWP President Deborah Friedl, "The IAWP is so pleased to recognize the outstanding work of our colleagues in law enforcement. These stories exemplify that with the right tools, training and opportunity, women excel in policing and keep our communities safer."

The **Mission** of the IAWP is: To strengthen, unite and raise the capacity of women in policing internationally. The **Vision**: IAWP envisions a world where police reflect the diversity of the communities they serve and where human rights are protected.

For more information about IAWP visit www.iawp.org

For further information on the 2020 recognition programme, permissions or award sponsorship opportunities, please contact media@iawp.org