



## Media Release

### International Association of Women Police – Mentoring & Coaching Award, 2019 Staff Sergeant Stefanie Finateri Durham Regional Police Service, Ontario, Canada.

Staff Sgt. is in her 17th year as a police officer with Durham Regional Police Service, she has worked extremely hard but more importantly she is a true Servant Leader. “Servant leadership is a philosophy and set of practices that enriches the lives of individuals, builds better organizations and ultimately creates a more just and caring world.” Staff Sgt. Finateri is highly respected by the organization and sought after - by all levels - to advance organizational goals with a specific lens on Diversity, Equity and Inclusion. With her optimistic approach, she tackles complicated and emotionally difficult matters with tenacity and grace.

Between 2007 and 2012, Staff Sgt. Finateri was a member of the elite Drug Enforcement Unit being the second female officer to ever work in this unit. During her five-year tenure, she completed team training in mobile surveillance, dynamic entries and vehicle assaults, search warrant drafting and undercover operations, buying illicit drugs in over 200 investigations and led many major drug operations as the lead investigator. All of her operations were extremely successful in that most of the offenders were sentenced to significant jail sentences. She is now leading the way in coaching and mentoring female members who want to follow in her undercover officer footsteps.

During 2016, Staff Sgt. Finateri identified that many females were not entering the Constable to Sergeant process, she met with all female constables within the organization and earned their trust so she could gather the information needed to be critically examine WHY this was happening. She presented her findings to senior leaders within the organization resulting in barriers being removed immediately. Staff Sgt. Finateri - to date - is personally coaching and mentoring dozens of women within the organization at all levels of the process. Her passion is infectious and her ability to inspire is undeniable. She collaborates and works with the recruiting unit on a regular basis and recognizes that individuals in underrepresented groups – women included - do not have access to a circle of familial influence to guide and mentor them. Given this, she collaborated with members on the leadership team course and explained the under-representation that our service faces when it comes to not reflecting the community. Staff Sgt. Finateri and her team developed the framework for a mentoring program presenting their findings to senior leaders within the organization. The presentation was embraced and implemented. She has mentored over 25 women who are seeking a career with the Durham Regional Police Service, in addition she has been a guest speaker and assisted with coordinating 2 women only recruiting symposiums. A total of 180 women have attended these recruiting drives.

Staff Sgt. Finateri will be honoured at a formal luncheon during the IAWP's 57<sup>th</sup> Annual Training Conference due to take place between 23<sup>rd</sup> and 27th September 2019 in Anchorage, Alaska, USA.

IAWP President Deborah Friedl, “For the past 104 years, IAWP has promoted the role of women in policing. IAWP champions change to enable women to play their full part in delivering an inclusive service to their local communities. Without our annual recognition programme many phenomenal women and men would go unrecognized for their efforts”.

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](http://www.iawp.org)

For further information on the 2019 recognition programme, permissions or award sponsorship opportunities, please contact Jane Townsley [executivedirector@iawp.org](mailto:executivedirector@iawp.org)