



## Media Release

### International Association of Women Police – Mentoring & Coaching Award, 2021 Sergeant Tanya McLachlan, Vancouver Police Department, British Columbia, Canada.

Sergeant Tanya McLachlan has been a member of the Vancouver Police Department for 22 years and one of the founding members of the BC Women in Law Enforcement (BCWLE).

Throughout her career she has been a coach and mentor, mentoring new recruits as well as experienced female officers returning to front-line policing from administrative positions or maternity leave. Whilst within the Forensic Identification Unit (FIU), Tanya continued to mentor new FIU members leading to her being chosen as the FIU Training Officer where she revamped the program and focused on recruitment of female FIU officers. As a result, the number of female FIU officers increased by 25% during her time in the position. As a Detective Constable in the Robbery, Assault & Arson Unit (RAAU), Tanya was identified as the unit's Mentorship Coordinator, and successfully increased the number of its female detectives by 21%.

In 2019, Tanya and six other members of the Vancouver Police Department founded BC Women in Law Enforcement (BCWLE), an association whose vision is to strengthen, unite and promote women in law enforcement in the province of British Columbia. In response to the feedback received from women in law enforcement, Tanya started to work on an idea of centralizing advisors from across the province and following consultation, 'The Wisdom Web' was born. Tanya developed the web and reached out to women in other law enforcement organizations across Canada to create opportunities to share knowledge and experience between their members nationwide through the Cross-Canada Wisdom Web. The Wisdom Web creates connections between members to provide advice, support, and expertise about topics such as promotion, leadership, career development, specialist duties and much more. It was launched in February 2021 and currently has 56 advisors spread across Canada.

The Cross-Canada Wisdom Web is an important resource for women to help break down gender barriers across the country. It provides up and coming female leaders with a place to get advice on career paths, to learn how to navigate a male-dominated culture successfully, to understand how to balance family and work, and to learn about the roles and responsibilities of senior executives to be prepared for future promotion. The diversification of police leadership relies on initiatives such as the Cross-Canada Wisdom Web, to create mentorship and networking opportunities to change the make-up of executive teams in the future.

IAWP President Deborah Friedl, "The IAWP is so pleased to recognize the outstanding work of our colleagues in law enforcement. Their 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](http://www.iawp.org)

For further information on the 2021 recognition programme, permissions, or award sponsorship opportunities, please contact [executivedirector@iawp.org](mailto:executivedirector@iawp.org)