

# OUR FACILITATORS AND MENTAL HEALTH WORKERS

## BIOS

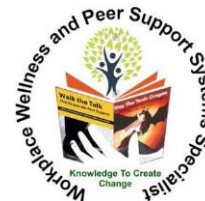
**The Peer and Trauma Support Systems**

**Team in partnership with**

**Mood Disorders Society of Canada and Badge of Life  
Canada**

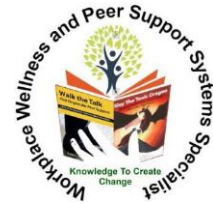
Updated and Revised March 2024

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## Contents

<b>Brad McKay, CTSS</b>	3
<b>Sylvio (Syd) A. Gravel, M.O.M., O.O.O.</b>	4
<b>Christine Newman</b>	5
<b>Robert Chevalier</b>	6
<b>Paul Gallant</b>	8
<b>Dr. Michelle Vincent PhD/MACP</b>	10
<b>Rob Leathen</b>	13
<b>Bob Ferguson</b>	14
<b>Tonia Ferguson</b>	15
<b>Dave Hargreaves</b>	16
<b>Robin Wright</b>	17
<b>K. Paul MacKenzie, CADC, CTR, CTSS</b>	18
<b>Amanda Conway</b>	20
<b>James (Jim) D. Tolmie, PA, CD2, CCAC</b>	22
<b>Debbie Turner</b>	23
<b>Joddie Walker, MS, RP, CTS, D.A.A.E.T.S</b>	24
<b>Dr. Barbara Anschuetz, EdD, RP, CTTS</b>	26
<b>Dr. Ian Shulman</b>	28
<b>Reverend Canon Hilary Murray, MSW, RSW, MPTH</b>	30
<b>Dr. Mary Anne Robblee, PhD</b>	31
<b>OUR EXTENDED LIVED EXPERIENCE FACILITATORS OF PEER SUPPORT</b>	32
1. Deanna Lennox, War Horse Awareness Foundation	32
2. Neil Orr (Ret'd) York Regional Police	32
3. Rae-Lynne Dicks, BA-Criminology, MA-Criminal Justice	32
4. Careen Condrotte	33

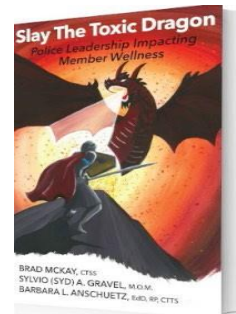
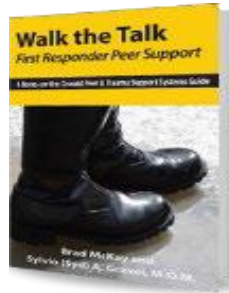


**Peer and Trauma Support systems (P.A.T.S.S.)**  
**Co-Lead of the Peer Support Workshops**  
**Brad McKay**



**BRAD MCKAY, CTSS**  
**Peer Support Specialist**

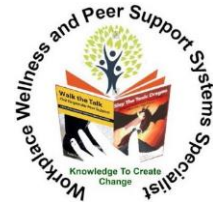
Certified Trauma Services Specialist  
 228solutions Inc



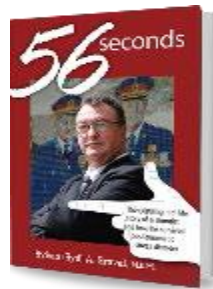
Brad is considered one of the pioneers of the Peer Support movement in Canada. He has been providing this essential support to his community, his organization, and beyond for 38 years. As a retired police officer with over 33 years of service, he has learned firsthand the value of peer support. Because of his extensive training and experience, he is certified as a Trauma Services Specialist.

In 2014 he collaborated to create a training curriculum based on the 17 learning objectives published in the Mental Health Commission Guidelines for the Practice and Training of Peer Support. Brad is a co-lead of the Peer and Trauma Support Systems group at MDSC. He has provided peer training around the world.

As an advisor to Badge of Life Canada and the Haven, Brad has co-authored a number of publications to support wellness for first responders. As family man, Brad strives to lead by example with a strong emphasis on health and wellness selfcare and valuable connections with loved ones.



**Peer and Trauma Support systems (P.A.T.S.S.)**  
**Co-Lead of the Peer Support Workshops**  
**Syd Gravel**



**SYLVIO (SYD) A. GRAVEL, M.O.M., O.O.O.**  
**Peer Support Specialist**

Syd Gravel is a former staff sergeant with thirty-one years of experience with the Ottawa Police Service, retired in 2009.

He is one of the founding fathers of Robin's Blue Circle, a post-shooting trauma team of peers, established in 1988, and co-founder of Badge of Life Canada, and is still actively involved with them. Syd was the first Canadian representative on the executive committee for the Global Mental Health Peer Network (GMHPN) from 2018 to 2021 and is now a mentor to this Global Organization.

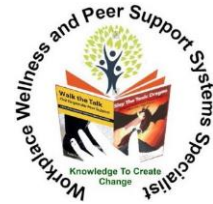
He was awarded the twenty-year Police Exemplary Service Medal, the twenty-five-year Police Exemplary Service Bar, the Order of Merit in Policing, Canada and the Order of Ottawa and was nominated by the Mental Health Commission of Canada as a Canadian Champion of Mental Health.

He is the author of "56 Seconds", "How to Survive PTSD and Build Peer Support", and co-author of "Walk the Talk – First Responder Peer Support" and "Slay the Toxic Dragon, Police Leadership Impacting Member Wellness".

He co-developed the 4-day train the trainer curriculum for Oscar-Kilo, the National Police Wellness Group for the United Kingdom, and is currently co-leading the Peer and Trauma Support Systems (P.A.T.S.S.) Team for the Mood Disorders Society of Canada.

Syd continues to volunteer for a number of trauma and community-oriented organizations such as Renfrew Community Living, The Haven and the OPS Peer Support Team.

On a personal level, Syd, along with his spouse Judy, have two sons and three grandchildren. Judy and Syd are Masters 4, are holders of several medals in the sport of Powerlifting."



**Peer and Trauma Support systems (P.A.T.S.S.)**  
**Co-Facilitator of the LGBTQ2S Focused Peer Support Workshops**  
**Christine Newman**



**CHRISTINE NEWMAN**  
**Peer Support Specialist**

Christine Newman works with police services across Canada and overseas, and has worked for over 20 years with the Toronto Police Service in a variety of community roles, including as an instructor for the Community Experiences Training Program for new recruits, and delivering training for the Neighbourhood Officer Program.

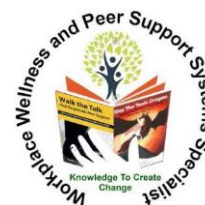
Having retired after 40 years of LGBTQ2S activism and advocacy work, she remains known for her extensive body of work nationally. Using her lived experience with her own mental health, she has been involved in mental health advocacy for 40 years. She continues to work with mental health organizations to bring inclusiveness into their programs and training.

Christine is a contributing writer on mental health for multiple publications, a contributing author to **“Cuarenta y Nueve”** (Pulse Nightclub tribute), **“Brainstorm Revolution: true mental health stories of love, personal evolution, and cultural revolution”**, and **“Not Cancelled: Canadian Kindness in the Face of COVID-19”**. She is currently preparing her memoirs for publication, has contributed her writing to new anthologies, and has a great appreciation for storytellers.

Widely known for her communication, listening, and empathic skills for many years now, Christine is a highly sought-after educator, storyteller, and public speaker. She has guest lectured at numerous post-secondary institutions, and for law enforcement from multiple countries. Her sense of humour is well-known at conferences, seminars, workshops, lectures, and in speeches, allowing her to cover significant topics in an easy to digest fashion. She has been featured in numerous news articles, and on radio and television shows in recent years.

Known to those dearest to her as a certified comical curmudgeon, when not involved in her many activities, Christine can be found indulging her musical side, playing a number of instruments for her own entertainment. She is also working toward her goal of obtaining a Masters degree in Psychology.





**Peer and Trauma Support systems (P.A.T.S.S.)**  
**Co-Facilitator of the LGBTQ2S Focused Peer Support Workshops**  
**Robert Chevalier**

**PC Robert CHEVALIER #9808**

LGBTQ2S+ Liaison Officer

Co-Chair of the LGBTQ2S+ Internal Support Network for the Toronto Police Service

14 Years working in the LGBTQ2S+ Community

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**ROBERT CHEVALIER**  
**Peer Support Specialist**

My name is Robert Chevalier I am the LGBTQ2S+ Liaison Officer for the Toronto Police Service. I have been a Toronto Police Officer since 2007.

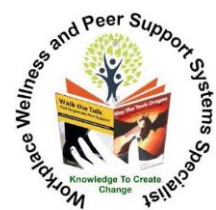
I grew up in Windsor Ontario. I have 2 older brothers and an older sister. Growing up I heard from many different people that being gay was less than. That odd things and odd people were “so gay” and that to be a “Queer” was something no one wanted to be called.

When I was 12, I joined army cadets, and I loved it! I spent the next 7 years of my life eating, breathing and sleeping army cadets.

I went to all the summer camps, and when I was 18, I had the chance to do the Basic Parachutist course with the Canadian military. This is how I developed such a strong interest in Policing. I completed a co-op placement at the Windsor Police Service, took Police foundations at St. Clair College in Windsor, and also became a Windsor Police Auxiliary Constable.

By that time, I had come out as gay, luckily with the love and support from my family.... But I will be honest and tell you that those old feelings of being less than, and that being gay was something to keep to myself stuck with me.

I remember when I was in high school during my co-op placement the Detective I reported to asked me to “tone it down” and made comments that being openly gay in the work place wasn’t professional. At that time, I took those comments as genuine advice and I in fact toned it down.



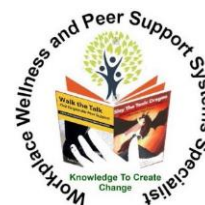
I was never successful in my application to Windsor Police, but luckily my determination would soon pay off. When I heard that the Toronto Police was hiring, I drove the 4 hours to my interviews, and I got the job!

The first few years of my career I was solely focused on proving that I could do this job, and that I could do this job well!! I worked in the Warrant office, the Criminal Investigations Bureau, the Fugitive Squad, and the Neighbourhood Office.

Today I am proudly referred to as Sergeant, I would like to think I succeeded.

As a by-product of that success, I gained something else, Confidence, Compassion, and a drive to make my community a safer and better place to live. This is why I'm here today.

I can now say that I am a proud gay Police Officer, and I can use my experience to help others who may be struggling.



**Peer and Trauma Support systems (P.A.T.S.S.)**  
**Co-Facilitator of the French Peer Support Workshops**  
**Paul Gallant**



**PAUL GALLANT**  
**Peer Support Specialist**

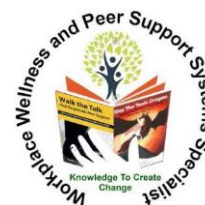
Paul est actuellement consultant, animateur et formateur en sécurité publique et inspecteur retraité du Service de police d'Ottawa. Il possède une vaste expérience dans les domaines de communications/911, opérations d'urgence, enquêtes criminelles, normes professionnelles, formation, ressources humaines et services de patrouille. Il est bilingue et apporte une expérience significative dans la gestion du stress lié aux incidents critiques et le soutien par les pairs, ainsi que dans les ressources humaines et les initiatives de diversité. Paul a été l'un des premiers membres et concepteurs de politiques de l'équipe de soutien par les pairs et de gestion du stress avec le Service de police de Gloucester, avant sa fusion avec le Service de police d'Ottawa.

En tant que consultant en sécurité publique, Paul a participé à la conception d'une formation améliorée pour le personnel chargé de la conformité réglementaire dans la province de l'Ontario. Il a répondu aux besoins de renforcement des capacités des ministères en élaborant et en fournissant des modules de formation sur les compétences en matière d'inspection, de vérification et d'enquête afin de renforcer les compétences du personnel. Paul a prêté son expertise dans une variété d'exams du système 911 dans diverses juridictions, notamment en Ontario et en Malaisie.

En 2018, Paul a été un conseiller de la police aidant à la conception de modules de formation sur l'engagement communautaire, la police communautaire, le genre et les préjugés implicites au Mali (Afrique) ; coanimant des ateliers de formation pour les forces de sécurité et la société civile dans le cadre du Programme des opérations de paix et de stabilisation du Mali - Affaires mondiales Canada. Actuellement, Paul est également maître praticien et instructeur en connaissance de l'art de la vigilance en situation avec le Group l'Arcuri.

Paul est titulaire d'un baccalauréat en sciences policières de l'Université Charles Sturt ; il a suivi le programme de développement du leadership des officiers supérieurs de la Sprott School of Business de l'Université Carleton et est titulaire d'un diplôme spécialisé en administration du droit et de la sécurité du Collège Algonquin.





Paul a occupé les postes de 2e vice-président du conseil d'administration et de président du comité de vérification de La Cité (le collège de langue française d'Ottawa), de coprésident du comité sur la santé et la sécurité du Service de police d'Ottawa, de membre du comité sur le crime électronique de l'Association canadienne des chefs de police et d'officier supérieur responsable de la campagne de Centraide.

Paul est le récipiendaire de la médaille et de la barre de service de la police du Gouverneur général, du prix de reconnaissance pour service policier exceptionnel, du certificat de reconnaissance pour service dévoué, ainsi que de la pièce de monnaie et du certificat d'appréciation du chef de police pour le succès de la campagne Centraide 2015-16.

Paul is currently a consultant, facilitator & trainer in public safety and retired Inspector with the Ottawa Police Service. He is bilingual and brings significant experience in critical incident stress management & peer support as well as human resources and diversity initiatives. Paul was an original member and policy developer of the Gloucester Police Service CISM and Peer Support Team prior to its amalgamation into the Ottawa Police Service. During his 33 year policing career, Paul obtained extensive experience in communications/911, emergency operations, criminal investigations, professional standards, training, human resources and patrol services.

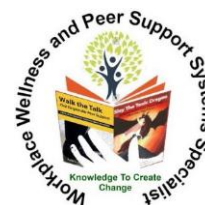
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As a Public Safety Consultant, Paul is part of the ALRM Group, currently assisting in the design of enhanced training to regulatory compliance staff for the province of Ontario and is a Master Practitioner and instructor in the area of Situational Awareness with the ARCURI Group. Paul has lent his expertise in a variety of 911 system reviews in various jurisdictions including Ontario and Malaysia. He was also a Police advisor assisting in the design of training modules on community engagement, community policing, gender and implicit bias in Mali (Africa).

Paul holds a Bachelor of Policing from Charles Sturt University; he completed Carleton University's Sprott School of Business Senior Officer Leadership Development Program and holds an Honors Diploma in Law and Security Administration from Algonquin College.

Paul has held positions as 2nd Vice President of the Board of Directors and Chair of the Audit Committee at Cite Collegial (Ottawa's French language college), Co-Chair of the Joint Health and Safety Committee at the Ottawa Police, member of the Canadian Association of Chiefs of Police E-Crime Committee and as the Senior Officer lead for the United Way campaign. Paul is the recipient of the Governor General's Police Exemplary Service Medal and Service Bar, Award of Recognition for Exceptional Police Service, the Certificate of Recognition for Dedicated Service, and the Police Chief's coin and certificate of appreciation for success achieved with Ottawa's United Way Campaign.

On a personal level, Paul enjoys travel with his spouse of 35 years, time spent with his 2 adult sons, assisting those in need as well as volunteering at a horse stable.



**Peer and Trauma Support systems (P.A.T.S.S.)**  
**Co-Facilitator and Mental Health Worker of the French Peer Support Workshops**  
**Dr. Michelle Vincent**



**DR. MICHELLE VINCENT PHD/MACP**  
**Peer Support Specialist and MHW**

Michelle Vincent est un agent de police de la région de York à la retraite depuis 18 ans.

Elle est la fondatrice et la directrice de 'The Haven' (qui est en cours d'implantation), le seul centre de traitement professionnel sans but lucratif de l'Ontario réservé aux premiers intervenants et au personnel en uniforme.

Elle est titulaire d'un doctorat en psychologie judiciaire avec une spécialisation en intervention de crise et d'une maîtrise en psychologie de l'orientation.

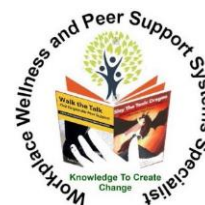
Elle est actuellement employée par Dalton Associates en tant que spécialiste de la recherche et de l'évaluation des programmes. Le Dr Vincent est professeur auxiliaire au College of Certified Psychophysiologists (Collège des psychophysiologues agréés) et rédactrice publiée pour le magazine Blueline, dont la chronique mensuelle intitulée Holding the Line qui aborde une combinaison de sujets liés à la santé mentale et au maintien de l'ordre.

Elle est chercheuse postdoctorale pour l'Université de l'Alberta à HiMARC (Heroes in Mind, Advocacy and Research Consortium - Héros en esprit, Consortium de plaidoyer et de recherche). Elle offre une formation sur le soutien par les pairs pour la Société pour les troubles de l'humeur du Canada, en français et en anglais.

Elle possède une vaste expérience avec des équipes de soutien par les pairs et la dynamique culturelle qui existe et diffère au sein de chaque organisation.

Elle est la principale coordonnatrice des appels pour le CISM (Gestion du stress lié à un incident critique) de la région de York et siège également au conseil d'administration du CISM de l'Ontario.

Dr Vincent a reçu une formation sur la réintégration après un incident critique et le programme de congé de longue durée de la police d'Edmonton, sur la psychothérapie assistée par les chevaux et sur les



modalités de santé mentale fondées sur des données probantes, notamment en ce qui concerne le SSPT et les premiers intervenants et le personnel en uniforme.

Dr Vincent a créé des partenariats entre 'The Haven' et plusieurs organisations de pointe en santé mentale, notamment le 'First Responders Mindfulness Network et Badge of Life Canada', pour lesquels elle a contribué à la facilitation de la santé mentale dans le cadre de leurs retraites psycho-éducatives Sole Sistas et Hero's Call.

Elle a reçu un prix de thérapeute exceptionnel de BOLC.

Dr Vincent collabore à des recherches actives avec les meilleurs chercheurs dans les communautés de santé mentale des premiers répondants et a présenté des programmes de santé mentale de pointe à de nombreuses conférences.

La philosophie du Dr Vincent est la suivante: en partenariat, on peut!

Dr. Michelle Vincent is a retired York Regional police officer of 18 years and the Founder and Director of The Haven, Ontario's only non-profit, occupational, inpatient treatment centre exclusive to First Responders and Uniform Personnel that is in the midst of implementation.

She has a PhD in Forensic Psychology with a specialization in Crisis Response and a Masters Degree in Counselling Psychology.

She is currently employed by Dalton Associates as a Research and Program Evaluation Specialist.

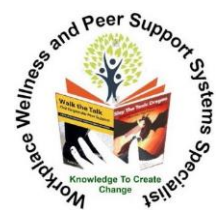
Dr. Vincent is an Adjunct Professor at the College of Certified Psychophysicologists and a Published writer for BlueLine Magazine, monthly column Holding the Line addressing a combination of mental health and policing.

She is a post-doc Researcher for the University of Alberta at HiMARC (Heroes in Mind, Advocacy and Research Consortium).

She delivers Peer Support Training for the Mood Disorders Society of Canada in both French and English.

She has extensive experience with Peer Support teams and the cultural dynamics that exist and differ within each organization.

She is the Lead Call-Out Coordinator for York Region CISM and is on the Ontario CISM board as well. Dr. Vincent is trained in Edmonton Police's Reintegration After Critical Incident and Long-Term Leave programming, Equine Assisted Psychotherapy and has an extensive list of training in evidence-based mental health modalities especially related to PTSD and First Responders/Uniform Personnel.

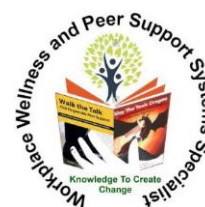


Dr. Vincent has created partnerships between The Haven and several leading-edge mental health organizations including the First Responders Mindfulness Network and Badge of Life Canada for which she has supported mental health facilitation in their Sole Sistas and Hero's Call psycho-educational retreats.

She received an award for Outstanding Therapist by BOLC.

Dr. Vincent is a collaborator in active research with top researchers in the mental health First Responder communities and has presented leading-edge mental health programming both in person and in vivo at conferences.

Dr. Vincent's philosophy is, in partnership we can!



**Peer and Trauma Support systems (P.A.T.S.S.)**  
**Co-Facilitator of the Firefighter Focused Peer Support Workshops**  
**Rob Leathen**



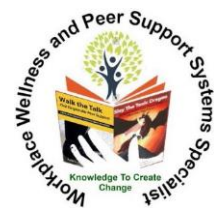
**ROB LEATHEN**  
**Peer Support Specialist**

Rob Leathen is a recently retired 30-year Veteran of the Ontario Fire Service. In 2019 he was diagnosed with severe PTSD/Depression and like some, his journey also included a very close call with suicide. He openly and very publicly shares his lived experience to help chip away at the stigma that still exists surrounding 1st responder mental health and suicide. He is also very driven and passionate about educating those whose organizational roles involve mental health support from the perspective of a person with lived experience. He does this through his mental health education and advocacy efforts, mental health related digital artwork, and peer support with various 1st responder peer support organizations.

“Silence does nothing but strengthen stigma and when we recover loudly, we keep others from dying quietly so speak up, speak out and speak loudly when it comes to 1st responder mental health!”

So not only does he talk the talk but he also walks the walk. His efforts to educate and advocate lead to the creation of his company Leathen Educational Services.





**Peer and Trauma Support systems (P.A.T.S.S.)**  
**Co-Facilitator of the Firefighter Focused Peer Support Workshops**  
**Bob Ferguson**



**BOB FERGUSON**  
**Ret'd FF, Peer Support Specialist**



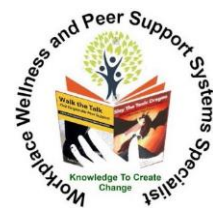
Bob is a retired firefighter. He began firefighting in his hometown of Uxbridge in 1998, where he was a very active and respected firefighter. In 2014, Bob was diagnosed with Cumulative PTSD. Deemed to have met “maximum rehabilitation” he is unable to return to the Firehall but continues to work full-time as a Manager of Parks Development and Operations. With treatment, his PTSD has been stable since January 2017.

Bob feels strongly about educating others and giving back. When he was struggling, it was peer support that helped guide him to a safe and healthy place. His peer support came from people and places that he never expected. Bob’s stability came from building the right support team, finding tools that worked for him, and understanding he wasn’t in the fight alone. “The Call” is a documentary about Bob and his journey with PTSD.

Bob enjoys working with people and loves a challenge. He is actively involved in his community. Bob was presented with an “Ontario Volunteer Service Award – 10+ years service” (2016), as a founding member of the Bonner Boys Community Club.

In 2017, he helped build a team providing peer support for first responders in his community. He has become an advocate for educating first responders and their families on PTSD and Operational stress.

An honoured member of the P.A.T.S.S. team, Bob openly shares his experience with others. In his spare time, Bob enjoys cruising in his car, home improvement, baseball, hockey, and spending time with his family.



**Peer and Trauma Support systems (P.A.T.S.S.)  
Co-Facilitator of the Family Focused Peer Support Workshops  
Tonia Ferguson**



**TONIA FERGUSON**  
**Peer Support Specialist**

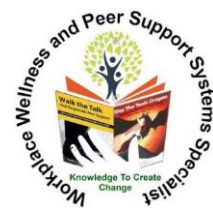
Tonia is the wife of a firefighter, mother of two daughters, and has a career in finance. In 2014 her husband Bob was diagnosed with cumulative PTSD. As Tonia learned more about PTSD through their family's journey, she became frustrated with her lack of knowledge and felt that she should have been the first line of defense. It was at this time that the Ferguson family made a pact to help provide support and education to others once Bob was stable. Tonia knows firsthand how critical peer support was to her family, and that their success came from knowing they were never alone.

In 2017, Tonia assisted in organizing a mental health evening for local first responders and their families. Monthly peer support meetings followed that evening, where she provides administrative support for the group.

Tonia was part of a team that extended the existing program to include family peer support, which was launched in January 2020. Currently, she is a Family Peer Support facilitator and a member of the P.A.T.S.S. team. The Ferguson family is passionate about giving back to their community.

Tonia has quite a bit of experience in different roles as a volunteer. She is an active member of the Uxbridge Hospital Auxiliary, Bonner Boys Community Club, Care-A-Van, and the Wings of Change Family Peer Support program.

Tonia loves family time, classic rock, baseball, and muscle cars. She enjoys sunny day cruises and car shows with her family.



**Peer and Trauma Support systems (P.A.T.S.S.)**  
**Co-Facilitator of the Paramedic Focused Peer Support Workshops**  
**Dave Hargreaves**



**DAVE HARGREAVES**  
**Peer Support Specialist**

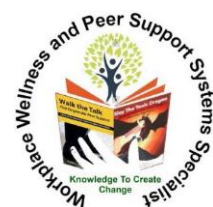
Dave began his paramedic career in the County of Simcoe in 1985 after graduating from Humber College with Honours. In addition to working on the road, Dave was also a Base Hospital Instructor for Royal Victoria Hospital as well as being seconded as the Ministry of Health Acting Regional Training Coordinator for Region 3.

Dave also spent time as an Operations Supervisor with a portfolio of leading the paramedic training for the County Service. After a couple of years Dave missed being “on the road” and returned to being a front-line medic. Back in this role he also enjoyed the opportunity to precept paramedic students and share his knowledge and experience with others.

In 2005 Dave was awarded the Governor General of Canada’s Exemplary Service Medal after 20 years of service and, in 2015, Dave was awarded with his 30-year Exemplary Service Medal. Early 2021 brought a diagnosis of P.T.S.D. and subsequently Dave spent three and half months at Bellwood Hospital in Toronto receiving treatment for his psychological injury. It was while at Bellwood he realized that Peer Support was crucial for his recovery and healing journey.

After leaving treatment Dave continued with his Peer Support and began facilitating at meetings towards the end of 2021. He continuously advocates for first responder’s mental health issues and combatting the stigma surrounding such injuries. He has been interviewed internationally to speak about P.T.S.D. and the effects of it on first responders and their families.

Dave is the proud father of two sons, Alexander and Jackson, and continues to live in his hometown of Barrie with his Labrador Henry.



**Peer and Trauma Support systems (P.A.T.S.S.)**  
**Co-Facilitator of the Paramedic Focused Peer Support Workshops**  
**Robin Wright**



**ROBIN WRIGHT**  
**Peer Support Specialist**

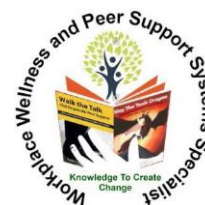
Robin is a former Advanced Care Paramedic and Acting Superintendent with nearly 20 years' experience in the field of Paramedicine. She began her career working in Toronto, Ontario, Canada where she was born and raised before moving to the National Capital Region, where she currently lives with her partner and two children.

After receiving a work-related diagnosis of PTSD, Robin struggled to find peer support locally. This led her to open the Ottawa chapter of Wings of Change Peer Support in 2017. Robin received her certificate in Peer and Trauma Support Systems (P.A.T.S.S.) through the Mood Disorders Society of Canada in 2018 and continued to facilitate local meetings for several years.

In 2021, Robin partnered with the Heroes Equine Learning Program (H.E.L.P.) in Ottawa to create and co-found the H.E.L.P. Peer Support Group, which offers free bi-weekly support meetings for First Responders, Military and Corrections members. Robin also volunteers her time with Badge of Life Canada facilitating national peer support meetings.

In 2022, Robin proudly accepted a role with the Peer and Trauma Support Systems (P.A.T.S.S.) team to present and deliver their 16-hour Paramedic-focused Peer Support Training program.

As a strong advocate for First Responder mental health and having experienced the extraordinary connections that peer support can build, Robin strives to share its positive benefits with all front-line professionals who are on their journey back to wellness.



**Peer and Trauma Support systems (P.A.T.S.S.)**  
**Co-Facilitator of the Indigenous Focused Peer Support Workshops**  
**K. Paul MacKenzie**



**K. PAUL MACKENZIE, CADC, CTR, CTSS**  
**Peer Support Specialist**

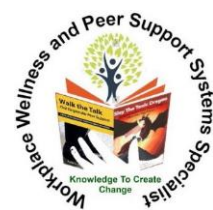
Paul is a former Halifax Regional Police Officer (Rtd.), having served in Patrol Division, Mounted Division and as the Employee and Family Assistance Program Coordinator. Paul is presently retired from the Firefighters and Family Assistance Program Manager position for the Halifax Regional Fire and Emergency.

Over the past 30 years, Paul has developed and implemented policies and programs pertaining to the delivery of Employee and Family Assistance Programs, Referral Agent Programs, Critical Incident Stress Management to emergency service providers such as the RCMP, Emergency Medical Care (EMC) Paramedics, 911 Operators, Children's Aid Society, Metropolitan Regional Housing Authority, Atlantic Support Services Association and the Canadian Coast Guard. As well as for community-based trauma response teams such as Strait Area Debriefing Association, Eastern Shore CISM Debriefing Team, Kanesatake Community Trauma Response Team (Quebec), Yarmouth County Community Response Team and the Chippewa of Georgina Island (Ontario). Paul has also worked with the Native Community in the Maritimes as the liaison officer between the Regional Police and the Native Community.

He continues to work with the Native Community across Canada as well he has served on the Atlantic First Nations Task Force on HIV/AIDS, former healing consultant for Teachings of the Sweet Grass Braid Society (survivors of residential school), a facilitator of the teachings of the Medicine Wheel and an associate counsellor for the Eagles' Nest Recovery House.

Paul is the former Director of the Spirit of the Eagles' Feather Society. Paul is a past member of the Board of Directors for the Canadian Traumatic Stress Network. He is also currently a member in good standing with the International Critical Incident Stress Foundation, the Association of Traumatic Stress Specialists, the Canadian Association of Suicide Prevention, the Suicide Information & Education Centre, the former Nova Scotia EAP Association (Past President) and the Addictions Intervention Association.





Paul is past Vice Chair of the Executive Board of Directors for Alcare Place, an addictions recovery house located in Halifax, NS and recently served as the Atlantic Regional Director on the National Board of Directors for MADD Canada.

Paul has been recognized for his work and has received many awards such as the St. John Ambulance Appreciation Award, The Most Venerable Order of the Hospital of St. Jerusalem, The Priory of Canada, The Halifax Police Department Award of Recognition for the Employee Assistance Program, Medals of Exemplary Service from the Province of Nova Scotia, Health Canada Award of Recognition for services provided for the Swissair Flight 111 Recovery, 2007 National recipient of the Tema Conter Memorial Trust Public Service Award and recipient of the 2012 Queen's Diamond Jubilee Medal.

Paul has also been featured in many articles on the both his personal and professional life and most recently was featured in the book **"The Sixty Second Story"** written by Janice Landry.



**Peer and Trauma Support systems (P.A.T.S.S.)**  
**Co-Facilitator of the Indigenous Focused Peer Support Workshops**  
**Amanda Conway**



**AMANDA CONWAY**  
**Peer Support Specialist**

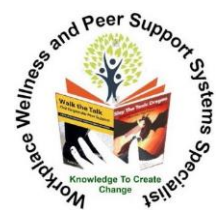
Amanda Conway has been a member of the Brandon Police Service since 2016. She is currently in the Community Policing Unit. As part of her role, among many other responsibilities, Amanda is the service's first Indigenous Liaison Officer. Before policing, Amanda graduated in 2011 from the University of Manitoba with a degree in Social Work. Her work experience includes mental health crisis services and community corrections within Manitoba Justice. She remains a Registered Social Worker through the Manitoba College of Social Workers and a Social Work Field Educator for the University of Manitoba.

Additionally, she is nearing completion of the Honours Bachelor of Arts in Policing program at Wilfrid Laurier University. Sharing her knowledge and experience, Amanda co-facilitated a Thompson River University Social Work community learning course in First Responder and Military Mental Health.

Amanda is committed to the community she serves and is largely involved with several Indigenous boards and planning committees, restorative justice, downtown neighbourhood renewal, mental health, and suicide prevention.

In 2020, after noticing the need for peer support within first responder organizations outside of Brandon Police Service, Amanda co-created Project Resilience 911, a not-for-profit Manitoba-based multi-agency peer support initiative for first responders, frontline workers, military personnel, and their families.

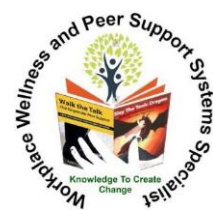
Project Resilience 911 provides peer support and CISM resources to organizations in need at no cost. It promotes frontline mental health awareness and education through community events. Amanda's understanding of trauma and stress response inspires her to be there for her peers and the community alike #beyondthecall.



In 2021, Amanda was awarded the first Mental Health Service Award in Manitoba for her distinguished contribution to those suffering from mental health. She has also been recognized as a Champion of Mental Health by the Canadian Institute for Public Safety Research and Treatment. In 2023, she was awarded the Queen's Platinum Jubilee Award for her leadership and contributions to the community.

Amanda grew up in a small town in southwest Manitoba. She is Ojibwe and Cree Metis. Her spirit name is Two Tobacco Woman. Amanda is honoured to represent local Indigenous communities at the Brandon Police Service. She acknowledges the historically challenging relationships between Indigenous peoples and public service. Thus, her goal is to create cultural safety and a changed experience in the future through unity, truth and reconciliation.

Personally, Amanda is married to another Brandon Police Service member, which has contributed to her increased appreciation for first responder spouses, especially those in the stages of raising their own little people. Off duty, she enjoys traveling and camping, just showing up with her family, hiking, and trail riding. Amanda has two adult children: her daughter Morgan, a registered nurse, and her son, Jayden, a Heavy Equipment Operator. Lastly, but most importantly, she has a three-year-old grandson, Dominic, whom she adores and values every minute she spends with him.



**Peer and Trauma Support systems (P.A.T.S.S.)**  
**Co-Facilitator of the Veteran and Veteran Family-Focused Peer Support Workshops**  
**James (Jim) D. Tolmie**

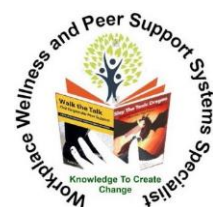


**JAMES (JIM) D. TOLMIE, PA, CD2, CCAC**  
**Peer Support Specialist**

Jim Tolmie is a CAF Veteran who resides in the Province of Ontario. His career as a Physician Assistant spanned over forty years of service in the military with his tours of duty spanning the globe. Jim is a Canadian Certified Addiction Counsellor who works with those who are struggling with an addiction.

Jim is the South-Western Ontario Field Operations Manager with VETS Canada. In this role, he helps Veterans who are struggling with homelessness. He is also a companionship caller with the Improving Veterans Wellness program of the Mood Disorders Society of Canada. As a peer support worker, Jim brings a wealth of knowledge and lived experience.

Jim is a continuous learner and will be completing his life-long dream and will graduate this year with his bachelor's degree.



**Peer and Trauma Support systems (P.A.T.S.S.)**  
**Co-Facilitator of the Veteran and Veteran Family-Focused Peer Support Workshops**  
**Debbie Turner**



**DEBBIE TURNER - MPM, PMP®, Cert. APM**  
**Peer Support Specialist**

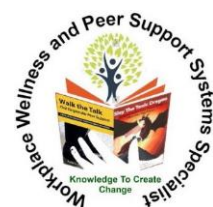
Debbie is the daughter of a Veteran who resides in the Province of Ontario. She is a certified Project Management Professional, a certified Agile project manager and has her master's certificate in Project Management from George Washington University. Debbie has worked in the field of mental health for over ten years, and with Veterans and Family Members of Veterans for the past six.

She was the national program lead for the 'Transitions to Communities' program –which was a seven-week Veteran program. This program focused on skills development which assisted Veterans to transition back into civilian work life. She is the national program manager for 'Improving Veterans Wellness' which offers peer support training, companionship calls and mental health resources in support of Veterans and Family Members of Veterans. Debbie herself is a companionship caller. She is also the lead for the 'Ontario Veterans Peer Support' training program.

Debbie has over 20 years' experience as a training facilitator to students (Seneca College), clients (IBM Canada Limited), and to the Toronto Police Service (Polar Bear Software).

Debbie has a wealth of knowledge and lived experience and she knows first-hand about the effects of PTS on Family Members as her extended family is one of service.





**Peer and Trauma Support systems (P.A.T.S.S.)**  
**Our Mental Health Worker in Peer Support Workshops**  
**Joddie Walker**

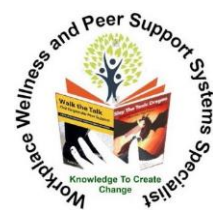


**JODDIE WALKER, MSc, Reg. Psychotherapist (#2405), CTRP-Clinical  
Mental Health Professional**

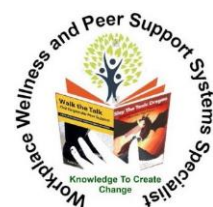
**Clinical Director**  
**Crisis & Trauma Resource Institute**  
[Joddie@ctrinstitute.com](mailto:Joddie@ctrinstitute.com)  
**CTRInstitute.com**

**Clinical Director of Hummingbird Therapy Clinic and Clinical Associate of York Region Psychological  
Services**  
**Hummingbirdtherapyclinic.ca**

Mental Health Professional Joddie holds a Masters of Science in Forensic Psychology, Registered Psychotherapist and is the Clinical Director of Crisis and Trauma Resource Institute. She holds Diplomate status with the American Academy of Traumatic Stress and is a National (USA) Credentialed Advanced Advocate. As owner and Clinician Director for Hummingbird Therapy Clinic, she specializes in first responders, their family members as well as civilians with PTSD, anxiety or depression. Joddie has 30 years of experience working directly with crime victims in various program settings and she has been providing trauma informed treatment to first responders with a diagnosis of PTSD, anxiety and/or depression since 2013. She authored a children's book, "Poppy and the Pandemic: A child's journey through loss and anxiety". Joddie has been trained in three models for debriefing, each for a specific audience: first responders, children or community members. Her direct experience includes volunteerism with two first responder Peer Teams, one in Canada and the other in the USA. Joddie's response with CISM also included responding to survivors of September 11th terrorist attack on two occasions and two populations: survivors of the South Tower and New York City Police Department. Joddie conducted group debriefings, using a peer support model, for hundreds of Public Health workers during the COVID-19 pandemic. Joddie's technical support and teaching includes conducting trainings



throughout the USA and Canada on topics such as victimology issues and compassion fatigue. Joddie has also taught for the National Fallen Fire Fighter Foundation (USA) on death notification, trauma, grief and loss. Her mission: to restore hope and healing to those whose job it is to bring hope to others.



## Peer and Trauma Support systems (P.A.T.S.S.) Our Mental Health Worker in Peer Support Workshops Dr. Barbara Anschuetz



**DR. BARBARA ANSCHUETZ, EDD, RP, CTTS**  
**Mental Health Professional**

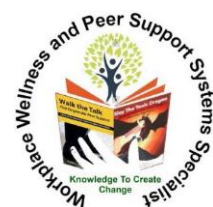
Barbara is a registered psychotherapist with the College of Registered Psychotherapists of Ontario. She is also a certified in eye movement and desensitization reprocessing (EMDR) therapist, and certified trauma treatment specialist (CTTS). Barbara graduated from a doctoral program in counselling psychology from the University of Toronto. She is also trained in cognitive behavioural therapy, trauma-focused cognitive behavioural therapy (CBT) and cognitive processing therapy, to name a few.

Due to the many years Barbara has been working with trauma, she has been humbled by the numerous opportunities she has had to study with world leaders on the importance of safe, ethical trauma theory, protocols and treatment.

In her current position, she is the clinical director of the Trauma Centre, in Sharon, Ontario. She has a unique therapy practice in a sanctuary setting, with a devoted administrative team and trauma-informed therapists (e.g., social workers, psychotherapists and psychologists). With its specialization in trauma response, the centre works daily with first responders and civilians who have suffered adversity related to trauma.

Barbara has been involved in community volunteer work in many capacities throughout her career. These include the board of directors of the Family Life Centre of York Region, founding board of directors for Victim Services of York Region, National Task Group on PTSD for Mood Disorders Society of Canada, to name a few.

In 1996, Brad and Barbara co-founded the York Region Critical Incident Stress Team, a volunteer organization that assists first responders after critical incidents at work. Barbara was the clinical director for eighteen years, also supporting other police agencies in trauma response. In addition to her clinical



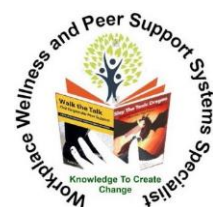
work with first responders, Barbara has also worked with local organizations in her community to deal with homicide, suicide, SARS, H1N1, etc. Earlier in her career, she was also involved in national and international disaster response at Peggy's Cove, 9/11, as well as Hurricane Katrina, and in family excursions to build projects with Habitat for Humanity.

As the recipient of many awards in her career, those that relate to work with first responders and leadership have special significance such as the Excellence in Education Award; the Tema Conter National Public Service Award; In Celebration of Women, Protective Services Award; and the Badge of Life Canada, Warrior Award.

Barbara is also as co-author of the book, **"Slay the Toxic Dragon, Police Leadership Impacting Member Wellness"** with Syd Gravel and Brad McKay.

Barbara is a strong advocate of servant leadership and mentorship. She has had the privilege of mentoring others from what she learned from Dr. Stephen Stokl, Dr. Muniini Mulera and Stan Snider. They have provided servant leadership and mentorship to her at different stages of her life and career. Although Barbara learned different skills from each of them, what they all possessed in their leadership roles was humility, integrity and kindness.

Barbara is a proud parent of her loving son and daughter, proud mother-in-law of her daughter-in-law and son-in-law, and an especially proud grandmother to her three little grandchildren, who provide a constant source of wonderment and joy. She lives with her partner of fifty years. She is truly grateful to her family, colleagues and strong circle of friends for their support, encouragement, solace and enduring friendship and loyalty.



**Peer and Trauma Support systems (P.A.T.S.S.)**  
**Our Mental Health Worker in Peer Support Workshops**  
**Dr. Ian Shulman**



**DR. IAN SHULMAN**  
**Mental Health Professional**

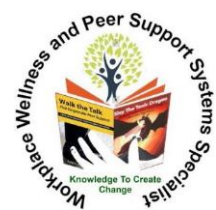
Dr. Ian Shulman is a clinical psychologist who has been practicing, mostly in the Halton region, for much of the past twenty years. He is the Clinic Director of Shift Cognitive Therapy, a multi-person psychology practice, staffed by psychologists, registered psychotherapists and social workers, serving the community at large.

Starting out in the Anxiety Disorders Clinic at The Clarke Institute of Psychiatry, before it merged with the Centre for Addiction and Mental Health (CAMH) in the early 1990s, Dr. Shulman learned to understand the common features sitting at the core of many anxiety-related conditions, and co-lead group treatment programs for panic disorder, social phobia and obsessive-compulsive disorder.

He achieved his PhD in clinical psychology from the University of Calgary in 1999 and returned to Ontario, where he completed a Postdoctoral Fellowship in the Anxiety Clinic at Toronto's Hospital for Sick Children.

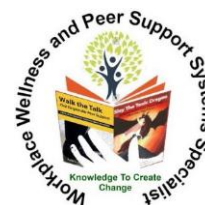
Recruited to the University of Waterloo's Department of Psychology after that, he co-leads the Psychology Treatment Clinic with a faculty partner, supervising the work of graduate-level students as they treated members of the Kitchener-Waterloo community, under the supervision of licensed, clinical supervisors. Returning to Toronto in 2002, he split his time between working in a private practice in Oakville and working for North York General Hospital. In that latter capacity, he provided treatment to children, teens and their families in the Child & Adolescent Outpatient Mental Health Clinic, and worked with the Unexplained Medical Issues Team, a small team focusing on exploring and resolving issues where patients presented with physical problems that had very real symptoms, but no medical conditions to explain them.





He gave up his hospital practice in 2003, preferring to focus on private practice work. In 2005, he opened his own practice, expanding over time to become the nine-person, group practice it is today.

Dr. Shulman's clinical work focuses largely on treating individual and couples' issues, in addition to working with first responders and other public safety personnel and their families. He has been a regular volunteer with Badge of Life Canada since 2018, attending and participating in a number of their 3- and 6-day, residential programs. He joined the organization's Board of Directors in January 2023.



**Peer and Trauma Support systems (P.A.T.S.S.)**  
**Our Mental Health Worker in Peer Support Workshops**  
**Rev. Hillary Murray**



**REVEREND CANON HILARY MURRAY, MSW, RSW, MPTH**  
**Mental Health Professional**

An Anglican priest with the Anglican Diocese of Ottawa, she presently serves as the full-time chaplain for Cornerstone Housing for Women in the Ottawa area.

In this role as chaplain Hilary provides clinical and spiritual support to women, many of whom have experienced trauma in their lives.

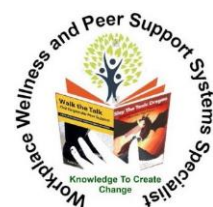
She obtained her Master of Pastoral Theology from St. Paul's University. Hilary is also a clinical social worker, obtaining her Master of Social Work in 1993.

She is a Registered Social Worker with the Ontario College of Social Workers and Social Service Workers (OCSWSSW), as well as, a member of the Ontario Association of Social Workers.

Hilary has extensive experience providing psychotherapeutic services in the areas of grief/loss, chronic illness and end stage medical conditions, depression/anxiety, trauma and marriage and family counseling, as well as, spirituality.

She is a facilitator, as well as, serves on the advisory board for the Ottawa Pastoral Care Training Program.

She is also a board member of Compassionate Ottawa and a clinical trainer for the Peer and Trauma Support Services Advisor for the training program under the Mood Disorders Society of Canada.



## Peer and Trauma Support systems (P.A.T.S.S.) Our Mental Health Worker in Peer Support Workshops Mary Anne Robblee



**DR. MARY ANNE ROBBLEE, PHD.**  
**Mental Health Professional**

Mary Anne holds a PhD in Social-Organizational Psychology and is a certified Leadership Coach, Third-Party Neutral Mediator, Facilitator, Training and Development professional, Social Scientist, and retired Registered Nurse.

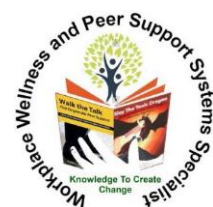
For more than 40 years, her career, both in psychology and as a Registered Nurse, has focused on assisting and supporting individuals and groups deal with a variety of life challenges. Indeed, her doctoral research focused on the impact of uncontrollable stress on health.

A central theme throughout Mary Anne's long and varied career is her enduring interest in health and its complex interrelationships with the challenges life delivers, and how we respond and support each other through these times. Mary Anne firmly believes that support systems are an integral part of recovering and maintaining health at individual, social and organizational levels.

Mary Anne has delivered clinical and professional services in the private sector, hospital settings, correctional settings, and the federal public service, most notably through its Executive Counselling Services, a confidential and anonymous service for senior officials in all federal departments across Canada.

Mary Anne has additional training and experience in leadership development, competency assessment, mediation, leadership coaching, as well as certificates in cultural diversity training. She has extensive experience and skills in helping individuals and organizations create and maintain healthy work behaviours and cultures.

Since 1999, she has been the Managing Partner of The Nelson Group, an Ottawa-based firm specializing in assessment, executive/ management coaching and organization development. She has served as a Special Advisor to the Board of Directors, the Canadian Institute for Conflict Resolution (CICR), St Paul's University.



## OUR EXTENDED LIVED EXPERIENCE FACILITATORS OF PEER SUPPORT

Additional TALENT available to us upon request

### 1. Deanna Lennox, War Horse Awareness Foundation

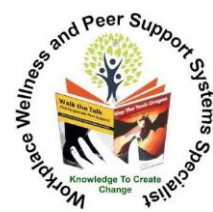
Deanna recently retired after 16 years of service with the Royal Canadian Mounted Police. In 2004, Deanna suffered a permanent hearing loss as a result of being exposed to several shotgun blasts. This injury abruptly ended Deanna's operational policing career. The sudden loss of hearing – and the loss of her identity as a police officer – contributed to her suffering a bout of Major Depression. A few years later she was diagnosed with post-traumatic stress disorder (PTSD). Deanna is determined to pass on what she refers to as “Tools in the Toolbox” for frontline service providers. In addition to professional counselling (including EMDR), she has experienced the benefits of working with horses, yoga, meditation, journaling and other alternative healing modalities. Deanna is a certified meditation teacher and brings the experience of meditation to her symposiums and retreats. In January 2015, Deanna's memoir is scheduled to be released by HarperCollins. Her book, “Damage Done” chronicles her experiences in the RCMP, her struggles with depression and PTSD, the creation of the War Horse Awareness Foundation and her passion to continue to help others.

### 2. Neil Orr (Ret'd) York Regional Police

Neil began his policing career with the O.P.P. in 1984, before joining the York Regional Police in 1987. His career has included assignments in Communications, Child Abuse, Forensics and the Training Bureau. Neil is a PTSD survivor and has been a committed Peer Support member and trainer for the York Region Critical Stress Team for over 15 years which has included deployment to New York City in 2002 to support NYPD Officers. Recently Neil was part of the selection process of the York Regional Police Peer Support Team. Neil currently serves in the capacity of Peer Support on the York Regional Police CISM Alumni Team. Neil shares his personal and professional experiences openly as a dynamic positive presenter.

### 3. Rae-Lynne Dicks, BA-Criminology, MA-Criminal Justice

Rae-Lynne Dicks is a former 911 Communications Operator (VPD & VFRS), with 10 years' experience and is a 20-year survivor of chronic PTSD due to cumulative traumatic incidents. As part of her Master of Arts degree, Rae-Lynne conducted the first research in Canada that focused specifically on Canadian 911 operators and PTSD; it is titled, Prevalence of PTSD Symptoms in Canadian 911 Operators. Rae-Lynne has been a volunteer with Badge of Life Canada under the guidance and mentorship of its Founder, Peter Platt and a guest speaker for Tema Conter during their Heroes are Human Tour.



In 2017, Rae-Lynne created the first conference, Connections in First Responder Mental Health and collaborated with her alma mater Kwantlen Polytechnic University and Badge of Life Canada to bring together a long list of speakers, service providers, persons with lived experience and academics.

Participants included local organizations, first responders, treatment providers and KPU students who listened, shared and asked questions in discussion of a wide range of topics over the course of the 2-day conference. The proceeds of this conference were donated to Badge of Life Canada.

In 2019, Rae-Lynne was invited by the Ministry of Health to attend the National Conference on PTSD in Ottawa where she was invited to share the results of her Master of Arts research and participate in the conference as both an academic and a person with lived experience. All the participants attending the conference worked together collaboratively to inform the future federal framework on PTSD. In participating at this conference Rae-Lynne was honoured to confirm that 911 operators and dispatchers will be included in all legislation resulting from the Federal Framework.

Rae-Lynne regularly speaks publicly to share her story that she blends with discussion about the early warning signs along with the development of PTSD as she experienced it. Rae-Lynne also discusses issues involving stigmatization in first responder organizations and her road to survival, including how she made the conscious decision to live.

#### 4. Careen Condrotte

Careen is a Registered Social Worker and has been working in the prevention/early intervention field for over 20 years. Careen is an Approved Instructor with the International Critical Incident Stress Foundation and through this work has developed and provided crisis response services to first responders (peer support teams), health care professionals, schools and communities. Careen has experience in suicide prevention, intervention and grief support in addition to her training in mental health promotion and prevention.

As a believer in wellness, resiliency, and early intervention, Careen strives to acknowledge her audience/client challenges & strengths provide accurate and practical resource information. She works to provide easily implemented strategies for wellness and resiliency and instill positive messages of personal control & responsibility of wellness, hope and energy to make positive changes.

Careen is also a Reiki Practitioner Level II and believes in providing individuals with holistic options for wellness in conjunction with the traditional/western options available. She understands the importance of individuals having choice and control over the healing tools and resources for their individual journey.