

Emerg services to fight for soldiers and families

Now recruiting TPS fighters

Students of the Sweet Science are needed to fight with Toronto's finest at an all-emergency-services slugfest in support of soldiers and their families.

The Guns and Hoses Salute to Our Soldiers fight night on Aug. 16 is a Canadian Emergency Services Boxing Association (CESBA) event that pits paramedics, firefighters, police, along with corrections, probation and parole officers against one another to raise money for the Petawawa Military Family Resource Center.

CESBA president Peel Regional Police Insp. Barry Dolan said the event is designed to help the family centre and to give a psychological boost to the soldiers who leave for Afghanistan two weeks after the final bell sounds.

"There's a rich history between the police and the military," said Dolan, who sports the square jaw and imposing build of a super-heavyweight. "This brings all the emergency services together to fight for the troops and show our support for them."

It's expected that 3,500 people will pack Dundonald Hall at Canadian Forces Base Petawawa for the 10-match night. The \$20 entrance fee goes to charity.

Boxing positive lifestyle

Dolan said boxing has given him so much and sees CESBA as a way to give back by promoting a healthy lifestyle and raising money for good causes.

"It really promotes camaraderie among the services," said Dolan, surrounded by over 30 emergency services fighters training at the Kombats Arts Training Academy recently.

He is encouraging more officers to begin training for the August event and get involved with CESBA.

Canadian Olympic fighter Troy Ross has also lent his support.

"To see the boxing community open its doors is great," said Ross, noting that young people should be encouraged to get into the sport that shapes strong char-



The Canadian Emergency Services Boxing Association (CESBA) formed last year to promote camaraderie among frontline emergency workers through amateur boxing.

Upcoming events:

Guns and Hoses Salute to Our Soldiers

August 16 @ Canadian Forces Base Petawawa
In support of Petawawa Military Family Resource Center

Punch Up in Parliament

September 27 @ Lansdowne Park, Ottawa
In support of the Canadian Police Association Robert Warner Memorial fund

For more information go to cesba.ca



Const. Mike Peachey squares off in a sparring match versus Sgt. Kevin Hooper. Below, Const. Aaron Montgomery is prepared for battle

put the skills I've learned to the test," said Hooper. Though he didn't win his first bout a few weeks ago, he learned how to prepare better for the next fight.

"That was the most exhausting six minutes I've ever had," said Hooper, referring to the three, two-minute rounds.

He began to feel his hands drop in front of him as he grew more tired, giving his opponent the opportunity to dominate.

Montgomery is focused on fitness, too, as he geared up for his first match in June.

"It's evolved to the competitive aspect for me but I initially started to stay in shape," said Montgomery, who shed 35 pounds off his 6-foot-3 frame over the course of a year.

He's currently working on his boxing coach certification.

And they have someone to mentor them along the way, as coach Paul Oddi, owner of Point Blank, has volunteered to train the fledgling fighters.

"I'm giving them the fundamentals," said Oddi, of teaching clean, fluid punching and foot-



work. "And the second part is getting their fitness levels up."

He has put them on a diet of 5-km-plus runs, pushups, burpees, obstacle-style courses, and then on to heavy bags, pad drills, finishing off with the fine tuning of sparring.

"It's a whole body workout. Just because you're punching doesn't mean you're not using every other muscle."

He said staying focused and confident is also imperative before you step in the ring, where self-doubt will drop the defences of a fighter.

Montgomery is doing all he can to "work on his wind."

"Endurance is the biggest thing for me," said Montgomery. "I'm also working on my movement, footwork and speed."

Const. Mike Peachey, a past Ontario amateur open-class champion, was also on hand to help with some tips of the trade, debriefing Hooper following a sparring match in the ring.

"Boxing is great for focus, discipline and gives you the ability to make a committed effort towards a goal," said Peachey, who underscored why the August bout is especially important.

"We have 100% support for our hero brothers and sisters who put themselves on the real front lines."

Hooper added that officers do a similar job but the sacrifice of soldiers and their families is heroic.

"At the end of the day, we can't imagine what it's like to patrol in Afghanistan," said Hooper. "The family resource center is important for those soldiers and their families."

Workplace diversity award

The Toronto Police Service (TPS) has been recognized for being among Canada's most progressive leaders in promoting diversity within its ranks.

The distinction came from a new national competition, Canada's Best Diversity Employers, which salutes the Top 25 companies that have taken the principles of diversity to heart in the workplace.

The Service was among 27 other public organizations and private companies, including Air Canada and the University of British Columbia, who received the coveted award.

The new competition is an adjunct to the well-established Canada's Top 100 Employers list published by the same company. The finalists were culled from an original list of 1,600 companies from every region of the country.

"We hope the award inspires

other companies and organizations to follow suit," said Tony Meehan, publisher of Mediacoop Canada, the competition's organizers.

CAO Tony Veneziano, who accepted the award on behalf of the TPS, said the Service has worked hard to become more diverse.

"It's an indication of all the ongoing work as an organization to further reflect the city we serve," Veneziano said. "It's a really proud moment for the Service."

The award represents a long-time commitment to community policing by the Service, said Employment S/Insp Peter Lennox.

"We've recognized the best way to serve the community is to reflect the community," said Lennox, "not only by having diverse demographics within our

ranks, but by becoming more culturally competent."

Andre Goh, manager of the Service's Diversity Management Unit, said the award recognizes the progressive approach being taken, especially in the recruitment of new officers.

"We've had tangible results in recruiting," Goh said. He also noted the employment structures have changed — something unique in the very-traditional law enforcement environment.

The Service was selected based on a diversity index developed by author Trevor Wilson, who wrote *Diversity At Work: The Business Case for Equity*.

"The work done in recruitment, in infrastructure and commitment at the leadership level made them a good choice for the award," said Wilson.

He said the Service faces the unique challenge of being scruti-

nized by a civilian oversight board, a union and the media among other stakeholders who often present competing views that must be balanced.

Wilson said creating diversity in an organization is not solely based on ethnicity but also recognizing the intangible talents that make up a good police officer and recognizing they come in all packages.

"It's recognizing that the best police officers didn't go to the same schools or have the same skill-sets," said Wilson.

"If you truly measure talent, you'll discover talent you didn't recognize right away," Wilson said.

"In the past, it was thought you had to be male and six-four to do the job, but that was too limited."



Diversity Unit manager Andre Goh, S/Insp Peter Lennox, YIPI coordinator Danielle Francis and CAO Tony Veneziano