



# Collaboration, Confidence, and Community

A Q&A with the International Association of Women in Police (IAWP)'s 2025 Civilian of the Year Award Recipient, Emma Hamilton



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Emma Hamilton is a Business Analyst in the Critical Application Support Section of the Ontario Provincial Police (OPP), in Orillia, Ontario. In 2025, Hamilton received the 2025 Civilian of the Year Award from the International Association of Women in Police (IAWP) and joined us for a Q&A about her experience.

***Congratulations! What does it mean to you to receive this award?***

Being the recipient of the Civilian of the Year award is such an honour.

This recognition is a powerful reminder that civilian roles in policing are essential, and that the behind-the-scenes work carried out across every part of a policing agency truly makes a difference.

***How does it feel to be recognized amongst your peers?***

Receiving this award in the presence of so many extraordinary women in policing makes it even more meaningful — it is a celebration of collaboration, resilience, and the strength we draw from one another.

It inspires me to keep contributing, and to continue working alongside my fellow women in law enforcement to drive change and make a lasting impact.

***What role do you think organizations like IAWP and the 30x30 Initiative play in encouraging women to join a police agency?***

Organizations such as the IAWP are vital because they not only shine a spotlight on the achievements of women in policing, but also create space for meaningful dialogue around recruitment, retention, and workplace culture — critical conversations that help bring more women into the profession.





## ***How does being supported and celebrated impact careers?***

These organizations foster professional development and, most importantly, cultivate a sense of community. They help women in law enforcement feel supported, seen, and empowered to pursue their goals and lead with confidence within their home agencies.

## ***What advice would you give to women interested in working in public safety?***

My advice would be: just go for it! Public safety needs your perspective, your leadership, and your voice. Women bring unique strengths to this field, and whether you join as a civilian or a uniform member, you have the power to enact meaningful change.

## ***What should they know once they've landed a job?***

Once you're in, surround yourself with mentors and allies who uplift you — and most importantly, lift others as well. Every contribution, whether big or small, makes a difference.

## ***What is your favorite part about mentoring other women within the OPP?***

My favourite part about mentoring others is being part of a team that cheers each other on. I firmly believe that the best teams are built on mutual support, and that is exactly what I strive to foster through mentorship. When someone knows they have an ally in their corner, their confidence grows and they begin to take on challenges they once hesitated to face.

## ***What are some successes you are most proud of?***

One of the things I am most proud of is the unit I am part of at the Ontario Provincial Police. They are living proof that when we lift each other up, we all rise. It is one of the most collaborative teams I have ever worked with, made up of more women coming together to tackle large, impactful projects. The energy, the drive, and the shared commitment to making a difference is truly something special.

**In addition to the civilian award, the IAWP annually recognizes female and male officers in a variety of categories. Nominations can be submitted online, at <https://iawp.org>.**