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To: [Warren Sullivan](#)
Subject: Email
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I am wanting to get something off my chest having wrestled with this week. I want to send this to our staff...? What do you think?

Friends and Colleagues -

It is with a heavy heart I write this message, however, I feel in necessary that you hear my sentiments on Sunday's tragedy - the death of Mr. Donald Dunphy. We live in a period where opinion is ubiquitous, while facts seemingly take a back seat to what is titillating. This is however where we have a responsibility, and where we must take the time to reflect on why we decided to enter the world of Policing.

It is very easy for us to become frustrated at what appears to be prolific ignorance prevailing in our society; but we didn't choose to become police officers because it was easy. We are police officers, and we are the civilian police staff, because we get the unparalleled opportunity to help people. For Mr Dunphy, we were simply too late - but that doesn't mean we stop forging ahead into hopelessness, anguish and despair with the view of creating betterment, safety and wellbeing for the citizens we serve.

Our community is reeling from this terrible misfortune, and we must do what we are supposed to do in any community tragedy - we must show strength, understanding, compassion, leadership, and empathy. This is our responsibility; we need to take the opportunity to educate and empathize.

We are the experts in our field, and can't expect everybody to simply "get it". While we cannot discuss confidential details of any police file or investigation, we can indeed articulate our expertise in a concise way that alleviates some of the confusion that exists even amongst our own friends and family:

Protective Policing - is predicated on intelligence led investigations. Most will inherently view police work as something that is reactive. ie. Somebody is threatened and we respond accordingly. Intelligence based policing is proactive, and in the case of protective services, attempts to identify potential concerns and disconcerting behavior, and through a risk analysis endeavors to assign threat levels and implement corrective measures before an act of targeted violence occurs. Use the Ottawa shooting as an inverse comparison; society was quick in this case to ask where the police were in identifying red flags.

Security for elected officials - is sadly a topic of public debate. Newfoundland and Labrador is an amazing place to live and work. We are however not impervious to singular acts of violence. Our elected officials make great sacrifices to carry out important work, and they suffer a level of public exposure and scrutiny like no other group I am aware of. They are charged with managing public funds and our social programs. This leads to individuals and groups who will be disgruntled, and when desperation and instability is added to the mix you will have security concerns. Our elected officials and their families deserve to live and do their work unencumbered by concerns for their safety and well being. Whether our Premier wears a blue, red or an orange stripe, their security should be as static as the desk in their office. Some will tell you that our Premier should be, or is an ordinary person; the reality however is that while they may have once been an "ordinary person" (if such a thing exists), they are now our Premier, and there is nothing ordinary about that Office. Society has eroded many of the comforts and standard amenities that should come with being an elected official - all in the name of politics. We are however the Provincial Police, and we will continue to provide a service and make recommendations that are founded in principle and good policing philosophy.

A capable and professional police service requires community support and confidence for success; to achieve community support and confidence we require dedicated professionals who are well trained, proud and confident in their duties, and who can empower stakeholders to play an active role in creating safer communities. When such tragedies are at our forefront, we risk eroding that confidence.

While there are many people who are and will be impacted by this, make no mistake that at the core of this matter, there is a family that no longer has a father and a brother. I sincerely appreciate the tremendous support you have shown me and my family, but we must also bear in mind that we have a community who is confused, scared, hurt and grieving. We must also help them heal.

Although I cannot regret my actions last Sunday, I unequivocally wish I could have visited Mr Dunphy at a point in his life where another level of intervention may have been possible. Our lives can change or end in the blink of an eye. Please seize and opportunity to help those who need it.

Thanks again
Joey