

# LESLEY J. BIKOS

## EDUCATION

### **WESTERN UNIVERSITY, DEPARTMENT OF SOCIOLOGY, DIRECT ENTRY INTO PH.D. PROGRAM 2015-PRESENT**

PhD: Courses include: sociology of work, advanced qualitative and quantitative methods, classical theory, workplace culture. Comprehensive exams: Work (including areas of gender, diversity, and workplace culture) and Qualitative methods (June 2017/February 2018)

Dissertation work: Comparative study of men and women police officers across Canada. In-depth interviews with 80 women and 20 men from 25 different police services to ascertain their experiences of police culture, including what barriers remain, possible solutions, and policy creation.

Completion of 1 year Masters program with honors, offered direct entry into the PhD program. Courses included: policing, life course theory, statistics, contemporary theory. Original qualitative research conducted titled: "I Took the Blue Pill: The Effect of Hegemonic Masculine Police Culture on Canadian Policewomen's Identities." Study included in-depth interviews with 15 policewomen from 5 Southwestern Ontario police forces.

### **BRESCIA UNIVERSITY COLLEGE 2013-2015**

4 year Honor's Specialization degree in Sociology completed in 3 years, graduated with distinction, Dean's Honor Roll each year. Areas of concentration: gender, sociology of law, inequality, criminology, methods –both quantitative and qualitative.

### **ONTARIO POLICE COLLEGE 2004**

Honors Diploma: Basic police constable training including criminal and provincial law, use of force, tactical communications, interviewing and investigating, report writing, charge packages, court procedures.

### **WESTERVELT COLLEGE 2001**

Police Foundations Diploma, Dean's Honor Roll

### **WESTERVELT COLLEGE 2000**

Law Enforcement Diploma

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## EXPERIENCE

### **Adjunct Professor, Brescia University College, London ON**

January 2017; January 2018

Course: Policing, Security, and Surveillance, a second-year Sociology course. Lectures, course preparation, exam/assignment creation, marking.

Teaching Honour Roll for 2017

### **Expert Consultant, Scarfone Hawkins LLP, Hamilton ON**

May 2016 – Ongoing

Research and advising

**Expert Consultant, Cambridge LLP, Toronto ON**

May 2016 – Ongoing

Research and advising

**Contract Researcher, Center for Organizational Effectiveness, London ON**

February/March 2017

Contract Researcher: tasks included interviewing and report writing.

**EXPERT WITNESS, LERNERS LAWYERS, LONDON ON**

October 2016 - Ongoing

Research and expert opinion-based report provided as evidence in legal proceedings.

**TEACHING ASSISTANT, WESTERN UNIVERSITY, LONDON ON**

September 2014-present

Lecturing duties in tutorials, lesson planning/classroom preparation, marking duties, mentoring/student assistance.

Courses include: Introduction to Sociology, Women in Crime (x2); Research Methods in Sociology; Social Problems (x6)

**RESEARCH ASSISTANT/CONFERENCE ASSISTANT, BRESCIA UNIVERSTIY COLLEGE, LONDON ON**

September 2013 – June 2014

RA: Part-time duties included research for professors on varied topics.

May/June 2014: Conference assistant: assisted with set up of conference, administrative duties, running of conference.

**CONSTABLE, LONDON POLICE SERVICE, LONDON ON**

January 2004 – June 2008

Final rank: First Class Constable. Patrol officer responsible for enforcing criminal and provincial offences, care and welfare of the public, response to calls for service, investigations, interviews, charge packages and reports, giving evidence in court. Ongoing training in CPR/First Aid, advanced patrol techniques, social problems/solutions, investigations, policy and procedures, breathalyzer, radar, use of force, communication skills.

Secondary School Resource Officer for 6 months: taught drug and alcohol program, school liaison, relationship building/mentoring with high school students, law enforcement for criminal/provincial offences.

**RESOURCE PROTECTION TEAM LEADER, SEARS CANADA, LONDON ON**

September 2000-January 2004

Manager of team of 5 investigators, responsible for store security, loss prevention, accounts, health and safety. Winner of best team of the year in Canada for 2003 and best Resources Protection Team Leader 2003.

## AWARDS

**2017-2021:** Social Sciences and Humanities Research Council (SSHRC) Doctoral Fellowship, Western University, Sociology (Federal Award)

**2017-2018:** Ontario Graduate Scholarship, Western University, Sociology

**2016-2017:** Ontario Graduate Scholarship, Western University, Sociology

**2015-2016:** Ontario Graduate Scholarship, Western University, Sociology

**2015:** Outstanding Graduating Sociology Student, Canadian Sociological Association

**2015:** Best presenter - Western Student Research Conference, Western University, London, Ontario.

**2014:** Sister St. Micheal Guinan Memorial Scholarship, Brescia University College (upper year student with outstanding averages each year).

**2013:** Political Science Award, first year subject award for highest average, Brescia University College.

**2013-2015:** Dean's Honor List, Brescia University College, Sociology (every year of undergraduate degree with final year designated as graduating with distinction).

**2012-2015:** Eleanore Donnelly Award, Brescia University College, (competitive bursary with an essay component for board selection and grade average requirements).

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## MEDIA

**May 2017:** "It's not just the RCMP: Police culture is toxic." **Globe and Mail**  
<https://www.theglobeandmail.com/opinion/its-not-just-the-rcmp-police-culture-is-toxic/article35014971/>

**May 2017:** "Police culture not just an RCMP issue." Podcast: **AM980, Craig Needles Show**  
<https://omny.fm/shows/the-craig-needles-show/craig-needles-and-lesley-bikos-discuss-rcmp-and-po>

**Apr. 2017:** "Justice Tulloch: Independent Police Oversight Review" podcast: **AM980, Craig Needles Show** (Apr. 7 – 40 min. in): <https://omny.fm/shows/the-craig-needles-show/playlists/podcast/embed?style=artwork>

**Mar. 2017:** 'Is it within you?': VPD launches drive to recruit more women" **CBC News** Vancouver: <http://www.cbc.ca/news/canada/british-columbia/is-it-within-you-vpd-launches-drive-to-recruit-more-women-1.4015775>

**Feb. 2017: AM980, Craig Needles Show:** "Police chief meets with sexual assault advocacy groups, issues apology" podcast: <https://omny.fm/shows/the-craig-needles-show/craig-needles-show-february-6th-2017>

**Feb. 2017:** "Police chief meets with advocacy groups, issues apology" **Globe and Mail:**  
<http://globalnews.ca/news/3231373/police-chief-meets-with-sexual-assault-advocacy-groups-issues-apology/?gref=am980>

**Feb. 2017:** "This is going on all across our country: says researcher in wake of police officer resignation" **Calgary Herald/Calgary Sun:** <http://calgaryherald.com/storyline/this-is-going-on-all-across-our-country-says-researcher-in-wake-of-police-officer-resignation>

**Dec. 2016:** "Skip carding, try walking beat academic says" **London Free Press:** <http://www.lfpress.com/2016/12/08/skip-carding-try-walking-beat-academic-says>

**Nov. 2016:** **CBC All in a Day**, podcast <http://www.cbc.ca/listen/shows/all-in-a-day/segment/10798633>

**Oct. 2016:** "London force meets 2016 recruiting diversity goal, but cultural change will take time, researcher says" **London Free Press**

**Oct. 2016:** "Officer-Turned-Researcher Explores Police Culture" **Western News** <http://news.westernu.ca/2016/10/officer-turned-researcher-explores-police-culture/>

**Aug. 2016:** "Growing number of women police hasn't yet dismantled 'old boys' club' of officers, ex-cop/researcher finds" **London Free Press** <http://www.lfpress.com/2016/08/29/growing-number-of-women-police-hasnt-yet-dismantled-old-boys-club-of-officers-ex-copresearcher-finds>

**Sept. 2016:** "Growing number of women on Canadian police forces no match for 'old boys' club,' researcher finds" **National Post** <http://news.nationalpost.com/news/canada/growing-number-of-women-on-canadian-police-forces-no-match-for-old-boys-club-researcher-finds>

**Sept. 2016:** "Female Ontario cops tell researcher that boys' club still persists" **Toronto Star** <https://www.thestar.com/news/crime/2016/09/01/female-ontario-cops-tell-researcher-that-boys-club-still-persists.html>

**Sept. 2016:** "Male police culture puts women at a disadvantage, study suggests" **CBC** <http://www.cbc.ca/news/canada/kitchener-waterloo/police-women-discrimination-study-1.3744407>

**Sept. 2016:** "More participants sought for study about the barriers to women in policing" **London Free Press** <http://www.lfpress.com/2016/09/01/more-participants-sought-for-study-about-the-barriers-to-women-in-policing>

**Sept. 2016:** "Female Officers Being Sexually Harassed by their Male Counterparts" Roy Green Show, podcast <https://omny.fm/shows/roy-green-show/female-officers-being-sexually-harrassed-by-their>

**Sept. 2016:** **CBC Ontario Morning**, podcast (11 minutes in): [http://podcast.cbc.ca/mp3/podcasts/ontariomorning\\_20160902\\_28511.mp3](http://podcast.cbc.ca/mp3/podcasts/ontariomorning_20160902_28511.mp3)

### Publications

- Bikos, Lesley J. (2017) "It's not just the RCMP: Police culture is toxic." *Globe and Mail*  
<https://www.theglobeandmail.com/opinion/its-not-just-the-rcmp-police-culture-is-toxic/article35014971/>
- Bikos, Lesley J. (2016) "I Took the Blue Pill" The Effect of the Hegemonic Masculine Police Culture on Canadian Policewomen's Identities". *MA Research Paper*. Paper 7.  
[http://ir.lib.uwo.ca/sociology\\_masrp/7](http://ir.lib.uwo.ca/sociology_masrp/7)
- Forthcoming (2017): Bikos, Lesley J. "Warrior or Traitor? An Insider's Perspective on Research with Policewomen in Canada." Pp. 1-8 in *Craft of Qualitative Research*, edited by Kleinknecht, S., van den Scott, L., Sanders, C. Toronto: Canadian Scholars' Press.
- Bikos, Lesley J. (2014) "From Hero to Zero: Policing the Police in Canada- How the Current Culture of Hero Worship Perpetuates Corruption and Dysfunction Within the Canadian Criminal Justice System," *Sociological Imagination: Western's Undergraduate Sociology Student Journal*: Vol. 3: Iss.1, Article 12.  
Available at: <http://ir.lib.uwo.ca/si/vol3/iss1/12>

### Conferences

**May 2017:** "If They Treat Their Own That Way, Can the Public Expect Any Better? The Intersection of Police Culture and Women's Experiences Reporting Sexual Violence in Canada." *34<sup>th</sup> Annual Qualitative Analysis Conference*, Hamilton, Ontario.

**June 2016:** "Should I Stay or Should I Go? Looking at Canadian Policewomen's Career Trajectories Through a Life Course Perspective." *Canadian Sociological Association*, Calgary Alberta

**June 2016:** "I Took the Blue Pill: Canadian Policewomen's Identity Formation in a Hegemonic Masculine Institution" *Canadian Sociological Association*, Calgary Alberta

**March 2016:** "I Took the Blue Pill: Canadian Policewomen's Identity Formation in a Hegemonic Masculine Institution" *Western Graduate Student Conference*, London, Ontario

**June 2015:** "Us and Them: A Qualitative Study on Canadian Policewomen's Identity Formation in a Hegemonic Masculine Institution", *32nd Annual Qualitative Analysis Conference*, London, Ontario

**March, 2015:** "Us and Them: A Qualitative Study on Canadian Policewomen's Identity Formation in a Hegemonic Masculine Institution", *Western Student Research Conference*, London, Ontario – Winner best oral presentation

### Guest Lectures

**April 2017:** Dr. Steven Kleinknecht, The Craft of Inquiry, 4<sup>th</sup> year course, Brescia University College, London, Ontario.

**February 2017:** Professor Susan Toth, Sociology of Law and Inequality, 3<sup>rd</sup> year course, Brescia University College, London, Ontario.

**January 2017:** Professor Darlene Balandin, Social Problems, 2<sup>nd</sup> year course, Kings University College, London, Ontario.

**October 2016:** Professor Darlene Balandin, Work/Life Balance: Choices and Challenges, 3<sup>rd</sup> year course, Brescia University College, London Ontario.

**February 2016:** Professor Susan Toth, Sociology of Law, 3<sup>rd</sup> year course, Brescia University College, London, Ontario.

**January 2016:** Dr. Steven Kleinknecht, Qualitative Methods in Sociology, 4<sup>th</sup> year course, Brescia University College, London, Ontario.

**November 2015:** Professor Darlene Balandin, Work and Occupation, 3<sup>rd</sup> year course, Brescia University College, London, Ontario.

**October 2015:** Dr. Kristen Lozanski, Social Construction of Gender, 3<sup>rd</sup> year course, Kings University College, London.

**September 2015:** Professor Lauren Barr, Social Theory, 2<sup>nd</sup> year course, Kings University College, London, Ontario.

**October 2014:** Professor Darlene Balandin, Work and Occupation, 3<sup>rd</sup> year course, Sociology, Brescia University College, London, Ontario.

### Service/Volunteer

**Judge**, March 2017: Community-Based Projects for the Agnes Penner Prize, Kings University College, London, Ontario

**Speaker**, March 2017: March Break Open House, Brescia University College, London, Ontario.

**Research/Report**, November 2016: Report on police culture prepared to assist The Honourable Michael H. Tulloch in sections of the Report of the Independent Police Oversight Review, released March 2017.

**Union Steward**, September 2015 to May 2016: Sociology Department, Western University, London, Ontario.

**Judge**, March 2016: Western Student Research Conference, Western University, London, Ontario.

**Classroom Assistant**, September 2014-Ongoing: Volunteer parent role

**Fundraiser/Organizer/Community Liaison** 2008-2013: Philoptochos Outreach Committee, London, Ontario. Assisted in the development and execution of several programs to raise money and donations for community helpers such as: My Sisters Place, Ronald McDonald House, London Food Bank, Women's Community Center.

