

源植勉

Peter Yuen

警政人生 光輝剎那 無盡延伸

源植勉今年踏上了人生另一個高峰，自1月起從總督察擢升為警司，成為多倫多警隊最高官階的華裔。憑他在警隊默默苦幹20多年取得的輝煌功績，已足證「行行出狀元」。然而，若有機會細聽他回憶從小移民加國的成長路、目睹他如何每一天為當前的職責全力以赴，以及為未來一代付出心血與時間，你會樂於深思他的座右銘：「要為成功找方法，別為失敗找理由。」

源植勉是個永遠向前看的人，而且他想到的不單是自己的將來，例如，他接受展望青年領袖培訓計劃（Vision Youth Leadership Program）的邀請加入“展望青年”課程顧問團隊，負責設計培養青少年領袖才能的課程內容，並於2008年創辦名為「行行出狀元」的就業專題講座。幾年來反應熱烈，今年他又以主要講員身份出席講座。此外，他亦經常樂於參與社區舉辦的活動。

他表示很關心年輕人的成長健康，也希望有更多警務人員參與這類計劃。他認為這一代年輕人有三大缺陷：過份自我、欠缺社交能力、以及對四周的事漠不關心；加上他們大多習慣父母的寵愛，總是一味地接受，並沒有承受過太多身體與心理上的苦難，以致變得自我中心、合作能力差、缺乏社會責任意識。

他希望憑藉自己的人生閱歷貢獻出一份力量，讓學員學會認識自我。一個人對自己的能力水平能客觀看待，是一個不可忽視的課題；既不能高估自己，給自己訂下過高目標，以致打擊信心，然而也不可低估自己，妄自菲薄。要了解自己所熱衷的是什麼，並付諸努力，去追求實現。

這正是源植勉在成長路上領悟的道理。雖說「英雄莫問出處」，但源植勉的過去、現在與將來，肯定是一個傳奇的多面體，箇中不可或缺的精彩元素，就如他所指生命中的某些決定性時刻，如何塑造了他的人生價值觀，讓他成為今日的源植勉。

小移民 尋尋覓覓成長路

源植勉生於香港，1975年移民加拿大，當時年僅11歲，像許多新移民一樣，要適應一個新環境、新文化、新語言。由於父母每天要辛勞工作12小時，作為長兄的他便負上照顧年幼弟妹的責任。除了上學用功讀書，愛玩的他對於加拿大人最愛的冰球和棒球都只有遠望的份兒。到14歲開始做兼職，賺到一點額外的零用錢，才買得起腳踏車和棒球手套。

高中成績優異的源植勉，最初希望進大學主修歷史，這意願隨即遭到雙親「打倒」；正如許多華人家長一樣，他們都定意孩子要成為律師、醫生或工程師才能出人頭地。源植勉慨嘆今時今日仍有不少華人抱持這觀念，為子女帶來很大的壓力。而當年的他，亦逃不過這壓力，於是為了取悅父母，便入讀McMaster University化學工程系。由於這並非一己所想，於是變得無心向學，終日流連桌球室，到大學二年級時更跑到渥太華跟朋友一起住，四處碰，還經常到外圍賭場，走向邊緣。

正當站在人生的十字路口，不知去向之際，他看到報上刊登的警隊招考廣告，隨即感到這是一個好的選擇，於是便毅然投考，於1987年正式加入多倫多警隊。源植勉說上班的第一天，只想到第二天不知會怎樣，也沒有想有日後的路要怎麼走，然而，如今回看這個決定性時刻，肯定是塑造他警政人生的第一步。

從警之路 任重道遠

在25年警察生涯中，源植勉當過巡邏、臥底、人力管理、社區聯絡、投訴管理等工作，還曾負責調查謀殺、亞裔有組織犯罪等。

源植勉回想另一個決定性時刻，是從警以來最驚險的一個生死時刻。1990年在42分局刑事偵緝組工作時，他以臥底探員身份混入士嘉堡一間會所，該會所是利用長途電話越洋非法賭博香港外圍馬，警方原本計劃採取裏應外合方式，掃蕩這個地下賭檔，想不到在警方未採取行動前，兩名越裔及香港留學生持槍入內打劫，命令在場所有賭客將身上銀包丟在地上。

劫匪在把銀包逐一搜掠時，發現其中有一個銀包內藏有多倫多警隊警章，於是喝令該名探員現身，否則每一分鐘槍殺一名賭客。源植勉遂挺身而出，匪徒將他痛打一頓，並用槍管放在他的口中要開槍，千鈞一髮之際，匪徒的手槍子彈竟與手槍型號並不吻合，子彈在槍管中堵住，源植勉在鬼門關走了一轉，並檢回性命。源植勉告訴匪徒，警方已佈下天羅地網，他們插翅難飛…。

此事以後，他深切體會到人的生命有如一粒微塵，轉眼便過，所以應該做有價值的事：「每個人都有屬於自己的珍貴禮物，你得不到禮物，並非禮物不存在，而是你沒有用盡全力去爭取它。」

生活新篇章 一個英雄和榜樣

回想這生死時刻，源植勉說他當時意識到作為一名警員，既要對警隊負責，也要對市民的生命負責，因此他作出了視死如歸的決定。這份責任感，亦成為他不斷挑戰自己，力求上進的原動力。

1996年，他獲升為警長（Sergeant），2000年升為高級警長（Staff Sergeant），2006年升為督察（Inspector）。2012年晉升為總督察（Staff Superintendent），2014年晉升為警司(Superintendent)。

源植勉相信，只要做好自己本份，靠自己努力才會成功。每次升級當然帶來喜悅，證明自己在警隊的工作得到上級及社區的認同及嘉許，同時亦會為他帶來更大的責任感及挑戰。

多年來，他曾獲很多褒獎，包括年度最佳警察獎（1990年）、社區執法獎（2005年）、專業傑出獎（PETA）、英勇服務獎（Merit Mark）、局長頒發的特殊貢獻獎（CPAE）等。安省法院曾把源植勉評為「亞裔有組織犯罪專家」。

2009年，源植勉在貴湖大學完成他（University of Guelph）的司法本科學位及領導碩士學位，並主修領袖才能。

現時，培訓多倫多警察的領袖才能也是他的工作範圍之一。他希望致力把從警必須有的熱誠、責任感，和服務社群的使命感，薪火相傳；於他而言，如今最大的滿足，就是來自下屬的表現。

回到未來 燃向新一代

展望未來的日子，源植勉的個人理想，是從事教學，跟新一代交流與學習，此外，亦希望花多一點時間建立社區和警察之間的橋樑，同時鼓勵華人多關心社會、政治等問題，積極履行社會責任；要多團結，不要各家自掃門前雪。

源植勉認為他為社區付出的一切，正好平衡他從警帶來的「副作用」。毋庸置疑，當警察的壓力並非一般人所能體會，多年來他亦養成不輕易讓感情外露的習慣。只是，他依然希望看到更多華人加入警隊的行列。

源植勉認為，華裔新移民在多倫多當警察遇到的阻力，除了不習慣加國文化與習俗、英語能力有限，更重要是心理障礙和抱持的態度。有時在公共場所聽見一些父母向孩子說：「不要頑皮，不然警察會把你拉的。」他會上前跟他們說：「警察是不會隨便拉人的，請不要把警察說成那麼可怕。」

源植勉表示，多倫多警方現時約有200位華裔雇員（包括警察與文職人員）。相比在他1987年入行時，只有3名華裔警察，已是挺大的進步。

說到他自己的崗位，問他是否希望繼續升級，他說當然會繼續「為成功找方法」，因為他希望可以影響更多人，多做一點，而且絕不會因自己是少數族裔而妄自菲薄。

他的「成敗論」可以此為總結：「一個人不會平白無故的成功，同樣地也不會莫名其妙的失敗。只要我們抱著不輕易放棄的態度，勇敢面對人生高低潮，努力為成功尋找方法，不為自己的失敗找理由，不管你的人生最後的結果是成或敗，你也可以大聲告訴自己，此生美好的仗我已打過，沒有遺憾與追悔，因我真真實實的活過。」

Peter Yuen

Peter Yuen reached new heights in his career when he was promoted to Superintendent in January this year, becoming the highest-ranking officer of Chinese heritage within the Toronto Police forces. His life journey to get to where he is today is solid proof that one can be a shining star in any career. When one listens to his personal story, and sees the dedication that he devotes to his duties, as well as the effort and time that he spends on working with the younger generation, one will fully appreciate Peter's motto for life: 'Find the means to success; don't make excuses for failure.'

Peter is someone who always looks forward, and not only to his own future. As an example, recently he accepted the invitation of Vision Youth Leadership Program to be a curriculum advisor for their program, responsible for designing the content of the leadership training program. In 2008, he launched 'Kick Start to a New Career', a career workshop that has received enthusiastic response from the community since then, and this year, he will be attending as keynote speaker. In addition to that, Peter actively contributes to and participates in many community activities.

Peter is concerned about today's youth development, and hopes that more police officers will get involved. He feels that the next generation of youths have three major issues: they are too self-centered, lack social skills, and are apathetic about what goes on around them. Spoiled by their parents, they don't have to face physical or psychological hardships growing up. As a result, they focus too much on themselves, lacking both collaborative skills and a sense of social responsibility.

Peter hopes that sharing his personal experiences will help youths better understand themselves. Self-awareness is a critically needed skill. One cannot overestimate oneself and set too high a goal only to fail; nor can one underestimate one's ability and be too timid in one's pursuit. Peter has come to appreciate that understanding one's own capability and interests is key to pursuing one's goal with determination and hard work. His colorful and legendary past, with many 'defining moments' in his life, are what mold his life values, allowing him to become who he is today.

Peter was born in Hong Kong, and immigrated to Canada with his family at the age of eleven in 1975. Like all new immigrants, he had to adapt to a new environment, a new culture, and a new language. Since both of his parents had to put in 12-hour days at work, Peter, being the big brother, was responsible for looking after his younger brother and sister. He could only envy his friends playing baseball and hockey. Only when he started a part-time job at fourteen was he able to save money

to buy a bike and a baseball glove.

Peter graduated from high school with top marks, and hoped to study history in university, but his parents nixed that idea. Just like most Chinese Canadian parents, they wanted their children to become lawyers, doctors or engineers. Peter laments that even today many Chinese Canadians still hold on to this belief, giving their children a lot of pressure. At that time he could not escape that pressure. To please his parents, he enrolled in chemical engineering at McMaster University. Since this was not his area of interest, he became unmotivated, staying around the campus pool hall all the time. Suspended by the university, he moved to Ottawa to hang out with friends, supporting himself by visiting underground gaming houses, and generally leading a life that teetered on society's edge.

Just as Peter was feeling lost at the crossroads of life, he saw a police recruitment ad in the newspapers. He felt right away that this could be a good choice and applied for a position. In 1987, he joined the Toronto police forces. Peter says at that time he would only think about one day at a time, not even thinking about tomorrow, let alone planning for the future. Now when he thinks back to that time, joining the police forces was a defining moment in his life, shaping his future with that first step.

Over the course of his 25-year policing career, Peter has been in uniform patrol, undercover work, criminal investigation, community response, Asian organized crime, the homicide squad, human resources, professional standards and duty operations.

The most fearful moment in his life came in 1990 when he was at the 42nd district working at the criminal investigative unit. He was assigned to infiltrate an illegal gambling house where bets were made on horse racing in Hong Kong via long distance phone calls. The police unit had planned to sweep this underground gambling house that night, with him operating undercover inside. Before the police took action, four gangsters from Vietnam and Hong Kong carried out an armed robbery of the gambling den, ordering all gamblers present to throw down their wallets on the floor.

As the robbers searched each wallet, they discovered a Toronto Police badge in one of the wallets. They ordered the undercover policeman to identify himself; otherwise they would shoot down one person each minute. In that defining moment, Peter stood up to reveal his identity and was beaten soundly. In the end they put a handgun inside his mouth and pulled the trigger, but the bullet was stuck inside the gun barrel. Having gone to the gates of hell and back, Peter told the robbers that the police were outside and they would not be able to escape.

From that point on, Peter feels deeply that each of us is but a speck of dust in the universe. In the blink of an eye, the dust turns into nothing. He says: We should use our time on earth to do meaningful things. Everyone has a precious gift. If you don't have this gift, it is not because the gift does not exist, it is because you have not fought for it.

Thinking back to the moment when his life hung on the balance, Peter says at the time he felt that as a police officer, he had to be accountable to the police force, and to the public. That was why he made the risky decision that could have cost his life. This sense of responsibility has always been the motivation for him to continue to challenge and improve himself.

In 1996 Peter was promoted to the rank of Sergeant. In 2000, he was promoted to Staff Sergeant, 2006 Inspector, 2012 Staff Inspector and this year he has been promoted to Superintendent.

Peter believes that success comes from working hard at one's job. No doubt each promotion brings him a lot of joy, since it means his superiors and also the community at large have recognized his work, but at the same time each promotion brings him a greater sense of responsibility and challenge.

Throughout the years, Peter has been recognized numerous times for his outstanding police work, including Police Officer of the Year (1990), Community Law Enforcement Award (2005), Professional Excellence Tribute Award, Merit Mark, Chief of Police Award of Excellence...etc. Peter has been recognized as 'Expert on Asian organized crime' by the Ontario Courts.

In 2009, Peter completed his bachelor's degree in Justice Studies and master's degree in Leadership at the University of Guelph. Now teaching leadership skills to other police officers is within the scope of his work. He hopes to pass the torch and impart his enthusiasm for police work and community service and his deep sense of responsibility to those around him. For him, the greatest satisfaction comes from seeing the performance of his staff.

Looking down the road, Peter's personal vision is to teach, work with the younger generation and build bridges between the community and police forces. He also hopes to encourage Chinese Canadians to get involved in social and political issues, and fulfill their social responsibilities. He feels Chinese Canadians should present a more united front.

Peter says that the most important obstacles in the way of new Chinese Canadians joining the police forces are mental blocks and attitude problems, in addition to cultural differences as well as limited English skills. Sometimes in public, he hears parents say to their children, 'don't be naughty, or the police will take you away.' Peter would tell them, 'Police will not just take people away. Please don't make the police out to be such horrible people.'

Peter also says that there are now about 200 police employees (including police officers and office staff) of Chinese heritage, a major improvement when compared with only three police officers of Chinese heritage back in 1987 when he joined.

Does Peter aspire to an even higher position? Peter says undoubtedly he will continue to try to find the means to success, because he hopes to have more impact on more people, do more things for others, and he will not belittle himself just because he happens to be a member of a minority.

Peter's theory of success can be our conclusion here: 'One does not succeed without reason; one does not fail without cause. As long as we persevere, and face life's ups and downs with courage, we will be able to seek the means to success and not look for excuses for our failure. No matter how you end up in life, you can tell yourself, I have fought the good fight. I have no regrets because I have truly lived.'