



The Journal

for women and policing

\$5 for non-members

Issue No. 2 Autumn 1999

Official Publication of the Australasian Council of Women and Policing Inc.





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The Journal is published for the Australasian Council of Women and Policing Inc.

Editorial Committee: Denise Burke, Helen McDermott,
Pam Robson, Melinda Tynan

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ACWAP Membership is available from \$30 per year. For more information please contact the Editorial Committee, PO Box 755, Dickson, ACT 2602 or phone (02) 6258 7498.

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Front Cover

The ACWAP identifier is designed to symbolise women in all Australasian policing jurisdictions and Australasian communities. While remaining well balanced as she dances along the thin blue line, she celebrates establishing world-wide links with other women and women in international communities.

Sash Displaying the Women's Colours

In Britain and Australia, the traditional colours of the suffragettes were purple, green and white. The colours were chosen by members of the Women's Social and Political Union, an organisation in Great Britain in the early 1900's. Interpretations of the meaning of the colours vary. Purple can symbolise justice, dignity or loyalty; green for faith or hope; white for purity. The colours were worn on sashes and banners, and featured on the emblem of the Women's Social and Political Union.

In the United States, the suffragists chose gold and white for their colours, later adding purple and green in recognition of the international nature of the cause.

Today many women still wear ribbons of purple and green on International Women's Day. The inclusion of the white is currently less popular as it is objected to by many women who consider its meaning either obsolete or purist in racial and cultural terms.

The Australasian Council of Women and Policing Inc. (ACWAP) is now 18 months old, and in just a short time, I believe is now very well known to police ministers, commissioners, senior management and many other associated law enforcement bodies and numerous community groups. The existence of ACWAP has been discussed at the highest level of ministerial and commissioner conferences, some say, taking more discussion time than the majority of agenda items except the gun laws debate.

In the first edition of the Journal we identified the difference between the Council (ACWAP) and the Australasian Women in Policing Advisory Committee (AWIPAC).

The Council is an incorporated association, independent of management of police jurisdictions, whose membership is interested in improving the lot for women in policing and policing for women in the community, as well as establishing international links with other organisations with similar aims.

Members of AWIPAC are in the main, chosen by their respective Police Commissioners, to attend AWIPAC meetings and to report back to Commissioners on happenings at those meetings. AWIPAC (and I have been a member as the Queensland representative for two years) has no plans for hosting a women in/and policing conference.

The Second Conference of Women and Policing in July will be an innovative and dynamic event for policing. As there are limits on numbers at the Conference you will need to book early to ensure a seat. Opportunities for Conference Sponsorship are still available to those who support the aims of the Council.

ACWAP is grateful for the support for the Conference given by Mr O'Sullivan from the Queensland Police Service, the Australasian Police Ministers' Council, and Australasian Police Commissioners and Human Resource Directors who have accepted our invitation to attend, as well as Senator Amanda Vanstone who has indicated her availability to attend.

When we look back over the last three years since the first conference, the issue of women in policing has really been on the agenda within police jurisdictions. Our presenters for the coming conference will no doubt keep it there. Major themes within the women in policing stream include gender equity issues and workplace practices, focusing on best practice. Some catchy titles include "Joining vs hanging in there", "What's in it for me?", "Jobs, Women and Reproductive Health", "You can be either a mother or a police officer, but not both", "The myth of the glass mirror... What happens when women break the Code of Silence".

As well we have international women in policing networking discussion papers, and quite an amount of interest in domestic violence, sexual assault, and in addressing these issues. The focus here will be on, "How can police do it better?". More on the conference appears on pages 5 and 6.

We thank those who are assisting in the distribution of *The Journal*. Council members have received many favourable comments concerning the first edition of *The Journal*. Our thanks go to those people throughout Australasia who are providing information for publications in *The Journal*. Contributions are invited for consideration for future editions.

***Pam Robson for
Editorial Committee***

President's Message

At this time of year many of us have been involved in celebrations for International Women's Day. March 8th has great significance for many women who have been involved in improving work and life for women. A number of police and community groups celebrated with conferences, cocktail parties, marches, speeches and other events.

At some of the events participants took time to look back and to see how far things had come, others made plans for the future and some just enjoyed the friendship and champagne.

Over that week I attended a seminar in Sydney designed to focus on the issue of women and violence, a cocktail party at Sydney's Government House, a Brunch hosted by Queensland's Police Academy and I gave a speech to Chatswood Chamber of Commerce.

The violence seminar addressed bias in the law, domestic murders and violence against lesbian women, the problems facing aboriginal women and women from ethnic backgrounds.

The cocktail party was the 23rd time such event had been held by the NSW Government to recognise International Women's Day. On this occasion the Premier and other Government leaders discussed current policy on wage equity, childcare, the elderly and strategies to reduce violence against women.

The Brunch at the Queensland Academy was a great celebration attended by over 150 members of the Queensland Police and members of the Community. There was song, good food and a time for reflection.

The Chamber of Commerce was significant due to the number of women business owners attending and their obvious success; again some discussion was had about the factors that underpinned their success.

To be fair there was a great deal of optimism expressed at all the events but this was tinged by concern that women had not come far enough, that there were still barriers, there were still people who told us women couldn't or shouldn't do certain things.

Whenever I've been told it's not possible, I reflect on all the things they said were not possible, there are many in history and so often they were wrong.

My best advice is set your goals, make them realistic and don't get caught in the negatives.

In conclusion, work for the July Conference proceeds at a rapid pace. I look forward to seeing as many people as possible join ACWAP members and the Queensland Police in what will be without doubt an informative, challenging and reflective time.

*Christine Nixon
President*

The Second Conference of Australasian Women and Policing

How well do we police women?

The Second Conference of Australasian Women and Policing being held at the University of Queensland from the 7-9 July 1999 is set to examine the relationship between the policing industry and women in the community. Using sexual assault and domestic violence as case studies in point, the conference will seek to answer the question: "How can policing improve its response to women?"

NSW Police Service researcher and analyst, Julie Stewart will give an overview of the police service attempts to manage sexual assault in New South Wales over the past several years and police domestic violence co-ordinators from a number of jurisdictions will be providing overviews of recent restructuring of domestic violence services in some states, including Victoria and South Australia. Other papers include presentations by rape crisis, domestic violence and women's emergency services networks presenting detailed analysis of how policing affects the daily lives of women and children living with violence and abuse.

Other strands of the conference reflect the aims of the Australasian Council of Women and Policing Inc.: *to improve the employment position of women in policing and to network women in policing.* Trudy Manders of the European Network of WomenPolice (ENP) hopes to attend the conference to outline the work of the ENP in networking women throughout the European nations. Dr Jennifer Brown and Professor Frances Heidensohn, from the UK plan to give presentations examining the networking strategies of women in policing. As with the First Conference of Australasian Women Police, this conference will examine the responsibilities of unions in supporting women within policing.

Australasian police jurisdictions' Human Resource Directors have been invited to attend a panel discussion during which they will be invited to update conference delegates on progress since the 1996 conference in relation to recruitment, selection, promotion and retention of women in their jurisdictions.

Also, Australasian police commissioners have been invited to attend to hear the recommendations arising from the conference on its final day. We hope that this analysis will provide the impetus for real and significant change that will put violence against women at the top of the policing agenda.

One of the wonderful things about this conference is that it will network not just women within policing, but women in both policing and community groups. We believe this conference will be a watershed, not only in how policing thinks about women, but also in how policing responds to women in the broader community. We urge you not to miss this opportunity to re-focus policing and meet the needs of the greater part of the community. See the conference registration form at page 42.

Melinda Tynan and Pam Robson

National Awards for Excellence in Policing

Nominate your colleagues today

The Australasian Council of Women and Policing Inc.'s National Awards for Excellence in Policing are an opportunity to publicly acknowledge and reward the achievements of the women and men who are significantly contributing to policing and law enforcement. They will recognise the excellence which is being developing and currently exists in policing. The National Awards for Excellence in Policing will be presented at the Second Australasian Conference of Women and Policing in July 1999.

Personal Awards

Bravery Award
Bev Lawson Memorial Award
Most outstanding female leader
Most outstanding female investigator
Most outstanding female administrator
Most outstanding female practitioner

Organisational Awards

Best police service employer for women.
Most women-friendly police union.
Most significant achievement in advancing the status of women in law enforcement.

Community Award

Most significant achievement in improving the relationship between women in the community and in law enforcement and policing.

Excellence in Policing Award

The winners of the individual, organisation and community awards will be judged for the major award: the Excellence in Policing Award.

Copies of the nomination forms and award criteria are now available. To obtain a copy call the Council on 02 62587498 and leave a message, email us on inquiry@auspol-women.asn.au, write to us at PO Box 755, Dickson, ACT 2602 or fax us on 02 62757730.

**NOMINATIONS MUST BE RECEIVED BY
31 MAY 1999**

International Women's Day 1999

Herstory

International Women's Day (IWD) originated from women's attempts during the first decade of this century to secure improved pay and working conditions, an end to child labour and an extension of the vote to women.

In March 1908 US women in the International Garment Workers' Union took to the streets protesting against their intolerable working conditions. The Women's Trade Union League supported the women in the struggle and organised the first national Women's Day rally later that year.

Women all over the world identified with their actions and International Women's Day was proclaimed in 1910.

The first Australian IWD rally took place at the Sydney Domain on March 25, 1928. Organised by the Militant Women's Movement amid a climate of unemployment, wage cuts and reduced working conditions, International Women's Day was again seen as a catalyst for action.

Each year women draw together for political and celebratory events including marches, rallies, forums, breakfasts, lunches, dances, festivals and fun activities.

The common thread linking each of these activities is the belief which inspired the founders of IWD so many years ago - that women have the power to influence world history when they work together for their own liberation.

As luck had it, the planning committee for the Second Australasian Women and Policing Conference, which included Assistant Commissioner Christine Nixon, was in Brisbane and joined in the Queensland Police Service IWD celebrations at the Queensland Police Academy on 5 March. Christine graciously accepted the invitation as a guest speaker at the function.

Around the world on International Women's Day

PARIS, March 8 - Around the world women received flowers, met with politicians, went to the polls, clashed with policemen, were oppressed and slammed oppression on International Women's Day.

United Nations secretary general Kofi Annan called for an end to violence against women, saying it "is perhaps the most shameful human rights violation," during a ceremony in New York. In Geneva, the UN's high commissioner for refugees, Sadako Ogata, echoed Annan's words, and urged governments to grant asylum to women fleeing violence. "The nature of persecution women suffer from is not the same as for men," she said. In France, Prime Minister Lionel Jospin lunched with his nine female ministers, while France's secretary for women's rights, Nicole Pery, gave her colleagues roses. Environment Minister Dominique Voynet's Greens party handed out "housewives' kits" containing aprons and a wooden spoon to members of the male-dominated parliament.

Turkish police detained 16 people in Istanbul for holding "illegal" celebration meetings, including a group which tried to stage a play in a train station. In Qatar, women celebrated the right to vote, going to the polls for the first time in the Gulf to choose a local council from among 277 candidates, including six women. The landmark event took place in a country where few women drive or uncover their face in public. "We live in a society which is misogynistic to the bone," said woman candidate Muza al-Malki, as veiled women in black voted at separate polling stations from men.

In Rwanda, where women represent about 60 percent of the population, the day was proclaimed a national holiday and marked by celebrations. President Pasteur Bizimungu declared that women should be freed from a 'submissive culture' which has oppressed all Rwandans since colonial days. Eritrean women were celebrated for their courage in clashes with neighboring Ethiopia, as women make up 25 percent of the combat troops, according to a high-ranking officer. "We are on the front line to defend our independence," feminist leader Luul Gebreab told AFP.

In Afghanistan, the day went unmarked as the Taliban militia ignored a call by US First Lady Hillary Clinton for restoration of women's rights in the country. Several Pakistani women supporters of former premier Benazir Bhutto were hurt in a scuffle with police during a rally in Karachi. "Women were wrestling with policemen and women constables," a witness said.

Women in Asia continue to face discrimination and inequality in politics, education and the workplace, activists said as the day was marked across the region with calls for equal opportunities. In Manilla, a women's group demanded a public apology from President Joseph Estrada for remarks deemed derogatory to women. "He owes half the population an apology," a statement by the women's advocacy group Gabriela said, referring to comments by Estrada on the Monica Lewinsky affair and his refusal to acknowledge a teenage beauty queen who says she is his daughter.

The Australian government was accused of doing little or nothing to advance the cause of equality, in an attack by leading feminists. Moira Rayner, Jocelyn Scutt and Eva Cox said the government's record was unsatisfactory, that it favored women who chose to stay at home, and focussed only on "safe" issues.

Visit the ABIGAILS-L homepage: <http://www.geocities.com/Wellesley/8984/>



Christine Nixon addresses those in attendance at International Women's Day Brunch, Queensland Police Academy.



Organising Committee for 2nd Australasian Conference of Women and Policing at Brunch.

Back Left to Right: Denise Burke, Helen McDermott, Pam Robson, Mary Aston. Front Left to Right: Jacki Drew, Christine Nixon, Melinda Tynan, Jane Mugford.

AFP Women's Network celebrates International Women's Day

Members of the Australian Federal Police Women's Network joined forces with women from the NSW Police Service, Custom and the Attorney-General's Department on the 8th of March to celebrate International Women's Day with the Federal Minister for Justice and Customs, Senator Amanda Vanstone.

The Minister attended the women's day breakfast at the AFP College at Barton in Canberra and spoke about merit and recognition. The CEO of AUSTRAC, Elizabeth Montano was also a guest at the breakfast. The AFP women's network operates regionally and women from other law enforcement services are welcome at their functions. To contact the AFP Women's Network in your region, contact Jane Craill or Audrey Fagan at the AFP on (02) 6256 7777.



Among those present at the AFP Women's Network breakfast were: Audrey Fagan (AFP), Debbie Bates (ACS), Elizabeth Montano (Austrac), Senator Amanda Vanstone, Jane Craill (AFP), Liz Atkins (A-Gs) and Melinda Tynan (ACT Magistrates Court).



Charles Sturt University

Courses in Policing and Investigations

Charles Sturt University's courses in Policing & Investigations have been developed as a result of extensive collaboration between the University and the NSW Police Service.

As Australia's leading provider of distance education, CSU utilises the latest in technology to deliver innovative, high quality courses to thousands of students studying from their home or workplace. Of the 27,000 students studying with CSU, 3,500 are enrolled in police courses. These courses, which focus on general police practice as well as specialist areas, reflect contemporary issues in policing and take police into and beyond the traditional boundaries of police training.

Bachelor of Policing – is intended for serving police officers. The degree aims to contribute to the enhancement of professional practice in policing.

Bachelor of Policing (Investigations) – offers experienced investigators the opportunity of developing their existing knowledge of investigative procedure.

Bachelor of Policing (Professional) – offers police officers pursuing a career as a Police Prosecutor the opportunity to increase their professional capabilities. It is also applicable to legal advisors, case managers and tribunal advocates.

Graduate Diploma in Child Protection Investigation – offers an eight subject program canvassing issues such as the nature and causes of abusive relationships, legal issues in relation to children including the laws on child abduction and crimes committed overseas, inter-agency cooperation and the ethical and cultural dilemmas facing practitioners. There are also subjects to develop skills in forensic interviewing of children, evidence and intelligence gathering.

Graduate Certificate and Graduate Diploma in Fraud Investigations – offers professional enhancement for police (and public and corporate sector personnel) responsible for fraud investigation, fraud prevention and the management of anti-fraud programs.

Graduate Diploma of Investigation Management – aims to enhance the skills and knowledge of experienced investigators and to help prepare investigators for management roles.

Graduate Certificate in Fire Investigation – aims at developing and increasing the knowledge of practitioners in fire investigation.

Graduate Diploma of Serious Crime Investigation – is designed to complement the NSW Police Service existing Senior Investigator's course and existing specialised crime courses. It is aimed at experienced operational investigators.

Other courses on offer include –

Graduate Certificate in Investigation, Master of Social Science (Criminology), Graduate Certificate Criminology, Graduate Certificate in Professional and Applied Ethics, and a number of courses in the Corrections discipline.

Eligibility for admission – Generally, serving police with a minimum of five years service and/or relevant tertiary qualifications, would be eligible to apply for entry to at least one of these programs.

Enquiries and enrolment information – Enquiries about any of CSU's courses should be addressed to: Admissions Office, Charles Sturt University – Riverina, Locked Bag 676, Wagga Wagga, NSW 2678, telephone (02) 6933 2121, e-mail admissions@csu.edu.au Further information about the University, courses and subjects is available from CSU's home page <http://www.csu.edu.au/faculty/arts>

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Are You Going?

International Association of Women Police
October 10-14, 1999
Philadelphia, Pennsylvania

"Meeting the Millennium with Excellence:

Contact: IAWP PHILLY '99
P.O. Box 6160, Philadelphia, PA, 19115

**INTERNATIONAL WOMEN'S
CONFERENCE:
Partnerships for the Next Millennium**

This call for papers is for an International Women's Conference to be held on 16-18 September 1999 at the Sheraton Hotel in Brisbane, Queensland, Australia.

Expressions of interest/intentions are invited by 27 January, 1999 and abstracts are invited by February 30 1999. Those accepted will be notified by April 21 1999.

The conference aims to establish partnerships to progress the advancement of women as we move into the next millennium, and while the focus is on the future, the achievements of women in recent times will also be celebrated.

This international event will include key note addresses from those in leadership roles, interactive sessions for participants, the opportunity to learn from and inspire each other, and will also provide the venue for an exciting project documenting the recent history of Indigenous Australian women.

The conference is being organised by the Australian National Baha'i Office for the Advancement of Women and has four main objectives:

1. To celebrate the spirit of women and to honour their achievements
2. To recognise women as decision makers at all levels of society
3. To focus on education and communication as broad strategies for the advancement of women
4. To foster positive partnerships for progress.

We welcome submissions that will be of interest to a diverse group of participants from a variety of backgrounds. The conference will appeal to those interested in women's issues from the following perspectives:

- Spirituality
- Cultural diversity
- Human Rights and Social Justice
- Indigenous perspectives
- Global Prosperity
- Education at all levels
- Communication and technology
- Business and economics
- Health and welfare
- Leadership and Decision Making

The cost of registration is yet to be finalised but will be no more than \$AUS250.

For further information contact Lyn Lane on

(+61) 2 6241 9811 or Linda Shallcross on mobile 0414 94 2045.

A Century of Struggle Labour and the New Millennium

Pacific Northwest Labour History Association Conference, Vancouver, British Columbia, 28-30 May 1999.

International Day Against Drug Abuse & Illicit Trafficking

June 26, www.undcp.org

Women's Worlds 99: The 7th International Interdisciplinary Congress on Women

Tromsø, Norway, 20-26 June 1999, <http://www.skk.uit.no/WW99/ww99.html>

United Nations International Day in Support of Victims of Torture

June 26 www.un.org/rights and www.universalrights.net

Women's Future - Health Rights Development

10-11 July 1999, University of New South Wales, Sydney

This symposium will focus on women's role and rights in safeguarding their health, and that of their children and their community through knowledge, awareness and empowerment. The symposium will focus on key issues in women's health, particularly in Asia and the Pacific, including: Population policies relating to reproductive rights. Issues such as abortion, female genital mutilation and HIV/AIDS. Women's role in social and economic development. Women's education, status and earning capacity. Open to the public and professionals. Delegate fees are deliberately low (\$90 and \$40 concession) so that as many interested people as possible may attend.

Contact: Hazel Baker Phone: 02 9385 327, Email: H.Baker@unsw.edu.au

International Day of the World's Indigenous People

9 August, www.un.org/rights

Women & Credit: Past Practice; Present Priorities Conference

15-18 September 1999, University of New Brunswick, Fredericton New Brunswick, Canada

Access to credit is one of the most critical factors determining economic strength. It is also a decisive factor in the creation of personal opportunity. Historically, the formal providers of credit were preoccupied with large scale enterprises and dismissive of small-scale entrepreneurs, especially when these were women. Many of these attitudes and policies have changed over the last decade. Some remain. Today it is generally acknowledged that women play a vital role in the organisation and development of economic initiatives. However, many assume that women's

enterprise and their priorities in the use of credit are identical to those found in male-led businesses. In economic practice male patterns are defined as normative. Are these assumptions accurate? Or, do women's economic initiatives follow a different path? The characteristics of women's economic activities must be identified and defined.

International Day of Older Persons

1 October 1999, Information 02 6289 4463 website: <http://www.health.gov.au/coa> or (03) 9820 4463 website <http://home.vicnet.net.au/~ac99>

Sixth Biennial National Labour History Conference: Labour & Community

1-4 October 1999 Wollongong

The conference theme celebrates the past, but also contemplates the role of Labour and Community into the 21st century. It emphasises the importance of community as a basis for labour and its reproduction, labour organisations, working class culture and labour history.

Contact: Labour History Conference Convenor, Department of Economics, University of Wollongong NSW 2522, <http://www.uow.edu.au/commerce/econ/labcon99.html>

World AIDS Day

1 December, information: www.unaids.org

International Day for the Abolition of Slavery

2 December, information: www.un.org/rights and www.universalrights.net

International Day of Disabled Persons

3 December, information: www.who.org/ch/

Women, Work and the Breadwinner Ideology (15th-20th Centuries)

University of Salzburg, Department of History, 10-11 December 1999

The major aim of the conference is to throw some light on aspects of timing of the appearance and development of the male breadwinner from the 15th to the 20th century and to work out and develop a more detailed comparison between different central and western European countries.

Contact: Prof. Dr. Josef Ehmer (Univ. of Salzburg), Dr. Sylvia Hahn (Univ. of Salzburg), Dr. Angelique Janssens (Univ. of Nijmegen). All correspondence should be addressed to: Dr. Sylvia Hahn, University of Salzburg, Department of History, Rudolfskai 42, A-5020 Salzburg. Tel: +43-662-8044-4735 or 4760, Fax: +43-662-8044-6389-4735, Email: sylvia.hahn@sbg.ac.at

Second World Conference on New Trends in Criminal Investigation and Evidence

Presented by The International Network for

Research on (the Law of) Evidence and Procedure, RAI International Congress Centre, Europaplein, 10-15 December 1999, Amsterdam, The Netherlands.

Contact: Conference Secretariat Eurocongres Conference Management Jan van Goyenkade 11 1075 HP Amsterdam The Netherlands tel: +31 20 679 34 11 fax: +31 20 673 73 06 Email: at:<http://www.eurocongres.com/criminallaw>

Human Rights Day

10 December. More information at www.unhchr.ch, <http://www.un.org/rights> and www.universallrights.net

The Business of Addiction

December 1999 (exact dates to be announced), University of Reading.

The proposed conference will look at companies and industries which in one way or another benefit from the fact that their customers develop a dependency upon their products or services. However, it does not aim at exploring the actual physical or psychological dependence of individuals or the question whether these businesses act morally or not. Instead the papers should examine their operations, their strategies to enter new markets or win additional customers, their relationships with public and regulatory authorities, etc.

Contact: email m.kipping@rdg.ac.uk or Lina.Galvez-Munoz@unilever.com

Envisioning the Future

Social History Society of the UK Annual Conference, Cambridge, UK, 6-8 January 2000

The Society's annual conference will take place at Gonville & Caius College, Cambridge. Proposals for papers on the theme of 'Envisioning the Future' in any historical context and period or culture are invited. Proposals should contain a title proposal of one or two paragraphs. They should be sent to: Mrs Linda Persson, Centre for Social History, Furness College, Lancaster University, Bailrigg, Lancaster LA1 4YG, UK, fax: (0)1524-846102 email: l.persson@lancaster.ac.uk so as to arrive by 1 June 1999.

Suggested themes and topic areas for consideration might include: Forecasting the Future - prophecy, astrology, science, Religious Visions - including millenarianism, The Historiography of Political Projections - including the creation of idea states and systems, Economic Projections - including environmental creations, town planning, ideal housing, Cultural Projects - including issues relating to gender and race Utopias/Dystopias in history.

Witness For Justice: Women And The Law

The International Women's Roundtable

Using the principles and content developed in the context of major United Nations Conferences on Women and Human Rights, the series integrates a range of cutting edge

technologies to extend the impact of US and international issue-based "roundtable" discussions. International legal protective mechanisms (UN Declarations, Conventions, Covenants) and instruments for accountability related to crimes against women are discussed, as well as development of the International Criminal Court. Gender sensitivity and balance in representation by women is examined. Human rights pioneers from around the world demonstrate use of international law and standard-setting for developments in local policy implementation and accountability.

Contact: Linda McCubbins, Secretariat, National University Telecommunications Network, Room 129 William B. Spong, Jr. Hall, Old Dominion University, Norfolk, VA 23529, <http://www.odu.edu/~nutn>, Phone: 800.293.7679, Outside of the US: 757.683.4526 Fax: 757.683.4515, email: nutn@odu.edu

Springboard 2000 - Global Springs

25 May 2000, NatWest Staff Training College, Heythrop Park, Oxfordshire, UK.

The conference will be based around Springboard themes - Where are we now? Goals & initiatives. Making things happen. Springboard is a Women's Development Program used by a range of women in 12 countries.

Contact: Roslyn Copas Australian Springboard Network, Phone: 015133626, Email: rcopas@m140.aone.net.au

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It's Got To Stop

by Jane Munday, N.T. Police

Aboriginal people comprise 27 per cent of Northern Territory's population but 62 per cent of domestic violence victims and 61 per cent of offenders.

That's the bad news.

The good news is that the Territory is leading the way with culturally sensitive, community based programs designed by Aboriginal people for Aboriginal people.

Since the Territory's Aboriginal Domestic Violence Strategy was formulated in 1995, Aboriginal liaison officers have been appointed to the Police Domestic Violence Units in Darwin and Alice Springs and the Government has funded night patrols, Aboriginal domestic violence project workers, Aboriginal Family Violence Working Groups, and the translation of family violence information into Kriol.

"Culturally-based solutions to conflict have a more lasting effect than those imposed from outside," says Director of the Office of Women's Policy, Jennie Gzik. "The community-based approach provides a mandate, or authority, from the people who have to live with the consequences of their decisions."

The latest project is a court mandated program for domestic violence offenders that integrates specifically tailored sessions and resources for indigenous offenders and support sessions for survivors and child witnesses.

Separate gatherings of indigenous men and women contributed to the program design. From these meetings, program elements were designed for delivery to indigenous offenders and for working with survivors and child witnesses. In addition,

indigenous people have developed specific resources to use in the program.

The result was an "exciting" program which is possibly the first of its kind in the world, says Jennie Gzik.

The Office of Women's Policy has negotiated with the Commonwealth to pilot this program in Darwin over the next year as a best practice model for the nation. It is supported by agencies such as NT Police, Correctional Services, Attorney-

General's and key service providers. The program will be run by Correctional Services.

The program is court mandated, which means

offenders can be ordered to attend by the courts. They will not receive discounted sentences in return for attending programs and failure to complete the program will be treated as a breach to be dealt with by the court.

Participants will be people who have been ordered to attend by Courts or the Parole Board for offences committed after 13 January. They will have to be assessed as suitable before taking part. Reasons for unsuitability will include mental state or a sentence for murder. Some people may be referred to drug and alcohol courses before or while taking part. There will be flexible deadlines for completion.

Limited confidentiality provisions in amended Domestic Violence legislation means any threats made against partners or children during the program can be dealt with by police. Partners and child witnesses will be offered support sessions or referrals and, with their permission, may be consulted on offenders' histories and behaviours during and after attending a program.

A decision on whether or not the program should continue will depend on an evaluation of the pilot program.

Considerable research has been conducted over the past two years into programs for perpetrators of domestic violence in Australia and overseas, as well as developing the Territory program - the first of its type in that it is court mandated and does not depend on participants' consent.

Pam Griffiths from the Office of Women's Policy says, "The program is especially tailored to the Territory and was designed to change perpetrators' behaviour. The safety of women and children is a program priority. It is a behavioural based model, not therapeutic."

Offenders will have to observe a series of program rules and the program does not depend on offenders' consent: "Evidence from experts is that they won't consent," Pam Griffiths says. "Because it's an educative program, it's based on people initially resisting then changing their behaviour."

Places may be made available to perpetrators referred by other agencies, if numbers permit.

Research

Research by the National Campaign Against Violence and Crime found that perpetrators programs, both in Australia and overseas, are in the early stages of development, poorly funded and often controversial. In Australia, 39 organisations ran programs for about 1600 men a year.

The programs were most effective when implemented along with:

- good resourcing of support services for women and children,
- a strong criminal justice response,
- pro arrest policing,

- consistent sentencing of perpetrators,
- victim advocacy and support through the court process,
- mandatory attendance at education programs as part of sentencing,
- strong penalties for repeat offences and breaches.

“Emergency evidence shows that mandated programs (those required by a court), delivered in a community based criminal justice system which is victim oriented, can be effective in stopping abuse (at least in the short term) and in helping support women and children,” the report found.

Voluntary programs tended to have higher drop out rate, tend to meet the needs of a small number of men who voluntarily try to change their behaviour, and may lead to higher reoffending rates. Mandated programs tended to be longer (up to six months) and had relatively high retention rates.

Structured, interactive group programs were more effective in changing attitudes and behaviour than self-help groups and programs targetting individuals and couples, the report found.

The research found most programs are delivered in urban or regional centres and target male, English-speaking perpetrators. Few programs were available for people with special needs or poor language skills. The researchers had trouble finding programs for Aboriginal people which focussed solely on domestic violence.

The National Campaign Against Violence and Crime Internet site is <http://www.ncavac.gov.au/>

Data base

The Territory Office of Women’s Policy Data Collection Project Reports provide valuable analysis of reported domestic violence incidents over the past three years. The report is a Territory-wide and uniform approach to the collection of domestic violence information. From this information, it is intended to obtain a more accurate picture of the incidence and trends in domestic violence across the Northern

Territory and to set a statistical baseline from which incidence rates can be monitored in the future.

The Project won an Australian Violence Prevention Award Certificate of Merit for its contribution to the prevention of violence in 1997 and remains the only comprehensive data base on incidents of domestic violence in Australia. All participating agencies, including NT Police, are issued with forms and information sheets to help ensure the consistency of data collection.

New forms last year include a new category of spiritual or cultural abuse, in order to allow a more accurate description of the full range of violence and abuse that can be experienced by victims.

A summary of findings:

- The report suggests pregnancy may prompt or escalate domestic violence incidents. Pregnant victims reported experiencing more emotional abuse but less physical abuse when reporting current incidents compared to previous incidents. Of interest is that the data indicates that women who reported experiencing violence during pregnancy were in relationships that were more violent than the sample as a whole.
- The data suggests that Aboriginal people are more likely than others to experience domestic violence (61% of offenders and 62% of victims).
- Victims were predominantly women - 99.3% of incidents in 1998, 98% in 1997 and 93.5% in 1996.
- Men were offenders in 97% of incidents in 1998, compared with 96% in 1997 and 91% in 1996.
- Most victims were aged between 20 and 39 and most offenders were their partners (69%) or ex-partners (15%).
- Victims reported experiencing violence

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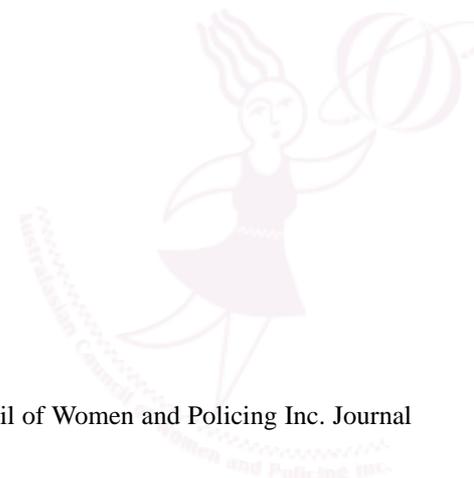
on a regular and often prolonged basis.

- Emotional or psychological abuse were the most frequent type of abuse in 80% of incidents in the 1998 collection period.
- Physical abuse occurred in 74% of incidents.
- Sexual abuse was reported as occurring in 9% of incidents in 1998, 10% in 1997 and 11% in 1996.

• Offenders were affected by alcohol or drugs in 65% of incidents. The occurrence of all types of violence and abuse is higher when offenders are affected by alcohol or drugs.

- Young people were exposed to 46% of all incidents, and 68% of these incidents involved children who were in the house or nearby, and 63% involved children who witnessed the violence.
- 30% of victims initially reported an incident to the Northern Territory Police, 22% sought help from a shelter or refuge, 20% from family or friends, 6% from a hospital and the remainder from a community or legal service, doctor or welfare agency.

The data on domestic violence in the Northern Territory will be further enhanced when the Territory wide police database on domestic violence becomes operational in mid-1999 (with funding of \$72,780 from the National Campaign Against Violence and Crime).



Ending Domestic Violence - Programs for Perpetrators

Publication by National Crime Prevention released December 1998

The old saying “prevention is better than a cure” is an accurate analysis of what Amanda Vanstone, Minister for Justice and Customs, is advocating as one way of addressing one of Australia’s most serious social problems - domestic violence.

The lack of knowledge of the extent and effectiveness of counselling and anti violence programs for domestic violence perpetrators was raised at the National Domestic Violence Forum in 1996. Subsequently, a research project was initiated by the Commonwealth Government’s National Campaign Against Violence and Crime (NCAVAC) in consultation with the Office of the Status of Women in the Department of Prime Minister and Cabinet.

This research project focuses on men as perpetrators as research studies on family violence in Australia consistently show that female partners or ex partners are at far greater risk of spousal violence than males.

The project reviewed Australian and overseas literature about domestic violence perpetrator programs and analysed the 55 perpetrator programs being provided by 39 organisations within Australia during the course of the consultation.

Key Findings:

1. The delivery of programs for perpetrators in Australia is in the early stages of development, and still highly controversial.
2. Perpetrator programs appear to be most effective when implemented along with a strong stance on criminal justice responses, adequate support services for women and children, and mandatory attendance at education programs.
3. The incidence and level of abuse for women and children are common measures of program effectiveness, but levels of fear, quality of life and experiences of domestic violence support services should also be used.
4. Voluntary programs are relatively short in length and do not generally offer any effective means of following up non-completers.
5. Mandated programs (those required by a court), tended to be longer and have relatively high retention rates.

6. Appropriate protocols are required to improve links between criminal justice and non-criminal justice systems.
7. There is little service provision for people with special needs, such as people with intellectual or psychiatric disabilities or poor English skills.

Key Recommendations:

1. Perpetrator programs should prioritise the safety of women and children.
2. The provision of perpetrator programs should meet minimum standards, which apply across all relevant jurisdictions and departments, and encourage interdepartmental and interagency collaboration.
3. Programs, which meet minimum standards, should be adequately resourced.
4. An integrated community and criminal justice system response (preferred) or, collaborative service networks (minimal) should be developed.
5. A national forum established to develop models of service delivery that properly takes into account the Australian health, welfare and legal systems.
6. Perpetrator programs should not be allowed to develop in isolation from other community responses to domestic violence.

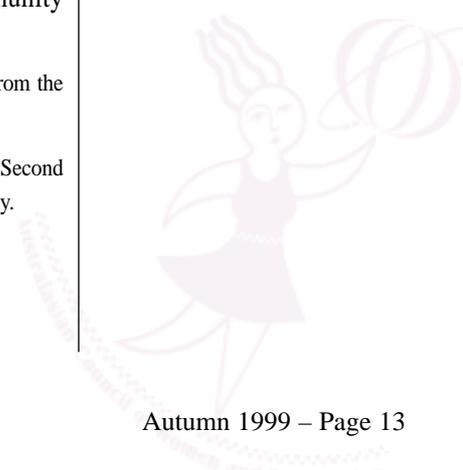
This research project highlights that the development of appropriate responses to domestic violence perpetrators and the provision of specific programs are at a critical stage of development in Australia. These programs require a specific focus on the safety of the victims and the prevention of further abuse along with the realisation that these programs are developed and appropriately integrated with a wide range of community responses to domestic violence.

The full report is freely available in electronic copy from the NCAVAC website (www.ncavac.gov.au)

National Crime Prevention will present a session at the Second Australasian Conference in Women and Policing in July.

The lack of knowledge of the extent and effectiveness of counselling and anti violence programs for domestic violence perpetrators was raised at the National Domestic Violence Forum in 1996.

This research project highlights that the development of appropriate responses to domestic violence perpetrators and the provision of specific programs are at a critical stage of development in Australia.



Women, Policing and Equality Before The Law

by Jill M Bolen and Janet K Ramsay

Paper presented at First Australasian Women and Policing Conference, July 1996.

INTRODUCTION

Literature on equality before the law and within the criminal justice system often overlooks the situation of women within policing. This paper contends that the problems faced by women police officers are an essential part of the issue of women's equality before the law. Although attention has been given to some of the difficulties women encounter as clients of policing services, particularly in relation to sexual assault and domestic violence, the relationship between community women and policing has also been neglected in assessing women's equality before the law, and so have the connections between the difficulties experienced by women clients and the discrimination still suffered by women police.

It was disappointing to note that the report of the Australian Law Reform Commission, *Equality Before the Law: Justice for Women* (1994), gave no attention to these issues. While the report examines the career difficulties of women lawyers, and the problems experienced by women in their dealings with judges, magistrates and the courts generally, the report overlooks the crucial role of the police as gatekeepers of the criminal law, and so the equality issues for women both within, and at the hands of, police services.

This paper will argue that the equality issues faced by women both as police officers and as clients of policing are linked by their connections to similar and fundamental aspects of police organisations and the police culture. For women police to be afforded equal status with their male counterparts, major changes must occur both within the policing community and its culture, and in

the expectations of the broader community about police. The same changes are also essential if police services are to succeed in meeting the needs of women as clients, and so contribute to the equitable treatment of all women who enter the criminal justice system.

In looking forward, one must also review the past so that lessons can be learned and to ensure that the mistakes are not repeated. It is also essential for acknowledgement to be given to those who have formerly recognised the inequalities we discuss and sought to redress them. In presenting this paper we are reminded of the words of Virginia Woolf in *A Room of One's Own* ((1928)1993, p. 3). She asserted that '... when a subject is highly controversial - and any question about sex is that - one cannot hope to tell the truth. One can only show how one came to hold whatever opinion one does hold. One can only give one's audience the chance of drawing their own conclusions'. We put the information forward in the hope that you will draw, and act on, your own conclusions.

POLICING AND EQUALITY BEFORE THE LAW

It seems axiomatic to us that police play a crucial role in the criminal justice system, and consequently in determining whether or not there is equality before the law. The accessibility and receptiveness of police

determines whether or not a criminally aggrieved person feels able to make a complaint; once the complaint has been made, police officers decide whether to take action, and determine the appropriateness of that action. Injustice can occur if police do not take action; some would argue that injustice occurs even when they do, depending on the quality and awareness of those with responsibility for action. If the best people are not selected for the job, or if selected they are unable to make the contribution of which

Changes are also essential if police services are to succeed in meeting the needs of women as clients, and so contribute to the equitable treatment of all women who enter the criminal justice system.

they are capable, less than optimal results will be obtained from the system. Complaints may be ignored, investigations not given priority, and ill conceived advice given in relation to

crime prevention strategies. In all these ways, police determine equity of access to the criminal law, and are its gatekeepers. It is not only judges, members of the legal profession, or counsellors who have a role to play in ensuring that women are afforded the protection of the law. In fact, in the current criminal justice system, if the police do not commence criminal action in the courts, it is arguable that, in the criminal law context, magistrates, judges, lawyers, etc, become superfluous.

All of this makes it surprising, as well as disappointing, that recent high level investigations of women's equality before the law have neglected the role of police, and consequently the role of, and difficulties faced by, women police, in contributing to women's access to the law.

The enquiry undertaken by the Australian Law Reform Commission (ALRC), **Equality Before the Law: Justice for Women** (1994) began with the issuing of a Discussion Paper (No. 54, 1993) which stated, 'Making the legal system work for women requires a global approach to women's needs and experiences, not isolated responses to narrowly defined issues. This paper attempts to draw out these linkages in assessing and understanding the causes and effects of gender bias within the law'(p.12). Accordingly and appropriately, the enquiry and report looked at many aspects of women's lives, including their economic and employment difficulties, issues in family relationships and marriage, and their access to positions in public and political life. A wide range of expert agencies were consulted, including ethnic-specific organisations, women's services, housing organisations, State and Federal Government Departments, TAFE, and Anti-Discrimination Boards. But the relationship between women and policing was not investigated, and Police Services do not appear among the bodies contacted for consultation, or especially invited to make submissions.

Similarly, the Discussion Paper states, 'Women's participation in the legal profession is important because the legal profession shapes and applies the law' (1993, p. 68), and the situation of women as lawyers and judges receives much attention. But the participation of women in policing, the gatekeeper of women's access to the criminal law, is ignored.

The Interim Report of the enquiry (Report No. 67, 1994), in reporting on the content of submissions received by the Commission, records that the 'second obstacle' to their access to the law which women complained about was that '[t]he police lack awareness of women's needs and experiences' (p.17). Even so, the message women were giving was not included in the 'pie chart' of access to justice problems in the Interim Report (p. 12) , or in the discussion of 'Access to Justice' in the final report, although it was noted that sex workers had difficulties with

police violence. Policing issues were given only two (2) mentions in the final recommendations, one in relation to the need for training about 'the dynamics of violence against women in the home', and the other urging policy guidelines on the use of interpreters in cases of sexual assault and domestic violence. Neither women's need for police, nor the situation of women police, was included in the recommendations for a National Women's Justice Program and for an Equality Act. This is all the more disappointing as the National Strategy on Violence against Women (1992), issued by the National Committee on Violence against Women, with participation and support by all State and Territory governments, the Commonwealth Government and community representatives, integrates police action into its recommendations under the heading 'Law and Justice'.

These criticisms are not intended to detract from the important issues that are covered

The participation of women in policing, the gatekeeper of women's access to the criminal law, is ignored.

by the ALRC report, or from its major achievements. An explanation for the neglect of policing could perhaps be found in the direction of the Terms of Reference to Commonwealth laws. The Federal context of the report is evident in emphasis on Commonwealth funded (or partly funded) services, for example legal aid and the counselling services of the Family Court. However, the report touches on other matters that cross Federal/State boundaries, including prostitution law, and makes recommendations directed, for example, to the Standing Committee of Attorneys General. In the end it seems that the ALRC has fallen into the trap of separating the law and the legal system as it 'belongs' to lawyers, magistrates and judges, from the law and legal system as it is experienced by ordinary citizens, who must, in criminal matters, make their approach through the police.

If the Federal/State issue is any sort of excuse for the neglect of policing in the ALRC report, this makes even more disappointing a similar neglect in a current enquiry by the NSW Government. This searching and important study of Gender

Bias and the Law in NSW, which is being undertaken by the NSW Department of Women, also concentrates on courts, lawyers, magistrates and judges, but does not attempt to assess the role of police, or to explore the policing experiences of either community women or women police. The difficulties if including the issues are acknowledged. However, once again an opportunity to increase understanding of the full spectrum of changes needed to ensure equality before the law would seem to have been missed.

THE ROLE AND NUMBERS OF WOMEN POLICE

Originally, women in policing were signed off to undertake duties concerned with women and children. That took many forms, from missing children inquiries, to checks on prostitutes, to accompanying the police men on investigations involving women. The South Australian Past and Present Women Police Association has published an account of the history of women police in that State (1987) and other accounts can be found in various volumes including Brown's recollections of Life in the Victoria Police Force (1986), Haldane (1986), and Johnston (1992). Women's organisations contributed to the push to have women involved in the policing function in the early part of this century. As time passed and the numbers grew steadily from 1 or 2 to a dozen or so, women police were assigned to Women Police Offices. In addition to doing typing, they also began to be used as decoys in some operational aspects of policing.

With the second wave of the women's liberation movement, particularly during the latter part of the 1960s and early 1970s, came a call for more police women and also, by the women already in policing, for their role to be extended. One of the Australian police leaders who took up the challenge in this regard was Ray Whitrod, former Commissioner of the Queensland Police; he was given support by the Minister for Police Max Hodges. Both men believed that the recruitment of women police was vital to changing the face of policing and providing an effective and efficient policing service to the communities in Queensland. The assertion

of their leadership on behalf of women police is made in the knowledge that Queensland was to be one of the last states or territories in Australia to have any legislation covering sex discrimination in the State Public Service, equal employment opportunity legislation, or government driven affirmative action policies. In addition to their proactive stance on recruiting women police, Whitrod and Hodges also faced difficulties in attracting suitable male applicants to the Queensland Police Force, as it then was.

Achievements for women police during the Whitrod/Hodges era included equal pay for police women in 1970, continuing employment for women police after marriage (1971), abolition of the Police Rule which made women officers subordinate to male officers irrespective of the rank of the woman, and an integrated seniority list of all police in 1976. It will be noted that observations are made in this paper about the Queensland case because of a more intimate knowledge of policing in that jurisdiction.

Table 1 shows how the numbers of women police in Australia, as a percentage of the respective forces, grew between 1971 to 1991.

Table 1 PERCENTAGES OF WOMEN POLICE

FORCE	1971*	1976*	1981*	1986*	1991#
A.F.P.	U/K	U/K	8.9%	13.7%	16.8%
QLD.	1.1%	8.5%	6.6%	5.7%	8.9%
N.S.W.	1.5%	1.9%	4.4%	9.4%	11.0%
VIC.	2.1%	4.6%	7.2%	12.7%	14.5%
TAS.	1.8%	2.4%	4.4%	6.8%	10.0%
S.A.	2.9%	3.3%	7.2%	9.7%	12.5%
W.A.	2.5%	1.8%	2.8%	6.0%	9.6%
N.T.	2.1%	2.2%	4.8%	9.4%	12.7%
AUS. TOTAL	1.8%	3.7%	5.8%	9.4%	11.8%

* Source: Lidgard, C.F. (1988), p. 2. ABS Census data from 1971 to 1986 was used to compare the percentage of women police with total police populations.

Source: Sutton, J. (1992), p. 72. Data, together with the additional calculations, were based on the tables provided to Sutton by the New South Wales Police Service, Equal Employment Opportunity Unit, 1991.

The steady decline in the percentages of women police in Queensland experienced in both 1981 and 1986, after Whitrod and Hodges left their positions, underlines the significance of an individual proactive

Chief Executive Officer and Minister in supporting the recruitment of women police. Since the Fitzgerald Inquiry Report (1989), and the subsequent lifting of a quota that had been imposed on female

r e c r u i t s , together with legislation requiring promotion on merit, there has been a slight improvement in numbers of woman in the

Queensland Police Service. Progress in other states and territories has been mixed.

Table 2 shows the both the numbers of male and female police, together with the percentages of women in policing in Australian and New Zealand in 1993 and 1995.

The increases have been steady, with some jurisdictions seemingly more committed to female recruitment than others. For example, the New South Wales Police Service has a positive recruitment policy in relation to the percentage of women acceptable to that jurisdiction. Unfortunately, other jurisdictions in

Australia are not so positive in their recruitment policies. In fact in Queensland, two policies serve to preclude some women from even applying for service.

There is a policy of recruits living in during training. Exemptions may be sought from the requirement, but few are granted. This is a clear disincentive to potential female recruits with children or other family responsibilities.

The Police Academy is situated in the metropolitan area of Brisbane, and yet there is a policy of recruits living in during training. Exemptions may be sought from the requirement, but few are granted. This

is a clear disincentive to potential female recruits with children or other family responsibilities. Further, the physical tests that have to be

completed are yet to be validated and appear to make demands unrelated to the needs of normal policing. They have the effect of screening out otherwise acceptable recruits, and are a particular disincentive to women, whose rates of success are well below those of men.

It is up to a Commissioner of Police (or Chief Commissioner in the case of Victoria) to lead the way if he, said advisedly, wants women in policing in greater numbers, women in places of status within the organisation, and a reduction in the numbers of women leaving policing. When data on women who have entered policing, despite the difficulties, are scanned, the reality of the clustering of women in the lower ranks is obvious (Bolen 1994, p.3).

Even in states and territories where there has been legislation to assist the progress of women in the work place for nearly two decades, few women have attained positions of power and even fewer have reached senior rank within policing. Table 3 shows the highest ranking women police, by jurisdiction, as at 30 June 1995.

The Assistant Commissioner in NSW is one of 10 Assistant Commissioners in that state. The female inspectors in Queensland are 9 out of 259 commissioned officers; the Chief Inspectors in Victoria come from a total of about 400 commissioned officers; the Northern Territory has approximately 45 commissioned officers overall; Western Australia had approximately 200 commissioned officers including no women; and in South Australia there are about 125 male commissioned officers compared with 2 female Chief Inspectors. (Although the term 'Commissioned

Table 2 AUSTRALIAN & NEW ZEALAND POLICE SERVICES BY SEX

30/6/93*

30/5/95*

Name	Male	Female	%	Male	Female	%
New South Wales	11404	1532	11.84	11304	1714	13.17
Victoria	8503	1451	14.58	8582	1378	13.84
Queensland	5622	755	11.84	5502	796	12.64
Western Australia	3779	388	9.31	3935	418	9.60
South Australia	3191	538	14.43	3132	514	14.1
Aust. Federal Police	1995	401	16.74	1892	386	16.94
Tasmania	905	120	11.71	916	158	14.71
Northern Territory	549	100	15.41	615	127	17.12
New Zealand	U/K	U/K		5925	897	13.15

* Data for 1993 in relation to male and female numbers were obtained from the Annual Reports of the Police Departments and consultations with staff of Departments, then calculated; they appear in a paper by Bolen, J.M., unpublished. Data for 1995 in relation to male and female numbers were taken from Tynan (1995) as cited in The Whip (Newsletter of Australasian Women Police, First Issue, November 1995), although calculations were not.

Table 3 HIGHEST RANKING WOMEN POLICE BY JURISDICTION

AS AT 30 June 1995@

JURISDICTION	RANK	NUMBER
New South Wales	Assistant Commissioner	1
Aust. Federal Police	Superintendent	2
Northern Territory#	Commander	1
Victoria	Chief Inspector	2
South Australia	Chief Inspector	2
Queensland	Inspector	9
Western Australia	Senior Sergeant	3
Tasmania	Sergeant	1
New Zealand*	Inspector	3

@ Source: Tynan (1995) as cited in The Whip (Newsletter of Australasian Women Police, First Issue, November 1995) with the additional notation of the Northern Territory added subsequent to discussion with Officer Tynan.

This woman joined the Northern Territory through the lateral entry provisions. The two most senior women promoted through the ranks of that Force are senior sergeants.

* In New Zealand there is only one police force and it covers both the North and South Islands.

Officer' usually includes Inspectors, Superintendents, Chief Superintendents and above, for the purpose of these comparisons, numbers of Assistant Commissioners, Deputy Commissioners and Commissioners have not been included.)

From those figures, one can appreciate the position of women in numerical terms and also in terms of their positions of power - as it is usually associated with rank.

Because of the continuing hierarchical nature of the rank structure, status, too, is still largely associated with rank. That situation remains, despite fact that it is those in the junior ranks of constable, senior constable, and sergeant who are the operational face of policing, and who exercise their statutory powers more frequently in relation to the investigations they undertake.

PROBLEMS FACED BY WOMEN POLICE

Past practices in various police forces have added to the career difficulties faced by many women police. These included the necessity for women who married to resign, the lack of opportunity for women to enter straight from school, inflexible leave provisions, bias in assigning women to clerical duties, and restrictions on geographical and management placements of women in policing. As a consequence, many women police have not had as much operational experience as their male colleagues. There are few education and training programs, if any, available for women who wish to build up the skills they lost during the years when opportunities for women were limited. Consequently, many women seeking promotion are excluded by selection panels 'because of the lack of operational experience'. Valid or not, it is that operational experience which many promotional panels value so highly.

Policewomen in recent years have been given more opportunities to undertake broader policing functions. Women can now be found in most areas of policing, for example in motor cycle traffic policing, in dog squads, some search and rescue units, detective work, general patrol duties, undercover work, as well as in clerical and administrative roles and the more traditional female areas of support for women and children. We would assert that progress for women should not mean excluding them from areas of policing such as juvenile aid work, investigations involving women as victims, and administrative duty within the station or headquarters environment, anymore than it should mean restricting them to those areas. The issue is one of equality of opportunity for women to serve in areas of their choice, both geographically and operationally, so that they may compete equally with men for subsequent promotions and provide the best possible service to the community.

Senior Constable Munn, who was the first Queensland police woman to be stationed in the Torres Strait, explains that perseverance and hard effort can achieve significant changes in the attitudes of serving officers in the remote Aboriginal

and Islander communities, but notes that perhaps 'the change in attitudes will be slow' (PPPWAQ Magazine 1994, pp. 10-12). Optimistically she noted that a major benefit of that service had been assisting in many policing issues which affect women in the broader community (1994, p. 12).

In 1990 five women were promoted, on merit, to the rank of Inspector in the Queensland Police Service. Four of the five held at least undergraduate university degrees and the fifth was studying at the time. While not asserting that academic qualifications are the only indicators of merit for promotion, the women also had experience in their chosen fields, and well under 80% of the males promoted to Inspector rank at the same time had similar tertiary qualifications. Consistent with the experiences of many successful women in other fields, the five women were single.

At the time of the promotions, anonymous concerns were expressed to the media, through the Queensland Police Union of Employees, about homosexuals - particularly lesbians - in the Service (*Courier Mail* 27 August 1990; Truth 8 September 1990).

The President of that Union was quoted as saying that "(w)hile we realise that generally people's sexual preferences are their own business we must be sensitive about this issues because of the many parents whose children come into contact with police" (*Courier Mail* 27 August 1990). That type of homophobia was a continuation of the type experienced in Queensland policing during the 1970s when the "Lesbian Investigation" occurred (CJC 1994, pp. 65 - 69).

Despite nearly two decades, in some jurisdictions, of equal employment opportunity and anti-discrimination legislation, women's achievements are still so rare and yet historical that they gain major publicity when they do occur. Headlines like the following appear "Tributes flow for female police

inspectors" (*Courier Mail* 7 July 1990), "Policewoman joins an elite group of two" (*Weekend Australian*, 11-12 December 1990), "Woman to lead drug squad in national first" (*Courier Mail* 5 March 1990, and "Great Scott: woman in command" (*Sun Herald* 14 August 1994).

The reality is that when police women have sought wider operational experience, the negative aspects of the police culture have worked against many of them. For example, sexual harassment is rarely the subject of official complaints, but surveys reveal that such behaviour is still prevalent in many areas within the masculine culture of policing (*The Australian*, 20/12/95, p.5; EEO Evaluation Reports of the Queensland Police Service, 1993/94 and 1994/96). In Queensland there has been no public release of a survey of police women undertaken by the University of Queensland relating to sexual harassment in 1994. However, confidential information reveals that abuses ranging from actual sexual assault to offensive posters in police stations have been reported to the researchers.

If women in policing get together en masse for mutual support or for a social gathering, they are seen as excluding men or as lesbians seeking to subvert male supremacy; that serves its purpose to divide and conquer, as a division is made between women who exercise their rights and those who succumb to the pressure.

Police women in such situations know that should they breach the 'blue veil of silence', further harassment could ensue, with the consequence that their careers might be negatively affected. If police women are seen to condemn rather than condone certain behaviour, for example violence against suspects or prisoners, drinking on duty, verballing, domestic violence, or racism, it is likely that they will not be accepted as patrol partners by many male officers. Because of other responsibilities, including their families, many women police cannot afford to spend time socialising with their male counterparts, and so miss that opportunity to increase their acceptance by colleagues and to hear about developmental tasks or chances for advancement. Women in policing face the stereotyping experience encountered by

many women in occupations where women make up minorities; if they have an affair with their male colleagues they are considered as easy marks or sluts, and if they do not they are derided as lesbians at worst and frigid at best.

If women in policing get together en masse for mutual support or for a social gathering, they are seen as excluding men or as lesbians seeking to subvert male supremacy; that serves its purpose to divide and conquer, as a division is made between women who exercise their rights and those who succumb to the pressure. Interestingly, when men gather en masse or at social functions, it is seen as necessary for their work and as part of the brotherhood.

The diversity of women in policing is acknowledged; women police are not uniform in their views of the world, their expectations in policing, their ambitions or the skills they bring to policing. One female police officer commented that, as a female, she did not bring anything different to the position of officer in charge of a C.I. Branch than a man would (*The Chronicle*, 13 October 1992, p. 4). Yet Martin (1979, pp. 314 - 323) has written about the spectrum of women police as being between polar types of a typology, which she describes as policewomen and policewomen. The experiences outlined in her overseas research differ little from those of women police in Australian jurisdictions.

Lately, one Commissioner has asserted that having women in senior policing positions would assist in minimising police corruption (*The Australian*, 23 January 1996, p. 6). It appears that not much has changed since 1847 when Caroline Chisholm was recommending that "God's police" - wives (and little children) - would be required to established a well-conducted community in the colonies (Summers 1994).

The brief sketch given of the position of women in policing, numerically, and in terms of their power and status within their organisations, and the impact of the culture on them, makes clear the potential for women to be isolated or discouraged in their chosen occupation. The losers are many: the women officers themselves, the

organisations for which they work, and the broader community.

WOMEN AS CLIENTS OF POLICING

While women police officers may be having difficulty surviving in their workplaces, many women in the community are severely dissatisfied with the service they are receiving from those same police services.

Annual reports on the progress of Equal Employment Opportunity Management Plans are now mandatory in most police services, but the notions of community service and client satisfaction are still too

new for policing to have produced much formal research on the concerns of women, or other community groups. The landmark research undertaken in England by the Policy Studies Institute, *Police and the People of London* (1985), undertaken in response to interracial issues in policing, was the first work to give prominence to the sexism and 'cult of masculinity' of the police. (Walklate 1996.) In Australia, one recent survey of public attitudes to police, discussed below, neither gender disaggregated the results, nor sought views from other equal opportunity groups. However, information is still forthcoming, some formal and some less so, about women's experiences of, and concerns about, policing.

Most of the work on failures of policing, and of the rest of the legal system, to meet the needs of women has concerned women who have experienced domestic violence or rape. A number of researchers have contributed to the work, initiated by community women, which has brought the needs of women suffering violence to prominence and resulted in fundamental changes to legal and policing practice. (For example, Craney and O'Donnell 1982, Coorey 1988, Hatty 1989, Hanmer et al 1989, Dobash and Dobash 1992.) All such researchers have recorded the problems related to them by women seeking police assistance when they had suffered, or were threatened by, violence. The problems recorded include: failures by police to

attend all domestic dispute calls; reluctance to arrest domestic offenders; evidence that arrest was more likely if the alleged offender threatened violence to the intervening officer, than simply in response to the woman's complaint, even when she was injured; an unsympathetic response to assault victims, including belief that responsibility lay with the woman, inability to understand why women do not

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leave violent partners, and judgements about 'good' and 'bad' family situations; a tendency by male police officers to identify with the alleged offender, particularly in country areas, where they each other socially; differing responses

according to the cultural or socio-economic situation of the woman; a tendency to make individual assessments of the 'seriousness' of the situation, rather than to simply apply the law; failure to act even when there were multiple incidents, and sometimes increasing reluctance to respond after repeated call outs; failure to advise victims of their legal rights or to refer them to support agencies; an unwillingness to be involved in domestic violence matters because of the danger involved, or, less reasonably, because they are not regarded as 'proper policing'. (Coorey 1988, Stubbs and Egger 1989, Hatty 1989, Mugford and Mugford 1992.)

In rape cases, the tendency of some police to decide between 'bad' and 'good' rapes, often in terms of 'good' and 'bad' victims, is notorious.

Hatty (1989) summed up the attitudes she discovered after interviewing 500 NSW police:

Responsibility is firmly vested with the woman; misogynist beliefs concerning the nature of women, appropriate gender behaviour, and the fragility of women's mental health underscore this notion . . . Exaggerated beliefs in the relationship between maleness and violence, and the stressors associated with the male role, effectively minimize men's responsibility for violent behaviour (p. 82).

Coorey (1988) in her study of the policing of domestic violence in rural areas of NSW found that

. . . police used their discretion to define what was domestic violence independently of the women's statements about what had occurred and independently of the legal definition of domestic violence (p. 135).

Such discretionary definitions were determined by whether police officers knew the alleged perpetrator, reluctance to interfere in a 'private' matter, ignorance of the significance of threats and minor injuries, personal judgements about how the woman had 'provoked' or 'deserved' the violence and inability to understand why she didn't leave the violent partner.

In rape cases, the tendency of some police to decide between 'bad' and 'good' rapes, often in terms of 'good' and 'bad' victims, is notorious. So are the myths about 'women asking for it' and the frequency of false complaints (Nixon 1992). Women complain, too, about the reluctance of some police to act in cases, in fact the majority of rapes, in which the alleged perpetrator is known to the victim (Walklate 1996). Others complain of the apparent inability of police to appreciate the emotional, as well as physical, damage they have suffered, and describe police

interrogation and forensic examinations as compounding the experience of the rape. Nixon observes:

The hidden issue may well be that police see little harm in most rapes. Statements such as 'she had no physical injuries' to describe someone violated by unwanted sexual intercourse confirms such suspicions. This view allows police to define many rapes as 'false complaints' and underplay the effect on victims. In this sense, police culture has merely reflected the attitudes of a wider society, which also relies on mythology as the basis for understanding rape and sexual assault (1992, p. 42).

The problems indicated in these situations

are multiple and complex. They include real and practical issues, like the unpredictable danger faced by police attending domestic disputes, and the challenge of bringing a prosecution when the alleged perpetrator is the partner, relative, friend or acquaintance of the victim/witness. But these difficulties

are compounded by a thicket of embedded attitudes about male and female behaviour and the relationship of policing to domestic privacy, failure to understand the interactions of gender, power and violence and, perhaps above all,

traditional opinions about the nature of policing and a decision that work calling for sensitivity, intervention in 'private' space, complex social understanding and repetition is not 'proper policing'. Walklate (1993) demonstrates the immense cultural shift involved in English policing between the high level designation of domestic violence, in 1984, as 'rubbish' work or a non-police matter, and the issuing of the Home Office Circular 60/1990, which stated that the Home Secretary regarded a domestic assault 'as seriously as violent assault by a stranger' (pp.103-4).

Of course, none of this ever applied to all police, and much work has been done by women, and subsequently through legal changes and police training, to address these difficulties. This work continues. But the battle with the traditional police culture is not over yet, as was indicated by the recent remarks of the Assistant Commissioner in charge of the Far Northern policing region in Queensland, reported in the *Cairns Post* (24 April 1996). In response to an outburst by a local judge appalled by the number of rape cases he was hearing, Assistant Commissioner Don Mercer 'was clear in his message that women had to be more careful around the streets at night. "If you know there is a danger, then you take precautions. Someone said to me the other day that if you know there's a crocodile in the water, then you don't jump in." he said'.

Personal experience and anecdotal information indicates how alienating and uncomfortable their reception in police stations can be for many women seeking assistance, for example after the theft of a purse or a motor vehicle, a burglary or a severe traffic accident, when they find themselves met by a cynical or patronising male attitude.

Another such indication is suggested by information from Queensland that the proportion of Domestic Violence Protection Orders (DVPOs) taken out by police rather than by victims is declining. While this might mean that women are better informed and more confident about

using DVPOs, a cynic, or realist, could argue that it indicates that, as the intensity of training and supervision provided when DVPOs were first introduced have decreased, the old culture has reasserted itself (QPS 1995).

As has been indicated, in the absence of appropriate client satisfaction research, most of the work on the failure of policing to meet women's needs has been about domestic violence and rape. These are certainly telling and dramatic examples. But there are potentially many others. Personal experience and anecdotal information indicates how alienating and uncomfortable their reception in police stations can be for many women seeking assistance, for example after the theft of a purse or a motor vehicle, a burglary or a severe traffic accident, when they find themselves met by a cynical or patronising male attitude. Similarly stereotypical attitudes haunt much crime prevention advice, providing inaccurate stranger danger warnings to women more at risk from those they know, and increasing the fear of lone elderly women with over-the-top warnings about the threat of violence to the elderly, and the message that safety depends on locks, bars and not going out at night (Radford and Stanko 1996, pp.70-78).

To provide just one example, the Queensland Police Service report on *Policing: Future Directions* (1992) quoted a Canadian report (1990) to the effect that the aging of the population will cause 'fear of crime [to] increase, particularly [among] older, single women. This will increase the calls for assistance that are not related to specific offences or incidents' (p. 9). It was

also noted that 'women, particularly those in the middle and younger aged groups, feel the most threatened by violent crime, particularly sexual assault' (p. 15). In neither case was there assessment of the reality of the fears felt, and the stereotypes of 'silly old women' or 'hysterical' younger ones are evident. The same report states that 'Community cohesion is an important factor in crime prevention.' and includes among indicators of both the 'percentage of nuclear families; percentage of children to women; and the presence of family units' (p.13).

The same issues about police failures in appropriate response to women apply as much to the situation of women who are being policed, as they do for those turning to the police for assistance. For these women, too, the police are the gateway to the law, and the consequences of the police culture equally evident. Many of these women also find themselves involved with the police and the law for gendered reasons. They include sex workers; women driven at last to violent action against a violent partner; women accused of committing social security related crimes (women commit these offences at similar rates to men, although they are far less likely to commit other offenses; women are more likely than men committing social security offences to be imprisoned or put on probation or a bond rather than fined (Wilkie 1993, quoted in ALRC Discussion Paper 54, 1993, p. 144); women implicated in the complexities of child abuse; and women who are drug dependent partly as a result of childhood institutionalisation or sexual abuse. In all such cases, the response of police is both more appropriate and more effective when the traditional stereotypes are replaced by more accurate information about the lives and experiences of women.

THE NATURE OF THE PROBLEM

Balkin (1988) records that stress is an important problem in police work, and that the 'single greatest source of stress' for women police is 'the negative attitudes of policemen' (p. 33).

It is not difficult to see that many of the problems encountered by both women seeking careers in policing and women

seeking a range of services from police come from the same source. In many ways they are the two sides of one coin. The woman newly promoted to detective who finds that her colleagues have drawn straws to determine who will be so unlucky as to be her partner, the woman who cannot get the duty sergeant to believe that her husband means it when he threatens to kill her, and the woman treated as liar and a slut when reporting that she has been raped, are all encountering the traditional, and traditionally male, nature of policing, police organisations and the police culture. One has been judged not to be a 'proper' cop; one wants a service that is not 'proper' policing; the third is treated as if she is not a 'proper' woman; all are regarded as unreliable, suspect and deviant, basically because they are female.

That is not to say that women police and women seeking police services do not share problems encountered by women in other organisations. Women have had a hard time entering and succeeding in a multitude of trades, professions and organisations. Those who choose careers in the supposedly 'female' caring areas, for example nursing, social work, teaching and child care have been undervalued and underpaid. The struggle for acceptance and the clustering of women in the lower ranks is familiar to women in management in public and private sector organisations, in universities, in law and medicine, in teaching, in trade unions and in politics. The vivid descriptor, the 'Glass Ceiling', has assisted women in all these situations to recognise, and share, a common frustration. (Although it is worth noting that as the description of the experience has turned into an explanation for the phenomenon, the Glass Ceiling image has served less well. Women managers are now suggesting discarding it as a euphemism, which is actually masking the actual reasons and responsibility for the situation, namely 'the behaviour which men use to exclude, marginalise and undermine women in management' (Ramsay 1995, p. 14)).

Similarly, women have struggled to explain and obtain the services they need from numbers of other service provision professions. Health care is a familiar example, with women striving to persuade

a traditionally male profession that giving birth is not an illness, menopause is not an aberration and that there is more to a woman's health needs than her breasts and uterus.

These familiar patterns are part of the story for women and policing. But the rest is peculiar to the individual nature of policing as a service and a career. The shorthand explanation is that the police are a masculine organisation with a masculinist culture. But all those concepts need further discussion. The police are a masculine organisation not just because most of its members are, and have always, been men, but because the things they believe they are expected to do are regarded as explicitly male. So the police organisational culture, while in many ways similar to the cultures operating in all organisations with continuity and tradition (including universities, hospitals, the law, the stock exchange and the public service), has the exaggerated maleness of an organisation that supposedly spends most of its time doing things that are fast, physical, active and dangerous.

It all began with the debate about the nature of crime and what police should do at the time when modern policing began. The terms of the debate are familiar in these times of tension between policing as the pursuit of criminals (in police forces) and policing as a community service (in police services). The debate in the early nineteenth century was about whether crime was caused by poverty, and could be prevented by responding to human distress, or whether crime was the result of the inherent wickedness of The Poor, who had to be wiped out, locked up or sent to Australia. The idea of a police force for the control of the so-called 'Dangerous Classes' won out (Heidensohn 1992; Reiner 1992).

This meant that the policing function was seen to be definitionally male not only as it involved watching and controlling dangerous people, but also because police were responsible in the public arena for

establishing and maintaining the moral order of society. That is why the police culture is not just 'macho'. Rather it is 'masculinist', which the *New Shorter Oxford English Dictionary* (Oxford 1993) defines as 'characterized by or designating attitudes, values, etc, held to be typical of men'. The police culture glamorises action, violence and male solidarity. But it also identifies policing as the moral guardian of society and carries traditional baggage about what a 'good' society is - full of nuclear families to be preserved at all cost and 'good' women who belong at home and need protecting. So it can be kindly and paternalist, as Assistant Commissioner Mercer was when he spoke of crocodiles and rapes in the streets of Cairns. But it is always uneasy about women who break the traditional mould, either by wanting to be police officers or by taking undue care and getting raped. To be different is to be deviant, and therefore dangerous. Women police officers can endorse and adopt the traditional culture in their effort to be 'real' police; being accepted by the culture is much more problematic.

A police organisation with these kinds of traditions will be an uncomfortable place for women members who want to do anything other than traditional womanly caring things. It will be equally

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uncomfortable about recognising that the most dangerous men in a woman's life are those within her own home.

Women faced another historic watershed in the

story of policing at the end of the nineteenth century and beginning of the twentieth, when English feminists, all of them absorbed in the fight for votes for women, started to campaign for women police. They wanted employment opportunities for women in the police, and they wanted a different kind of police force, that would better answer the needs of women struggling with poverty and needing protection from drunken and violent husbands. This time the debate was between those who wanted the new women police to transform policing by providing a

new kind of service for women, and those who wanted the women officers to have the chance to be equal with the men in the force, by doing everything that they did (Radford 1998, pp. 43-44). The equal employment opportunity argument won the day, although women police had to wait another 70 or 80 years before police policies caught up with them. Even so, women still feel they face the same dilemma, about whether a career choice for one of the 'new' policing areas, including those responding to women's needs, will lock them into the old 'Women's Police Office' ghetto, with little chance of promotion up the ranks. When Christie surveyed Queensland police and recruits (Christie 1995) he found recruits and women police more likely than male police, or recruits who had started active policing, to prefer a service rather than a law and order role for police; but women recruits were more likely than male recruits to prefer the crime fighting role. It is possible that these women had already decided that their best career prospects were with traditional policing roles, and that they should separate themselves as far as possible from activities that smacked of 'women's' activities.

So the problem is not the choice made by men at the beginning of the nineteenth century, nor the one made by women at the beginning of the twentieth century. The problem is having to make a choice at all, between policing for the detection and apprehension of criminals and policing which makes a sensitive recognition of the immensely varying needs and concerns of an immensely varied society. A policing philosophy and culture which had the flexibility, knowledge and sensitivity to address both kinds of needs would be a fine place to work in for both strong, active women, and for gentle, caring men. Such a policing organisation would recognise all the things women can do as police officers, as well as all the things women need from a police service. It would provide better policing for everybody and would indeed

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CONCLUSIONS

Clearly the answer is not simply a matter of numbers. Women clients seem to know this. On one of the few occasions when research into client satisfaction and preferences was done with community women, in Wandsworth, London in 1987, they made it clear that they were dissatisfied with macho aspects of the police culture, but that they were not sure whether they would always prefer to be assisted by a woman police officer. They appear to have been aware both that some male officers were capable of meeting their needs and that some women officers become part of the culture they did not like (Radford 1987; Walklate 1993, pp. 108-9).

Women police also know that simply increasing their numbers will not solve all their problems. Increased numbers of women officers clustered in the lower ranks, putting up with

sexual harassment and avoiding work with and for women in case they are ghettoised, will do little to solve anything.

This does not mean that numbers have no significance. As Jalna Hanmer has observed, '...as long as women are recruited in small numbers, are isolated from each other within the organisation of policing, and are disproportionately in the lower ranks, the masculine culture and practices of the police can more easily be maintained' (Hanmer 1989, p.122). Foreign bodies are a challenge to any ingrained culture and the more there are, the bigger the productive irritation they provide. Management theorists support this view, arguing that until a critical mass of the newcomers (Moss Kanter estimates

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25%) is achieved, there will be little impact on the established culture (Quoted Walklate 1993, p. 113). Clearly the work through equal employment policies to increase the number of women joining and succeeding in policing is crucial.

However, the connections explored in this paper suggest another way ahead. Concentration on the numbers of women in policing and in senior ranks, for all its importance, courts the danger of reinforcing either the stereotyping of the women, or the traditional nature of the police organisation. Martin's demonstration of the policewoman/policewoman dichotomy indicates this (Martin 1979). Recognition of the links between the difficulties of women officers and women clients has the strategic potential to strengthen equality of opportunity, while also contributing directly to the transformation of the more limiting aspects of the police culture and tradition.

There are already indications that this is happening. Just as women's needs were for so long neglected by police because they did not fit comfortably into traditions of 'proper' policing, so pressure to meet women's needs has meant that the culture has had to change and adapt itself, no matter how painfully and unwillingly. Sandra Walklate (Walklate 1993), writing about policing in England, links equal opportunity and domestic violence policy as two areas which 'constitute a significant challenge in policing terms should they be addressed with serious intent' (p.102). She sees them both as asking 'the key question' of 'what is the fundamental task of policing

and for whom do the police deliver a "service"?' (p.103). 'If these two areas are seriously embraced', she argues, 'this would demand a fundamental re-examination of what counts as policing' (p.113), and consequently, we would add, of the culture of police.

We believe that the necessity and strategy of linking the needs and concerns of

women police and women clients should be taken up at three (3) levels.

To begin with, these concerns should be better addressed at the highest policy levels. The failure of recent major enquiries into the equality of women before the law to recognise or include policing has already been addressed. If the significance of policing as a 'gateway' to the criminal law and so as a crucial part of the system of law and justice is accepted, then consideration of the situation of women police and of women as clients of police is essential in determining whether women have equal access to the law and justice. Large scale initiatives like the Australian Law Reform Commission Report and the NSW Government research will fall short of their objectives and potential if this is not recognised.

Secondly, this recognition has potential for police management. The major strategy for improvement of the participation of and opportunities for women in police services has been the Equal Employment Opportunity (EEO) Management Plan, supported by annual reporting requirements. Equal Employment Opportunity initiatives have been built on, supported by and sometimes required by state governments' Anti-Discrimination and Equal Opportunity in Public Sector Employment (variously titled) legislation. Most EEO Management Plans make this connection. However, almost none of the Plans mention the other potentially relevant aspect of the Anti-Discrimination Acts, which apply not only to employment, but also, together with a range of other matters, to the provision of goods and services. Australian police service EEO plans regularly mention the benefit they promise to their organisations through the most effective use of the skills of all personnel; but there is almost no mention of the potential benefit to their clients in the services they offer. This is despite the fact that many Police Services include among the statements of Values in their Corporate Plans a commitment to, for example, 'Preserve the rights and freedoms

Police Services do not subject themselves to reporting requirements about their equity of service delivery, as they do with regard to EEO.

of individuals and provide a service which is equitable to all members of the community' (Tasmania, Corporate Plan 1994-96), or 'Fair and equal treatment of all citizens' (South Australia, Corporate Directions 1991-1994).

In fact, a recent review found only one statement of this connection, in the Draft Equal Opportunity Management Plan, 1995-2000, of the Northern Territory Police, Fire and Emergency Services, which states that 'without equity within the workplace we can never hope to achieve the best for the customers we serve or the people who make up our organisation.' Unfortunately, this connection is not followed through in the Plan itself. This means that Australian Police

Service EEO Plans miss the opportunity to be Equal Opportunity plans, as well as to establish equal employment practices, to the considerable detriment of members of all the equal opportunity target groups in the communities they serve, and to their own operational efficiency.

One consequence is that Police Services do not subject themselves to reporting requirements about their equity of service delivery, as they do with regard to EEO. And so they, and we, know much less about the needs, problems and levels of service delivery satisfaction of their employees. In one potentially revealing recent survey on *Public Attitudes towards the Queensland Police Service*, conducted by the Criminal Justice Commission in June 1995, care was taken to interview a 50/50 male/female sample of respondents. But no effort was made to include the other anti-discrimination/equal opportunity target groups, and the outcomes were not disaggregated by gender in the report.

If Police Services mean what they say about equity of service delivery, this is a situation which needs attention. But the urgency of this need increases if the

connection between equitable management practices and equitable and accurate service delivery is seen as a strategy to assist transformation of the more limiting aspects of the traditional police culture. Both women police and women clients (together with members and clients from the other equal opportunity groups) would benefit from police managements spending more time listening to both their staff and their clients.

This brings us to the third level on which this issue can be addressed, namely women ourselves, whether police officers or community members. Women have always been the main agents of change on our own behalf, and this is likely to continue. There is a clear need for community women to recognise the difficulties faced by women police, and the potential benefits to themselves, as well as female police members, in offering them support. The other side of this partnership is equally valid, with the potential for women police to recognise that support for the needs and concerns of women clients is not just a matter of good policing and loyalty to

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other women, but has strategic potential to assist in working together to challenge and eventually transform the nature and culture of policing, to our mutual benefit.

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Women in the Police Service: Fostering a Career

Presented by Jacqueline M Drew, at Women and Labour Conference, Geelong, November 1997.



The Queensland Police Service needs to actively work towards reaching 25% female police officer representation within the Service.

Increasing female police officer numbers will involve a twofold approach. Firstly, discriminatory aspects of the recruitment selection phase need to be eliminated. Secondly, the career barriers such as those identified in this paper need to be removed to decrease the separation rate of female officers.

A large research paper was compiled for the purpose of identifying the barriers to career development and advancement of female police officers in the Queensland Police Service. Subsequently, recommendations are being made to management to address the problems identified.

This presentation examines some of the issues identified in the paper highlighted above. The aim of this presentation is to present the premise that career development may be one solution that may be utilised by Australian Police Jurisdictions to increase and retain female police officers.

Setting a Historical Backdrop: The Employment of Female Police Officers.

Female police officers have been historically excluded and restricted in their opportunities within the Queensland Police Service. This is evidenced in the dates and events listed below -

1936	Accepted first female officer
1973	Equal pay
1980's	Single females without children employed to work in the Juvenile Aid Bureau
1989	Female applicants who were married or who had children were accepted to join the Service (Robson, Burke & Drew, 1996) Maximum quota of 2 females per intake was removed

Currently, female police officers employed by the Queensland Police Service continue to occupy a tokenary status as defined by Kanter (1977) (in Melamed, 1995). Kanter (1977) suggested that a group which comprised less than 15% of the total number in the organisation are tokens, they are not seen as individuals but as symbols (in Melamed, 1995).

Composition of Female Police Officer in the Queensland Police Service.

Currently, the Queensland Police Service has a female officer representation of 14.8%. Of all female officers only 11.87% hold the rank of Sergeant and above compared with male officers who hold 37.15% at this level and above.

Separation Statistics of Female Officers in the Queensland Police Service.

Overall, the separation rate for female officers is 2.97% and for male officers it is 3.18%. The separation rate reverses and becomes more disparate however for the ranks of constables and senior constables which is 2.57% for female officers and 1.67% for male officers.

What Needs to be Done to Increase Female Police Officer Representation?

The Queensland Police Service needs to increase the number of female recruits and decrease the separation rate of female officers by providing career development opportunities and support.

Why does the Police Service need Female Police Officers?

Firstly, female officers can perform the job equally as well as their male counterparts (Ainsworth, Bell and Froyland, 1996; Austin, 1996; Berg & Budnick, 1986; Brown, 1996, Poole & Pogrebin, 1988; Prenzler, 1995).

It has also been suggested that female officers have a different style of policing compared to male officers which is in part evidenced through the smaller proportion of assault complaints which are made about female officers (Criminal Justice Commission, 1997a). It has been proposed that female officers have a less confrontational

manner and are more skilled at handling conflict situations (Criminal Justice Commission, 1997a).

Barriers Affecting the Advancement of Female Police Officers.

Recruitment

Gender bias has been found in the physical competency test, psychological testing, education and experience ratings (D.Burke, personal communication, 6 August, 1997; Burke, 1995; Prenzler, 1995; Prenzler, 1996; Wilkinson & Froyland, 1996).

Organisation culture and climate

Masculinised organisational culture - the culture of the police service is one based on male values, attitudes and beliefs (Austin, 1996; Heidensohn, 1996; Martin, 1996; White, 1996).

Emphasis on the physical demands of policing - an undue emphasis has been placed on the physical requirements of policing and these have been used to demonstrate the incompatibilities between policing and female officers (Brown, 1996; Martin, 1996; Prenzler, 1995; White, 1996).

Sexual harassment - Sexual harassment sends a clear message to female officers that they are 'outsiders' who are not wanted or accepted within the police service (Martin, 1996).

Barrier of acceptance - Female officers may simply accept the 'second class' status which they have been assigned or those who take a stand risk being viewed as a threat by their male counterparts and are subsequently further discriminated against (Berg & Budnick, 1986; Poole & Pogrebin, 1988; White, 1996).

Experience and Deployment

As at 1997, female officers within the Queensland Police Service remain concentrated in the Juvenile Aid Bureau (31.8%) while their representation in the following areas are substantially lower: Criminal Investigation Bureau (7.8%), Traffic (4.4%) and Crime Operations (10.9%). Female officers constitute 14.6% of general operational policing numbers.

Training

The centralisation of female officers may be explained by training access. A study conducted as a component of the 1993-1994 EEO Evaluation Report revealed that the percentage of female officers undertaking training courses were as follows: Investigative skills (5.2%), Surveillance (12.5%), Sex Offenders (29.7%) and Juvenile Aid Bureau (29.1%). From this gender breakdown it may be concluded that the access of female police

officers to more investigative roles, specifically the Criminal Investigation Bureau is in part restricted at this stage of training access. This is further reinforced by the findings of a study of female recruits which revealed that their career plans across a five year span centred on accessing and working in the criminal investigation area (Criminal Justice Commission, 1997b).

Rank structure and promotional opportunities

Data collected by the QPS reveals that of all promotions attained in a one year period (1996-1997) only 5.61% of promotions were gained by female officers. Of the total number of promotions only 6.6% of female officers were promoted to the rank of senior constable, 3.1% to sergeant, 4.9% to senior sergeant and 8.3% to commissioned officer level.

What is Career Development?

Organisational career development has been defined as 'the outcomes of the interaction between individual career planning and institutional career management processes' (Gutteridge & Otte, 1983, p.6).

The concept of organisational career development involves three major groups.

Employees or individuals - are responsible for identifying their own career goals, options and developmental needs, formulating action plans and evaluating outcomes (Gutteridge & Otte, 1983; Leibowitz, Farren & Kaye, 1986).

Management level (line management) - act as a linchpin between an individual's career planning process and the organisational program.

Organisational level (higher level strategic management) - instigate and facilitate the matching process between employees and opportunities, provide information on career opportunities, decrease turnover, increase productivity and guide managers to effectively assist employees in their career development (Gutteridge & Otte, 1983; Leibowitz et al., 1986).

Activities, programs and tools of career development may include;

- Career planning workshops/career planning workbooks
- Provision of information concerning career paths and ladders
- Job posting system
- Establishment of a career resource centre
- Job rotation
- Financial assistance to undertake further study
- Supervisor training
- Mentoring
- Career counselling

The Queensland Police Service needs to examine and rectify the apparent inequality in the accessibility of training and experience for female police officers.

An evaluation needs to be conducted of current career development initiatives to assess their benefits to women.

Why would Career Development assist in the Attraction and Retention of Female Police Officers?

Barriers perceived prior to entering the organisation or occupation.

A theory proposed by Gottfredson (1981 in Luzzo, 1996) proposes that judgements a person makes in regard to the barriers, obstacles and opportunities they face in their occupational environment may serve to restrict their career goals. It is theorised that the perception of occupational barriers negatively effects self-confidence, causes concern and anxiety and erodes the perceived benefit of career decision-making (Luzzo, 1996). In essence, Gottfredson (1981) theorises that the perception of occupational barriers may lead an individual to compromise their career goals as this perception reduces a person's career decision making self-efficacy, that is confidence in making career-related decisions (Luzzo, 1996). Hence, career development may be stunted (Luzzo, 1996).

Barriers experienced once employed by the organisation.

Historically, the differential turnover rate, wages and managerial positions held by male and female employees has been attributed to issues around the concepts of work/family conflict, child care related problems and family responsibilities (Glass & Estes, 1996; Miller, 1984; Rosin & Korabik, 1995; Rosin & Korabik, 1990; Stroh, Brett & Reilly, 1996; Tharenou, 1997). More recent research however has proposed that the differential rate of turnover of male and -female employees may also be due to the 'glass-ceiling' phenomenon and to a lesser extent child bearing and rearing reasons (Glass & Estes, 1996; Rosin & Korabik, 1990; Stroh et al., 1996). This explanation of turnover relates the high turnover rates of female employees to their dissatisfaction with their opportunities for promotion and advancement therefore differential turnover rates are a result of constrained career opportunities not gender per se (Rosin & Korabik, 1995; Rosin & Korabik, 1991; Rosin & Korabik, 1990; Stroh et al., 1996).

A review study conducted by Miller and Wheeler (1992) to investigate the contradictory findings in the literature regarding gender differences in turnover intentions found that gender differences in turnover is strongly related to work-related factors, specifically job satisfaction variables. The components of job satisfaction under study included satisfaction with promotional opportunities, meaningfulness of work, job

security, working conditions, pay satisfaction and recognition. The most predictive satisfaction variables of turnover were promotion and meaningfulness of work. The meaningfulness of work variable may be related to the inability of women to attain higher supervisory or managerial positions within the organisation or perhaps their inability to gain diversified deployment (Grant, Garrison & McCormick, 1990). This hypothesis is further reinforced by the finding that the positive relationship between job satisfaction and intent to turnover is intensified with increasing tenure. This means that the longer a woman is employed by an organisation the greater the effect of dissatisfaction with promotion and meaningfulness of work has on intent to leave the organisation.

In summary, the preceding analysis of the literature proposes that women's career development opportunities may be constrained in a number of ways. Firstly, by the perception of occupational barriers prior to entering employment and due to the actual barriers which are faced following employment. The research has further indicated that gender may not be a significant predictor of turnover but job satisfaction and more specifically promotional opportunity and meaningfulness of work may be creating this difference. This evidence therefore suggests that increased career development opportunities within an organisation may decrease the turnover rate of women.

Applying this research to the Queensland Police Service.

Applying this research to the QPS situation indicates that if the Service seriously wishes to increase female police officer numbers, decrease separation rates, increase female representation at the commissioned officer level and take advantage of female officers' styles of policing, the Service will need to work towards eliminating the barriers which police officers in the QPS currently encounter. These barriers will not however be changed rapidly and elimination of some barriers, for example, 'masculinised' organisational culture, will take considerable time. This long term approach does not however present the Service with an opportunity to simply focus on improving a future situation, some work needs to be done now to assist female officers achieve equitable opportunities. By adopting career development strategies then the Service will be taking a tandem approach of supporting female officers while significant barriers still exist and proactively assisting them to overcome these barriers while this work is being completed.

The QPS needs to develop career related information which may be accessed by all police officers.

A review of the Performance Planning and Review system needs to be conducted to ensure this system provides a management mechanism for individuals to plan and manage their careers.

Based on the issues, problems and solutions identified in this study the following recommendations have been proposed to the management of the Queensland Police Service:

Recommendation I

The Queensland Police Service needs to actively work towards reaching 25% female police officer representation within the Service. This should be achieved no later than 2005, and will require no less than 30% female composition of each recruit intake from the end of 1997. A marketing campaign to attract applicants who may have been deterred, or rejected, by past selection processes also needs to be conducted to ensure application numbers support these intake requirements.

Recommendation II

Increasing female police officer numbers will involve a twofold approach. Firstly, discriminatory aspects of the recruitment selection phase need to be eliminated. Secondly, the career barriers such as those identified in this paper need to be removed to decrease the separation rate of female officers, specifically in the lower ranks. Some barriers will be partially influenced by increased numbers, for example, organisational culture, however further steps need to be taken by the organisation to fully address all these issues.

Recommendation III

The Queensland Police Service needs to examine and rectify the apparent inequality in the accessibility of training and experience for female police officers. This would include increasing the range and accessibility of on the job training opportunities. On-the-job training may include the establishment and co-ordination of job rotation, work shadowing or exchange programs. Furthermore, equitable access to training programs such as the investigative skills training courses must be provided by the Service. An applicant database, centrally controlled, would be one method of ensuring equity of training access.

Recommendation IV

An evaluation needs to be conducted of current career development initiatives to assess their benefits to women. Programs to be evaluated include the First Year Constable Program, Management Development Program and pilot mentoring program.

Recommendation V

The QPS needs to develop career related information which may be accessed by all police officers. Currently, this information may be available from higher ranking officers within the respective units however access to this information is often restricted for female officers

who do not have a widely developed network. The information would specifically address the skills, knowledge and experience required by officers to enter both specialist areas of policing and enhance advancement to higher ranks.

Recommendation VI

A review of the Performance Planning and Review system needs to be conducted to ensure this system provides a management mechanism for individuals to plan and manage their careers through well defined work performance requirements, rotation and development opportunities and through course attendance. A career workbook may fulfil this need.

Recommendation VII

The QPS needs to undertake a needs analysis of career development activities, programs and information which is required by officers, to plan and develop their careers. Particular emphasis must be placed on the unique needs and barriers which are faced by female officers in the QPS. This needs analysis may be also utilised to further investigate and understand the impact of the barriers which female officers face within the Service in regard to their career development.

Recommendation VIII

A career advisory unit should be established within the QPS. This career advisory unit would be responsible for the development and implementation of a career development system. The career advisory unit would therefore conduct and coordinate all career development activities and provide career counselling in relation to career development generally in addition to specific career guidance within the QPS. This should be centrally controlled by the Human Resource Management area, not Human Resource Development, as the emphasis on career planning and management is much broader than attending training programs.

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Young Australian of the Year Awards (Tasmania)

In September 1998, Constable Rania Ahmed was nominated by Commissioner R McCreadie for the Tasmanian Division of the Young Australian of the Year Awards.

Rania was selected as one of three finalist in the Community Service Category because of her previous involvement with disadvantage groups within the community and for her ability to balance her professional career as a police officer and her continuing work with such groups.

The presentation ceremony took place at Wrest Point Casino, Hobart, in November 1998, and although not successful, Rania proved an excellent ambassador for Tasmania Police and is a wonderful role model for the children and youth of Tasmania.

Congratulations Rania.

Women in Tasmania Police

In 1998, Sergeant Fiona Pearce successfully participated in the Management Skills for Women Program organised by the Department of Premier and Cabinet. The programme is designed to provide training that equips women with the management and leadership skills necessary to work more effectively and to compete for senior positions at levels in which women are under-represented.

Sergeant Pearce travelled to Sydney in May 1998 where Mrs Margaret Quinn of the Federal Courts of Australia co-ordinated her work- placement which was part of the program. Whilst in Sydney, Sergeant Pearce met Justices Branson and Tamberlin as well as senior women managers, namely:

- Ms Megan Pitt, Director, Australian Government Solicitor;
- Ms Christine Nixon, Assistant Commissioner, NSW Police Service;
- Ms Giulia Inga, Principal Courts Administrator, Compensation Court and Dust Diseases Tribunal; and
- Ms Carol Austin, Director, Institutional Business, Rothchild Australian.

This program provide valuable and worthwhile knowledge and experience that has not only benefited Sergeant Pearce, but also Tasmania Police.

Wish Upon A Star

Constable Kathleen Myers has been a member of Tasmania Police Service since 1995. Upon graduation, Kathleen was stationed on the North-West coast of Tasmania and involved in general uniform duties. She was also seconded to the Drug Bureau and was one of the many police officers actively involved in the managing of the Port Arthur massacre investigation during 1996, for which she received a commendation.

After extensive solo travelling through Scotland, Africa, Egypt and Thailand, Kathleen transferred to Hobart where she is now a radio operator.

When Kathleen is not at work, she is an artist. Her studio is on the waterfront adjacent to a nature reserve at the mouth of the Derwent River - an artist's paradise!



Kathleen Myers

*“Wish upon a star (self portrait)”, 1998
Acrylic on board (90cm x 75cm)*

Kathleen's paintings reflect her love of nature and her interest in her Celtic ancestral past. She loves capturing the spirit and uniqueness of people, and depicting them as they see their true selves.

Kathleen's first solo exhibition will be held at the Hibiscus Art Galley in Sandy Bay, a suburb of Hobart, between 2 and 18 July

1999. All her paintings will be for sale and 10% of sales will be donated to animal and environmental charities. We wish Kathleen every success in her career and her hobby.

Women and the Criminal Code in Queensland

What is the Taskforce?

Queensland now has a Taskforce which is dedicated to the job of looking at women and the criminal justice system in our State. There has never been a project quite like this anywhere in Australia.

The Taskforce will report to the Minister for Justice and Attorney-General, Matt Foley and Minister for Women's Policy, Judy Spence.

The twenty members on the Taskforce, with their diverse backgrounds, bring a variety of skills, expertise and life experience to their challenging task.

Approach of the Taskforce

The broad membership of the Taskforce helped shape an exciting framework for its work. It will not just examine the letter of the law but also the actual implementation of legislation and the social services which support the system. For example, we know that, despite changes to the law in 1989 which recognised rape in marriage as a crime, women are still raped by their husbands but there are few prosecutions under this law.

Changes to the law will need to be supported by increased awareness, changes to attitudes and access to appropriate support services for victims and legal representation for people accused of crimes.

The Taskforce deliberations will be broad, enabling coverage of issues related not only to legislation but also to service provision, protocols, procedures and prevention strategies. Members believe that only such a holistic approach can genuinely address issues of concern for women however they come into contact with the Criminal Code and the criminal justice system.

The criminal justice system is one of the most dominant and long-lived examples of

the patriarchy in practice. Previous attempts at reform have been conducted without reference to women but this time they have been given the driver's seat. The Terms of Reference are wide and the Taskforce wants to examine the BIG PICTURE as well as looking at detailed proposals to change to the written law and existing processes and procedures.

The Taskforce is interested to hear views which challenge concepts which currently underpin the legal system in Australia, for example, are there aspects of inquisitorial systems which could be usefully incorporated into our legal process.

The Taskforce wants the law to be fair to all people, men, women and children. So it is vital that you let us know what you want the Taskforce to look at. What do you think is wrong with the system, how can it be improved, how can we ensure that justice works well and equally for all Queenslanders?

What is the Taskforce going to be looking at?

As the Taskforce will be looking at the overall experience of women in the criminal justice system, it is intended that the following general areas will be covered:

- violence against women (e. rape)
- violence by women and the circumstances in which they commit violent acts (eg women who kill violent male partners)
- sentencing options (eg do community service orders work for women with children?)
- women and reproduction (eg surrogacy)
- crimes of poverty (eg fraud)

These general topics will include an examination of defences available at law and whether or not they reflect women's experience.

How can you contribute?

The Taskforce believes that, if it is to properly inform the Queensland Government of the present situation of women as they experience the criminal justice system, it is essential that the voices of Queensland women be heard. If you would like to be placed on the mailing list for further Issues Papers, please contact the Taskforce secretariat at the Department of Justice and Attorney-General.

Information about the Taskforce is contained on the Office of Women's Policy Website, located at <http://www.qldwoman.qld.gov.au>.

Any comments you may have on this paper or suggestions for topics to be considered by the Taskforce can be sent to the Chair, Ms Virginia Sturgess at:

Chair, Taskforce on Women and the Criminal Code, Department of Justice and Attorney General

GPO Box 149

Brisbane QLD 4001

News From The Territory

By Jane Munday

Women continue to break new ground in the Territory, with Superintendent Kate Vanderlaan appointed as officer-in-charge of Alice Springs CIB in February, the first female OIC of a CIB division for the Territory.

Sergeant Chantal Parsons, whose poem on bush station work appeared in the final edition of *"The Whip"*, has been promoted to Officer-in-Charge of Harts Range. Although many women have worked at bush stations, including as Acting Officers in Charge, Chantal is the first to win a permanent OIC's position.

Senior Sergeant Anne Marie Murphy, one of the Territory's WIPAC representatives, has moved from the Welfare Office to a Darwin Watch Commander's position. Of course, we have previously covered the arrival of Senior Sergeants Del Jones as OIC of Katherine and Gillian Smith in Tennant Creek, and recent promotions have seen a good proportion of women Sergeants and Senior Sergeants.

It's good to see so many women in charge of stations.

Meanwhile, in March we farewell our most senior female member when Commander Barbara Etter takes over her new job as Director of the National Police Research Unit in Adelaide. Barbara has spent the past two years seconded to the Attorney General's Department.

A Women's Advisory Group has been meeting since last year to provide a voice for female staff members of the Northern Territory Police, Fire and Emergency Services. The committee was established to discuss issues of concern, enhance the

potential of women in the workplace, and provide advice to the Commissioner.

Issues raised so far include firearms and general training, uniform items, ballistic vests, mentoring, and childcare.

The committee meets monthly, communicating with regional members by conference call.

Chairperson is Superintendent Kate Vanderlaan. Secretary is Senior Constable Jo Foley and Deputy Chairperson is Senior Constable Pauline Vicary.



*Some of the committee members:
Sgt Helen Turnbull, Genevieve Johns,
S/C Jo Foley, Supt Kate Vanderlaan,
S/C Karen O'Dwyer*

ACWAP's response to the "Review of Prostitution Laws in Queensland"

In November 1998 the Queensland (Qld) Minister for Police and Corrective Services, Mr. Tom Barton MLA invited all members of the public to consider information presented in his discussion paper entitled "Review of Prostitution Laws in Queensland".

The aim of the paper was to raise a number of issues for public consideration, seek public submissions on the issues raised and provide information on how prostitution laws in Queensland and in Australian jurisdictions have operated since the Criminal Justice Commission prepared its report entitled "Regulating Morality - A Review of Prostitution Laws in Queensland" in 1991.

Ms Mary Aston, responded to the discussion paper on behalf of the Australasian Council of Women and Policing.

ACWAP submitted the Qld Government should seek to achieve the following in its response to prostitution in our community;

- that those who do engage in prostitution can do so in the safest possible environment;
- that vulnerable young people do not drift into prostitution because of their disadvantaged position;
- that prostitution does not occur in sensitive areas such as residential areas and those in which children congregate;
- that the prostitution industry is removed from the influence of people

associated with other serious criminal activity such as distribution of illegal drugs;

- assistance is provided for those workers wishing to leave the industry;
- that the links between prostitution and police corruption identified during the Fitzgerald Inquiry do not reappear;
- working conditions are improved for sex workers; and
- opportunities for exploitation are removed or reduced in the sex industry.

Should you wish to be supplied with a copy of ACWAP's response to the discussion paper, "Review of Prostitution Laws in Queensland", you may contact Mary Aston on (07) 3364 6590.

Women in Australasian policing - the figures

By Melinda Tynan

One of the more concrete advances made at the First Conference of Australasian Women Police in 1996 was the recommendation from the conference and subsequent agreement by police commissioners to record and make available the statistics on numbers of women in policing. Prior to this, such statistics were not generally available in a number of jurisdictions. Statistics on numbers of women in policing are now compiled regularly by each jurisdiction and collected by the Australasian Women In Policing Advisory Committee (AWIPAC). It is interesting to compare the 1998 figures to the statistics compiled the The Whip in 1995.

AUSTRALASIAN POLICE - 1998

					Commissioned Officers			
	female	%	male	total	female	%	male	total
AFP	372	19.0	1584	1956	3	3.0	98	101
NSW	2195	16.5	11117	13312	9	2.3	391	400
NZ	1124	15.7	6039	7163	5	1.6	239	244
NT	211	22.5	728	939	2	05.3	36	38
QLD	1150	16.0	6019	7169	14	4.7	283	297
SA	612	16.7	3060	3672	2	1.9	106	108
TAS	170	16.1	883	1053	1	1.7	57	58
VIC	1426	14.4	8507	9933	8	0.9	891	899
WA	556	11.5	4296	4852	1	0.7	144	145
TOTAL	7816	15.6	42233	50049	45	2.0	2245	2290

Unsworn female staff comprise 63.3% of the total police unsworn staff throughout Australasia. Figures as available at June 1998. Source: AWIPAC, 1998.

AUSTRALASIAN POLICE - 1995

					Commissioned Officers
	female	%	male	total	female
AFP	386	17.2	1892	2278	2
NSW	1714	13.2	11304	13018	1
NZ	897	13	5925	6822	3
NT	127	29.7	615	742	1
QLD	796	14.5	5502	6298	9
SA	514	14.0	3132	3646	2
TAS	158	14.7	916	934	0
VIC	1378	13.8	8582	9960	2
WA	418	9.6	3935	4353	0
TOTAL	6388	13.5	41803	48051	20

Figures as available at June 1995. Source: Tynan, 1995.

From Italy

Italy's highest court has ruled that a woman wearing jeans cannot be raped.

The Supreme Court of Appeal in Rome on Wednesday overturned a rape conviction, saying that the supposed victim must have agreed to sex because her jeans could not have been removed without her consent.

A court in the southern town of Potenza had convicted a driving instructor of raping his 18 year old pupil.

The instructor, aged 45 and identified only as Carmine, had been sentenced to 34 months jail. His defence had argued that the young woman - identified as Rosa - had consented to sex, a version of events which the woman strongly denied.

The Supreme Court ruled that it was impossible to remove a pair of jeans "without the collaboration of the person wearing them", and that the young woman must therefore have consented to sex.

In a judgement likely to anger women's rights organisations, the rape conviction was reversed.

Driving instructors in Italy have a reputation, deserved or undeserved, for molesting young female pupils, and the case appeared at first to be a familiar story of sexual assault on a lonely country road.

From Finland

ENP Equal Opportunities Award 1998

The second ENP Equal Opportunities Award ceremony took place during the ENP's fifth bi-annual European Policewomen's Conference from 4th-7th September 1998 in Tampere, Finland. The awards were presented in a very special atmosphere following the gala dinner.

Nominations for the award had to meet a number of criteria. First of all the project had to be linked to the aim of the ENP, which is improving the position of women within European police services. Besides that the project had to be innovative and practical with proven visible effects. The first ENP Equal Opportunities Award won two years ago was a project called "Time Out" from Bedfordshire Police in England.

The 1998 award attracted eight nominations and all eight were recognised to be valuable in their own way. Therefore the jury had a hard task selecting a winner. The jury acknowledged the value of the other seven nominees, and each received a Certificate of Merit. The 1998 winner was the project submitted by the Northumbria Police in England called:

'operational support welcomes women'

Objectives of the project are:

- to give under-represented groups an insight into the skills and requirements of specialist posts
- to increase diversity within specialist departments

- the removal of artificial barriers operating either in culture or practice
- planned and structured attachments which support the Force strategic plan for career development

By devising a fair and consistent attachments policy for Operational Support the needs of individuals and the Force are being recognised and met. Over time an increased representation of women in Operational Support should bring the benefits of a more diverse culture. In addition the Force will have a greater pool of experienced and effective officers for promotion. At an individual level all officers will have an improved opportunity to develop their career plans and achieve their potential as more artificial barriers are removed. The overriding aim of positive action is the recognition by all levels of supervision that equality management is a tool for supporting and directing changes which benefit the organisation and the individual. This project was lead by Ms Win Gibson, Equal Opportunities Officer within the Personnel Services of Northumbria Police.

The following, in random order, is a short description of the other seven nominations, which all received an official certificate for the nomination:

From Ireland

The Garda Now (New Opportunities For Women) Project from Ireland

The overall aim of this project is to create awareness about equal opportunities throughout the organisation, to ensure that this new awareness would in turn translate into actions and opportunities for women; and to develop models of good practice which are repeatable by other large Irish employers and police forces in Europe. By targeting key decision makers and influencers, the programme is intended to create a force for change.

From Sweden

Initiating, Creating and Supporting a National Network of Swedish Policewomen

Mr Ivar Eriksson has been the initiator and promoter of the creation of the National Network of Swedish Policewomen. He has given the facilities to form the network and he has given time and financial support since the beginning of 1997. As a direct result of the National Network Mr Eriksson also initiated training for female leadership, provided opportunities for education in creative differences and the forming of a network between the Baltic countries, thanks to Mr Eriksson a turning point regarding equal opportunities within the Swedish Police took place.

From the Netherlands

Academic Supervising of Female Police Officers in the Netherlands

This project is initiated by Mr Ton Slingerland, who was at the time it started, senior advisor for career development within the regional police of Rotterdam in the Netherlands. It is a long-term project with the purpose of increasing the number of female managers to 20 percent of the total within the police of Rotterdam. The project attracted the support of an advertising company who had used inspiring and enthusiastic ways to recruit academic women. Women were also included in the selection committees for positions within the Rotterdam Regional Police Department.

'The Closet'; A Project Aimed at Improving the Working Climate for Homosexual Police Officers in the Netherlands

This project was initiated by Mr. Whim Koeslag, Equal Opportunities Advisor within the Regional Police of Haaglanden in the Netherlands and is part of the national project 'Pink in Blue'. In 1997 the Ministry of Interior together with the police federations decided that something had to be done to improve the working climate and increase the accessibility for homosexuals within the police organisation. The Police Department of Haaglanden, in the person of Mr. Koeslag, organised a conference for which a 'closet' was developed. This closet was meant to move through the whole country and it is the intention that it visits every police region in the Netherlands.

From the UK

'Why Do Women Fail?' Submitted by the South Wales Police

The project leader of this project is Ms Gail Cope. The project was and is aimed at equal opportunities for women and in particular within the field of Police Use of Firearms. The objective of the project is to research localised problems as to why so few female officers apply for firearms training and why they are not retained, following initial training. Moreover, it is the aim of the project to build on previous work in this area both nationally and internationally, set out a strategic action plan and investigate those actions needed to achieve that aim.

The Norfolk Women Police Supervisors Network in England

The aim of this network is to offer support to women supervisors and as such is directly relevant to equality issues whilst supporting the business aims of Norfolk Constabulary. Besides organising meetings for women within the constabulary, the network provides support and advice on role modelling, mentoring, equal opportunities, promotion assessment interviews, part-time working and on sexual harassment and offences.

Self assessment of Hertfordshire Constabulary in England on Diversity Using the Equal Opportunities Quality Framework

This project was run by Chief Inspector Liz Byron and Deputy Chief Constable Bill

Hughes. It has identified things which need to be done with the aim of achieving full equality. The project was innovative in that it was relatively new to use the Equal Opportunities Quality Framework and it was the first time it has been used by a police service. The framework was not only used to look at equality for women officers, but to examine diversity in its widest context. As a result of the assessment, an action plan has been devised which is to be used for organisational improvement by the Force Equal Opportunities Steering Group, chaired by the Deputy Chief Constable.

The Africa Mission of a Policewoman

Source: 'De Volkskrant' of 29 March 1998

Police Commissioner and ENP vice-president Carla Hoekstra from The Netherlands left for the United Nations, New York on 30th March, 1998. At the United Nations she will be responsible for the reports about police organisations in African countries. "I don't present myself as a woman, but as a police officer".



Carla has a wealth of experience of working with the United Nations in Africa. In the newspaper report she wrote about her UN-mission to Somalia and the picture showed the view from her window: broken glass and barbed wire. It was dangerous and she said there was shooting about her all the time. Once when she returned, after hanging up her washing she found a bullet hole in the wall.

The comparison between her work in The Netherlands and Somalia was stark. Carla said, looking at her comfortably furnished office at the police station in Vlaardingen (Netherlands). "I can imagine that some outsiders might think - why go to all that trouble". She said that with a smile. In her new job Carla will report on the position of police organisations in the different African countries and identify where extra support is required. Carla who is 47-years old, calls herself a 'Rolling Stone'. In the 25 years she has been working for the police she has never stayed very long in the same place. After studying sociology she began as an Inspector with the municipal police at Groningen in the North of the Netherlands. Her work in Groningen was varied from that of a detective on the vice squad concentrating on prostitution to Officer in Charge of the mounted police.

When she transferred to the Hague in 1979 she became chief of the police school. In 1993 while she was at the National Police Headquarters working for the Dutch Ministry of Interior, she was asked by the Dutch Ministry of Foreign Affairs to join the United Nations on a mission to Somalia. She gladly accepted and stayed for nine months in a country torn to pieces by tribal warfare. Her role was to assist in democratising the Somalia police force. "The idea was that the normal rules in the country would function again if the police and other parts of the criminal justice system, such as the

prosecution and prison service, were trusted by the population. It became an extremely heavy job.

In Kismaayo, the heart of the troubles, in the South of Somalia, she needed permanent protection. A corps of Indian UN soldiers accompanied her when she visited villages. Part of her job was to recruit local people and visiting the villages was dangerous. On one occasion, four helicopters and a group of sharpshooters accompanied her. In the two tents that served as classrooms, she taught Somali police officers that corruption and violence lead to nothing. "The good thing about police work is that there is a mutual factor that of the people. We had to make it clear to the Somalis that they could achieve much more with their mouth than with a stick!"

When she returned home to The Netherlands, she became chief of the Waterweg District of Rotterdam-Rijnmond. She hadn't been home long before she was again asked by the Minister of Foreign Office if she would return to Africa, this time to Eritrea. Eritrea had been independent from Ethiopia since the beginning of the 1990's following thirty years of war. There was still not a local police service in place and Carla became a fundamental part of that programme. She has been to Eritrea on seven assignments and on one occasion the management of the police in Eritrea came to her in Vlaardingen.

To work in countries where the police force exclusively consists of men wasn't always easy for Carla. She made it easier for herself to avoid the gender problems by always wearing her blue riot police trousers and a shirt with the Dutch flag on the sleeve. She looked the part, a police officer doing a job. "Such an outfit depersonalises you, I didn't present myself a woman, and it helped".

She knows her task is both dangerous and frustrating because owing to bureaucratic hierarchy, decisions within the UN are taken very slowly. One example of that is that on the day she was about to go on leave the new Jeeps she ordered months before arrived. But despite the objections she wants to continue the work. "The police forces in The Netherlands are so wealthy. Last year, after a couple of very cold winters, we even had a special coat designed for this type of weather. In some countries the police have so little. I think you can do something for a country by improving the police organisation. Even if it is just a drop in the ocean".

From the USA

GENDER GAP: Juvenile Justice not so equal for girls

Tuesday, 16 February, 1999 by Alexandra Marks (marks@csps.com) Staff writer of The Christian Science Monitor

MINNEAPOLIS

The first time Michelle shoplifted something, it was a lock to put on her bedroom door. She stole it to keep her brother from sexually assaulting her.

The first time she spoke after 2 1/2 years of silence was to curse at a judge. She was 15 at the time and had been in more than 30 foster homes. She then entered Minnesota's juvenile justice system.

Since the early 1990s, as the overall crime rate has declined, the number of young girls like Michelle who've tangled with the law has increased dramatically, particularly for violent crimes. While the numbers are still relatively small - girls make up about 26 percent of all juvenile offenders nationwide - the sharp increase in the percentage of young girls in trouble has raised alarms.

It's also exposed the inadequacies of the traditional, male-oriented juvenile justice system in dealing with young women and spawned a national grass-roots effort to create new programs to help girl offenders get back on track.

"Their needs are not adequately being addressed, clearly," says Sheila Peters, a national expert and consultant to the Justice Department's Office of Juvenile Justice and Delinquency Prevention. "Girls tend to stay in detention two to five times longer than boys do, and that's due to a lack of appropriate agencies and services designed for them."

While detention centres are sometimes painted pink, curtains are put up, and women staff brought in, rules made for men still dominate the nation's entire juvenile justice system. And that, Ms. Peters and other experts say, creates even more problems for young female offenders, who develop emotionally very differently than boys.

"Boys develop in relationship to rules and regulations, and are far more likely to follow them," says Mike Wolf, director of the St. Croix Girls Camp in Sandstone, Minn. "But girls develop in terms of relationships. They're far more important, and the girls will probably break any and all rules to maintain a relationship."

Indeed, parole officers often joke that they'd rather have two boys for every girl they have to deal with, because girls can be so difficult.

"Girls get a bad rap: 'They're too emotional ... they're crazy,'" says Ines Nieves-Evans, director of the Harriet Tubman Residential Centre in Auburn, N.Y. "It feeds into that mentality that the differences are viewed as deficits. But we are different: We are emotional, we view the world differently, and we think differently. There's nothing wrong with that."

St. Croix's Girls Camp was one of the first correctional facilities in the country to incorporate what's come to be called a "gender specific" approach to dealing with young female offenders. It was started in 1980, and Michelle was sent there several years after it opened. She credits the program with allowing her to take the first, healthy step toward a new life. "It was the first time I was given choices," says Michelle. "Before, I was always told where I would go, when I would go, and what to do."



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ACQUIRED BRAIN INJURY

- the Modern Disability -

When Mrs Julia Farr founded the 'Home for Incurables' she could not have foreseen the way things would change - there were no cars then, and it was a four-hour trip from Adelaide to the Home.

Today travel is much faster, yet - though we have safer cars and police have even more advanced 'high tech' equipment - the number of people sustaining severe brain injury continues to rise at a truly alarming rate!

The Julia Farr Foundation, now just over ten years old, is a non-government organisation which has already provided more than \$1.5 million for research projects which will help improve the care and rehabilitation of people with Acquired Brain Injury.

Though much of this research has been carried out by staff at Julia Farr Services, and in many instances the resultant findings are used throughout the world, we have also sponsored programs like the Driver Education Training Scheme which helps some brain-injured drivers to regain their licences.

The Foundation is proud to support the Council's initiative in providing a new forum to help achieve better policing.

For more information about our vital work, please contact:

The JULIA FARR FOUNDATION
103 Fisher Street, Fullarton, South Australia
Phone: (08) 8373 2577

Honour for AFP woman at the Edna Awards

The Edna Ryan Awards, sponsored again this year by the Women's Electoral Lobby (WEL), were held at the University of Technology, Sydney on the 30th of April 1999. The awards were designed to celebrate the life of extraordinary Australian feminist Edna Ryan, who died at the age of 92 leaving a rich legacy for other women from her political activities. The awards, begun in 1998, recognise and honour the work of feminists across a range of fields, including community activism, workforce, the arts, media, and mentoring.

Criteria for the awards include improving working conditions for women workers, sharing knowledge and ideas generously with other women, and for those who show extraordinary commitment and determination against the odds. Nominees must also be comfortable with being called "feminist". An employee of the AFP and Secretary of the ACT National Branch Helen McDermott was nominated in the "Workforce Edna" category by her colleagues for her work in developing the First Conference of Australasian Women Police, establishing the Women Officials in Police Unions group, and more recently, her work in developing the Australasian Council of Women and Policing Inc. and the development of the Second Australasian Women and Policing Conference to be held in Brisbane in July this year. The announcement of Helen as the winner of the award brought a roar of applause from the audience.

Other notable award winners included Gail Hewison, creator of Sydney's Feminist Bookshop in the category of "Creative Edna", and unionist Cathy Bloch won the "Mentoring Edna" award for her years of work mentoring younger women through unions. Joan Bielski won the overall

"Grand Stirrer Award", for a life time of feminist activism within government and community settings.

The award presentations were made by Edna's own daughters and attended by a notable array of NSW and ACT women, including Dr Meredith Burgmann MLA (NSW), and new-comer to parliament since the last election, Tanya Plibersek. The strong support provided by WEL and other feminist groups to the police nomination shows that there is a deep sense of unity of amongst women activists in New South Wales. Feminism is indeed alive and WEL.

Melinda Tynan



Book Review

Arresting Women. A history of women in the Victoria Police Force by Colleen Woolley, Victoria Press.

rrp \$25.95.

(Special discount for ACWAP members^o)

In publishing this book Colleen Woolley has done a great service to women in policing. Without a concerted effort to record and claim the history of women, it disappears with the women themselves as they retire. As was discovered prior to the 80th anniversary of women in the NSW Police Service, and as Colleen herself observes, women are all too often disappeared from history - they are pushed to the back in photographs, their names forgotten, their memorabilia of long and diverse careers discarded by police services as being of little significance. But, as Colleen has shown, those first women police had the most extraordinary careers, often sacrificing any options as mothers or wives for careers within policing.

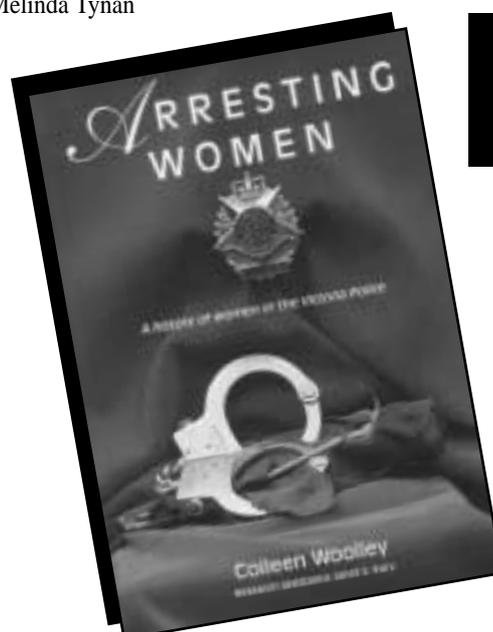
This work concentrates primarily on the first group of women to enter policing in Victoria, focusing on their efforts to be accepted into policing life and recognised for their obvious diligence and hard work. Even after women were accepted into the Victoria Police, it was another 30 years before any of the women would reach the first rung on the promotional ladder, the dizzying heights of Senior Constable!

This book has been painstakingly researched by both Colleen and Janet Eury and provides a wealth of information and a wonderful photographs from the lives and times of the first Victorian women police. It also provides practical information, including the names of all women who served with the Victoria Police between 1924 -1994, and most usefully, includes married names where they are known. Victoria's first female

Chief magistrate, the Hon. Justice Sally Brown has provided a charming Foreword to the book, observing the struggles of women within policing both historic and more recent, and anticipating the future appointment of a female police commissioner.

Perhaps the work's only failing is that it provides insufficient detail and analysis on the position of women in policing in Victoria over the last two decades, but perhaps Colleen will undertake that work as a future project.

Melinda Tynan



SPECIAL
PRICE TO
ACWAP
MEMBERS



Council Aims

- Developing global network of women in policing
- Improving the relationship between policing and women in the community
- Improving the position of women in policing

Summary of Resolutions Annual General Meeting held in Brisbane on 3 October 1998

1. That membership fees will be payable at the start of each financial year and existing membership extended to comply.
2. That members of the Council will receive a \$30 discount on the registration costs for the Second Conference of Australasian Women and Policing.
3. Council members from each State and Territory will canvas Council membership from local areas.
4. The QPS Conference Planning Group has met with Council executive to discuss issues for conference including possible speakers, involvement of Australian Institute of Criminology, and registration matters.
5. The ACWAP website is being well used with over 90 'hits' in one day.
6. A contract had been signed to publish the Council's Journal.
7. The Council will present National Awards for Excellence in Policing at the Conference in July 1999.
8. Election of Office Holders: Current members were re-elected to their positions. The Criminal Justice Commission (representative Linda Waugh) was elected to the vacant position.
9. The Treasurer tabled the Audited Accounts for 1997/98.
10. The 1999 Annual General Meeting will be held in Brisbane at Emmanuel College, University of Queensland, at 7.30pm on 6 July (on eve of Conference).

Notice of Annual General Meeting of Australasian Council of Women and Policing Inc.

6 July 1999, 7.30 p.m. in Riverview Room at Emmanuel College, University of Queensland, Brisbane.

An Agenda for the meeting and Call for Nominations for Election of Office Bearers will be forwarded to members of the Council in May 1999.

Membership Fees

As all membership fees will be due at 1 July each year, membership fees will be adjusted to allow pro-rata membership fees for those who joined after 1/10/98 as follows:

Individual Membership

If joined after 1/10/98 and before 1/1/99 pay \$22.50 at 1/7/99 to 30 June 2000

If joined after 1/1/99 and before 1/4/99 pay \$15.00 at 1/7/99 to 30 June 2000

If joined after 1/4/99 and before 30/6/99 pay \$7.50 at 1/7/99 to 30 June 2000

Corporate Membership

If joined after 1/10/98 and before 1/1/99 pay \$45.00 at 1/7/99 to 30 June 2000

If joined after 1/1/99 and before 1/4/99 pay \$30.00 at 1/7/99 to 30 June 2000

If joined after 1/4/99 and before 30/6/99 pay \$15.00 at 1/7/99 to 30 June 2000

In future membership fees will be:

\$30 to be paid to renew membership at 1 July each year (\$60 corporate)

\$22.50 if join after 1 October and before 1 January following year (\$45 corporate)

\$15.00 if join after 1 January and before 1 April each year (\$30 corporate)

\$7.50 if join after 1 April and before 1 July each year (\$15 corporate)

Life Membership

If members wish to convert individual annual membership to life membership they may do so at \$300 less membership fee for current year if paid.

Nattering on Wapnet

The Australasian Council of Women and Policing Inc. (ACWAP) has established an internet site at www.auspol-women.asn.au. Visitors to this site can read about the Council and its activities.

The site has been successful for 18 months now with up to 144 hits per day.

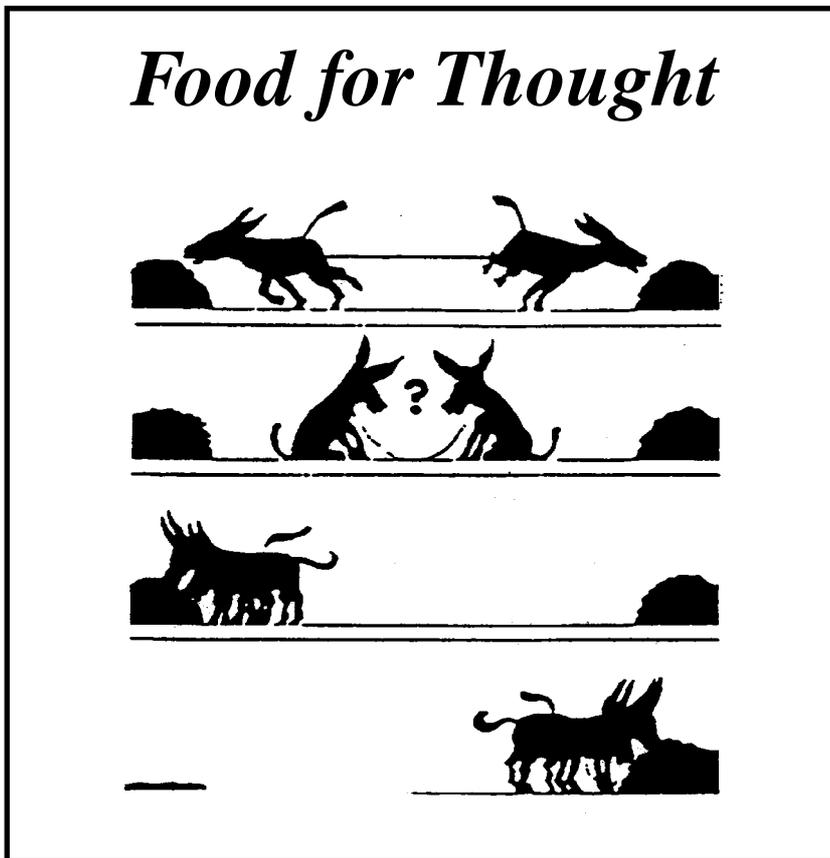
The Council has now established WAPNET - "Women And Policing Internet Discussion Group". It is an open forum, available to members of the Council. It is possible for ACWAP members throughout the world to talk with all, or individual, members on a daily basis.

To join WAPNET you need to be a member of ACWAP and have access to email. Email access can be obtained through a variety of internet service providers. You don't need your own computer. You can access through a computer cafe.

To subscribe to WAPNET - email <majordomo@bit.net.au> and type subscribe wapnet <yourname@your address> - in message block.

You will be sent a return email asking certain questions, which will allow ACWAP to identify whether you are a member of the Council. Other information will be obtained for statistical purposes.

Rules apply to the use of WAPNET. ACWAP will have the authority to remove subscribers who are unprofessional in their discussion.



Check the Council's internet site at:

www.auspol-women.asn.au

To email the Council

inquiry@auspol-women.asn.au

To write to the Council

***PO Box 755
Dickson 2602***

To phone the Council

***call the secretary on:
(02) 6275 7698***

***Call the answering machine on:
(02) 6258 7498***

Thinking of Moving on?

At different times in your working life you might decide you need a job move, whether sideways or upwards, in your current agency, to another agency or into the private sector. Your best starting point is to be sure exactly why you want that move.

Here are some of the questions you may want to ask yourself:

- Am I using all my qualifications, skills and experience in this job?
- Are my skills and experience easily transferable to another agency?
- Am I up-to-date in my field, do I need an update?
- How does my present pay compare with jobs of similar seniority and responsibility which I see advertised?
- When did I last change my job, or apply for something else?
- In my present agency, is promotion to senior positions mainly from within, or from outside?
- Am I ready for a challenge and major changes?
- Do I need a total change in surroundings and job content?

Let's assume you've decided in favour of a change. Now you need to decide how to 'get that job.'

Jobs within the Public Sector

The best chance for a promotion is sometimes within your current agency. In general, your experience is likely to closely match job criteria, you are more likely to meet the essential and desirable criteria of the advertised position, and your commitment to the work and the agency are known.

To move ahead within the Public Sector you might need some additional skills or experience to make you more competitive.

Opportunities won't come looking for you. You will need to seek them out. Remember, it's your career. Some options are:

- Take any opportunity to act in higher positions, even if you're scared.
- Ask about short-term (up to 6 months) development opportunities. These opportunities may be in a different area and you will gain extra skills and learn more about your agency.
- Attend internal training programs designed to develop skills.
- Attend conferences, seminars, forums and accredited courses related to the agency's work.
- If there is a job rotation scheme, join it and broaden your skill base. The more skills you master the more confident you get in competing for jobs.
- Apply for the Study Assistance Scheme, if you decide to further your qualifications.
- If you are a supervisor or manager ask your employer to sponsor you to the Public Sector Management Course, which offers a women's program.
- You can win secondments in other agencies, by

responding to the job advertisements, or through programs such as the Migrant Work Experience Program. Don't forget, your employer must agree.

- Seek advice from your manager, human resource section or your mentor about career planning.
- Listen to the opinions of work colleagues who know your work performance. You will probably undersell yourself.

As a current public sector employee, you know that many jobs are advertised in the *Public Service Notices* or similar publications. If you have great difficulty in accessing these in time to prepare good applications, you might take a personal subscription for a period.

Jobs in the private sector

In the private sector many jobs are not advertised. Jobs are filled from the recommendation of current employees, or by a potential employee approaching the organisation at the right time.

It can therefore be effective to send your resume with a covering letter to the companies you would like to work for. Explain briefly your skills and experience. Follow up with a phone call and try for a meeting. Prepare well for the meeting. You may impress the person and get a job offer, or your resume may be kept for when a vacancy occurs.

- In many companies you will have to undertake psychological assessments and a series of interviews before the final job offer
- Remember that resumes are different for private sector. It can pay to ask a recruitment agency to recast your resume.

Working for yourself

If you are considering working for yourself choose an area where you already have skills. A common mistake is to go into a completely new area where you don't know the business. If you do want to fulfil your dream of running a bookshop for example, get a job in the industry first to gain experience.

To be successfully self-employed you need to be able to gain prospective clients and business, while still earning money. Consider working part time while you establish your business, so that you will still have one reliable source of income.

Contact bodies such as the Business Enterprise Centre, the Department of State and Regional Development, TAFE and WEA, which hold workshops and provide information on setting up small businesses.

Community Organisations

Positions in community organisations, although often relatively low-paid, are still highly sought after. Many people want to work where their ideals seem connected in a very practical way to their employment. Working in a community organisation can also often give you a solid background in social issues and excellent contacts, which will enhance your career should you decide to return to the public sector.

In many community organisations, you can expect the level of commitment needed to be high. A part-time co-ordinator job advertised as 20 hours per week may well stretch to 30 on occasions. The selection panel will be looking for commitment as well as for skills. You can prove your commitment by getting involved in an organisation that interests you and giving it some of your time and energy on a voluntary basis.

Where to find jobs

NSW State Government

- The *Public Service Notices* provides the most comprehensive list of jobs open to current NSW Public Sector employees
- Some jobs in Area Health Services (includes hospitals) and other Declared Authorities are not listed in the *Notices*. If you are interested in these, you will need to regularly check their gazettes.
- University positions are advertised in *The Australian* on Tuesday and Wednesday.

Federal government

- Federal Government jobs are advertised in the *Australian Public Service Gazette*. To obtain a copy of the Gazette, ask at your local library, go to the Australian Government Information Bookshop or subscribe.
- Jobs available for external applicants are those **without the / symbol**. Some jobs are advertised in the newspapers, in particular *The Weekend Australian*.

Local Government

- Job vacancies for the Local Government Councils are advertised every Tuesday in the *Sydney Morning Herald* and in the local papers.

Private sector

- Register with recruitment agencies, which match your skills to the jobs available and refer you to potential employers.
- Apply for positions advertised in the internet, newspapers, local, daily and ethnic papers.
- Talk to friends, mentors, business acquaintances, former colleagues who have moved on, fellow members of professional associations.

Community organisations

- Most positions in community organisations will be advertised either in the local newspapers, such as the *Telegraph* or the *Sydney Morning Herald*.
- Some positions may only be advertised to members and volunteers.

Jobw.news.com.au

www.jobfind.com.au and

www.market.fairfax.com.au/

jobs are also advertised on **internet**.

Addresses are:

www.jobnet.com.au

ww/nsw.html



AIMS

The Second Australasian Women and Policing Conference aims to gather together those who are interested in: improving the relationship between policing and women within the community; the position of women within policing; and in establishing a global network of women in policing. These aims are to be achieved through the sharing of information and research from members of the community, policing jurisdictions and universities. The intended conference outcome is to formulate strategies for change.

HISTORY

The first Australasian Women Police Conference, which was attended by 300 delegates, was held in Sydney in July 1996. It was responsible for the identification of several strategies which aimed to improve the working conditions for women police. Several of those strategies have been implemented and include: establishment of an advisory group to commissioners on womens issues, establishment of an Australasian women and policing council, and the conduct of research into issues facing women in policing. Other outcomes will be discussed at the second conference.

The Australasian Council of Women and Policing Inc supported by the Queensland Police Service is proud coordinate the second conference which will broaden the first conference's focus to include the participation of community groups interested in policing. This will enable those groups to have input on how policing may be improved for women in Australasia.

MAJOR THEMES

The Conference has daily sub themes i.e. what we did, what we see and where we are going. The first day will in part look back at and since the first conference, introduce the community perspective and discuss ways of creating a global network of women and policing. The second day will feature sessions on strategic planning and provide opportunities for paper presentations, and workshops around the conference theme. Day three will finalise the agenda and draw together all the outcomes from the preceding days.

SOCIAL PROGRAM

A book launch will be conducted on the evening before the conference, a conference dinner on the first evening of the conference and a BBQ with a bush band on the second evening of the conference.

DRAFT PROPOSED PROGRAM

Tuesday 6 July 1999 - Pre-Conference Activity
4.20pm- 9pm
6.00pm
6.30pm
7.30pm

Wednesday 7 July 1999
8.00am-9.00am
9.00am
9.30am
10.30am
11.00am
12.30pm
1.30pm
3.00pm
3.30pm
4.30pm
5.00pm
7.00pm

Thursday 8 July 1999
9.00am
9.30am
10.30am
11.00am
12.30pm
1.30pm
3.00pm
3.30pm
4.30pm
5.00pm
7.00pm

Friday 9 July 1999
9.00am
9.30am
10.30am
11.00am
12.30pm
1.30pm
3.00pm
3.30pm
4.30pm
5.00pm
7.00pm

Registration
Welcome and Flag Ceremony
Opening address and launch of ACWAP
Morning Tea
Representatives & HR Directors Forum
Lunch
Keynote speakers
Afternoon Tea
Keynote speakers
Reflections
Close
Conference Dinner - Speakers/Awards

Registration
Welcome and Flag Ceremony
Opening address and launch of ACWAP
Morning Tea
Representatives & HR Directors Forum
Lunch
Keynote speakers
Afternoon Tea
Keynote speakers
Reflections
Close
BBQ Bush Band

Keynote speaker
Plenary session
Morning Tea
Concurrent sessions
Lunch
Concurrent sessions
Afternoon Tea
Workshops A, B, C
Reflections
Close
BBQ Bush Band

Keynote speaker
Workshops A, B, C
Morning Tea
Keynote speaker
Lunch
Panel of Commissioners
Afternoon Tea
Reflections
Close

Keynote speaker
Workshops A, B, C
Morning Tea
Keynote speaker
Lunch
Panel of Commissioners
Afternoon Tea
Reflections
Close

REGISTRATION DETAILS

- Early Bird (before 1 May 99)\$250*
- Full Registration (before 1 July 99)\$300*
- Daily Rate (please indicate days below)
Wednesday Thursday Friday

*ACWAP members receive \$30 discount on registration fee
 Student (full time)\$100

MEALS

- Tuesday evening \$8 Friday evening \$8
- BBQ dinner - Thursday 8.7.99\$15
- Conference Dinner Wednesday 7.7.99\$35
(Drinks not included in the above dinners)

ACCOMMODATION DETAILS

- Single Communal Room @ \$37.00 per night
Including Full Breakfast
- Single Communal Room @ \$30.00 per night
Room Only
- Single (Twin share bathroom) @ \$47.00 per night.
Including Full Breakfast
- Single (Twin or Quad share bathroom) @ \$40.00
per night Room only
- Childcare Yes No

Arrival Date:
Departure Date:
Expected Time of Arrival:
Flight Detail:

Personal Details

Surname:
Given Name: Title.....
Share With:
Organisation:
Mailing Address:
Telephone:

Further information on Conference from -
ACWAP,PO Box 755, Dickson ACT 2602
Telephone 02 6275 7698
E-mail inquiry@auspol-women.asn.au

Australasian Council of Women and Policing Inc.

(Incorporated under the Associations Incorporation (ACT) 1991)

Application for Membership

Secretary PO Box 755, Dickson, ACT 2602

Telephone: 02 6275 7698 Fax: 02 6285 2090 Email: inquiry@auspol-women.asn.au

I,
(full name of applicant)

of

.....
(address)

..... (occupation) hereby nominate to become a member of the abovementioned incorporated council. In the event of my admission as a member, I agree to be bound by the rules of the council for the time being in force.

Enclosed is cheque/money order for \$..... for annual/life/corporate (cross out those not applicable) membership of the council.

.....
(signature of applicant)

.....
(date)

Membership fees:

Lifetime Membership (individual)	\$300
Annual Membership (individual)	\$30
Corporate Membership	\$60 per year

Complete this form and mail with payment to:

Treasurer, ACWAP, PO Box 755, Dickson, ACT, 2602, Australia.

Please make cheques payable to:

Australasian Council of Women & Policing



IF I HAD MY LIFE TO LIVE OVER

I'd like to make more mistakes next time.
I'd relax, I would limber up,
I would be sillier than I have been this trip.
I would take fewer things seriously.

I would take more chances.
I would climb more mountains and swim more rivers.
I would eat more ice cream and less beans.
I would perhaps have more actual troubles,
But I'd have fewer imaginary ones.

You see, I'm one of those people who live sensibly and sanely
Hour after hour, day after day.
Oh, I've had my moments,
And if I had to do it again,
I'd have more of them.
In fact, I'd try to have nothing else.
Just moments, one after the other,
Instead of living so many years ahead of each day.

I've been one of those persons who never goes anywhere
Without a thermometer, a hot water bottle,
A raincoat and a parachute.
If I had to do it again,
I would travel lighter than I have.

If I had my life to live over,
I would start barefoot earlier in the spring
And stay that way later in the fall.
I would go to more dances.
I would ride more merry-go-rounds.
I would pick more daisies.

Nadine Stair