



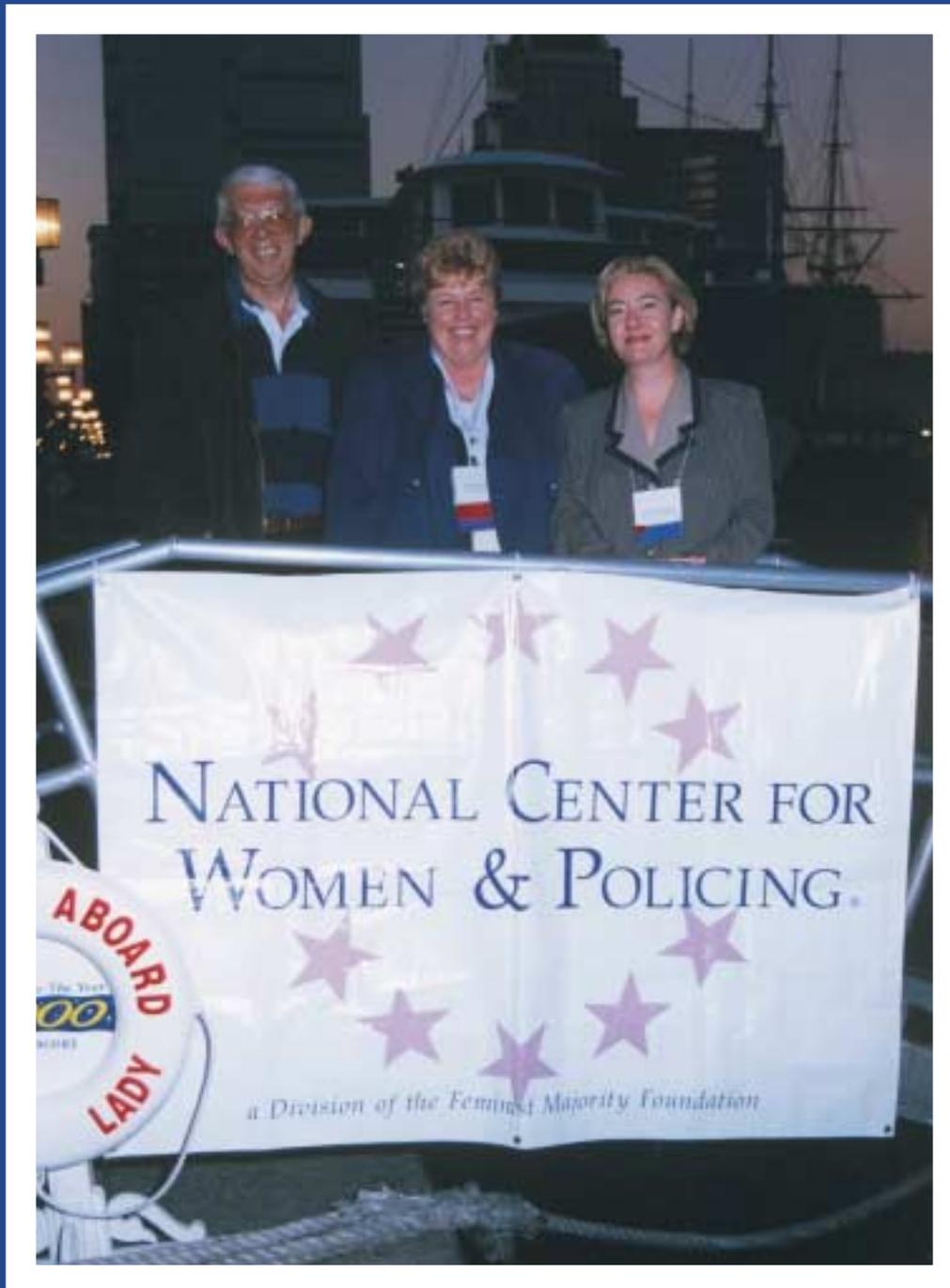
The Journal

for women and policing

\$5 for non-members

Issue No. 5 Autumn/Winter 2000

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

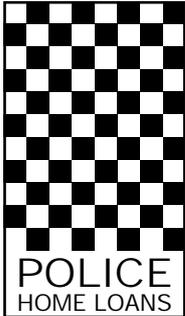


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LiquorPops



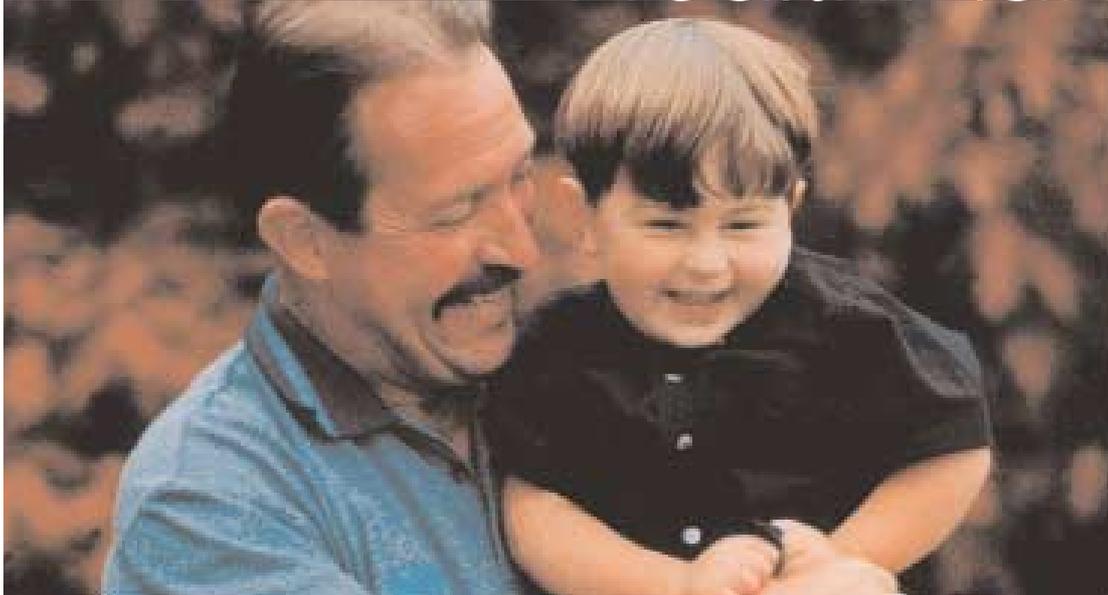
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JON HUNT - SHARMAN
National President, Australian Federal Police Association

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The Journal

for women and policing

RRP \$5.00

Issue No. 5 Winter 2000

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Cover:

The Australian delegation at the National Center for Women and Policing's 5th Annual Conference in Baltimore in March 2000.

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This edition of *The Journal* focuses on one of the aims of the Australasian Council of Women and Policing: ***Creating an Australasian link in the global network of women in policing.***

As is apparent from the front cover, Council members Christine Nixon and Helen McDermott have been busy networking in the USA and creating links with other women and policing groups. During early 2000 Helen completed an Internship with the National Center for Women and Policing in Los Angeles. Part of her role in that position was to organise an **International Roundtable of Women and Policing Non-Government Organisations** (NGOs), an event that had never been attempted before. That event was ultimately held in Baltimore in March, with representatives from all the major women and policing NGOs attending. Helen has provided a report on progress made at that forum in this issue of *The Journal*.

We have also provided in this issue the paper presented by Dr Jennifer Brown and Professor Frances Heidensohn (UK) to the Second Conference of Australasian Women and Policing in Brisbane last year, which focuses on the historical development of women police networks throughout the world and suggests that a global network of women in policing is within our reach ... Jill Bolen's paper provides an inside view of the history of women and policing networks in Australia, and shows clearly how supporting women in policing is vital to the development of healthy police services.

We know that with all the different groups involved in women and policing these days, the acronyms can get a bit much, so we have included in this issue a breakdown of **Who's who in the zoo**, outlining the role and structure of each of the groups – and a guide to the acronyms! There is also a guide to women's websites on the Internet to help you network in your own region.

International Women's Day is a big event around the world and Australian women police also celebrated, with the Council announcing its annual **Women and Policing Awards** at its own IWD Dinner at the NSW Police Academy at Goulburn. Many of the nominations received this year came from the Commissioners themselves. Congratulations to all the winners and to all those nominated for awards!

The next issue of *The Journal* takes a look at some of the Australian women police working trans-nationally as police, peace-keepers and investigators throughout the world. You'll be amazed at some of the stories and at how our women are redefining traditional ideas of 'policing'. Don't miss it!

Melinda Tynan
Editor

Women's courage and tenacity shine through at 2nd National Awards for Women and Policing

Federal Sex Discrimination Commissioner Susan Halliday, presenting the 2nd National Awards for Women and Policing at the NSW Police Academy at Goulburn on the 8th March, identified the problems women face in police services as issues that began 'in the sandpit'.

The Commissioner observed 'It's about who belongs in the group. It doesn't take long for children to figure out that vulnerability is centred around sex and gender. The language, the intent and the behaviour doesn't alter throughout life.'

The awards, hosted by the Australasian Council of Women and Policing, were developed in recognition of the fact that many traditional policing awards recognise only physical courage or strength, rather than the emotional courage and tenacity more often displayed by women and that women are significantly under-represented as recipients of traditional policing awards.

The celebration dinner, held at the NSW Police Academy at Goulburn on the 8th March to mark International Women's Day 2000, was attended by about 50 people honouring women from NSW, Queensland, Tasmania, and Victoria.

Award winners for 2000 were:

- Most significant achievement in advancing the status of women in law enforcement – Inspector Lynette Jones, (TASPOL);
- Bev Lawson Memorial Award – Doreen Peters, (NSWPOL);
- Most outstanding female leader – Sergeant Kaye Fitzgerald, (TASPOL);



At the Awards: (l to r) Chris Lidgard (ATSIC), Sgt Wendy Austin (NSWPOL), Susan Halliday (Sex Disc. Commissioner) and Candace McCoy (USA).

- Most outstanding female investigator – Detective Senior Constable Deborah Robertson, (VICPOL);
- Most outstanding female administrator – Constable Kendra Hey, (TASPOL);
- Most outstanding female practitioner – Senior Constable Tonya Graham, (QPOL);
- Most significant achievement in advancing the status of women in law enforcement – New Zealand Police
- Most significant achievement in improving the relationship between women in the community and in law enforcement and policing – Ms Trish Berrill, (QLD)

In 2000, there were no nominations for the best police union or the bravery award. Ms Halliday presented the Bev Lawson Memorial Award to the President of the Australasian Council for Women and Policing, Assistant Commissioner Christine Nixon on behalf of Doreen Peters. She concluded:

'It's often the view of teenage girls that there is no longer a problem and it's all okay nowadays. But it's not okay because the problems are masked and much more covert now. Life's not going to get any better for girls unless we keep educating boys and men. We have come a long way, but we have much to do. Take stock of what we have yet to achieve. These awards go a long way to providing the recognition that women need for the important work that they are doing.'

Nominations will be called for the 2001 Awards in January 2001.

Melinda Tynan



Fed. Sex Discrimination Commissioner, Susan Halliday, presents the Bev Lawson Memorial Award won by Doreen Peters (NSWPOL) To Christine Nixon.

Australian Women's History Search

An opportunity for all Australians to contribute to a unique women's historical project was announced in Parliament House, Canberra, today.

Senator Kay Patterson, representing Minister Assisting the Prime Minister for the Status of Women, Senator the Hon Jocelyn Newman, announced the Australian Women's History Search on the eve of International Women's Day.

The Australian Women's History Search is a unique opportunity for the Australian public to provide photos, letters, stories, memoirs, diaries and drawings from a female ancestor, relative or friend to be published in a celebratory book about the history of Australian women.

'Australian women have always worked and raised children, managed farms and businesses, contributed and sacrificed in times of war, created and invented, cared for the ill, disabled and elderly, and have been leaders and role models in all walks of life. They have lived full and satisfying lives. There are many untold stories. If your family has such a story, or even a secret, we want to hear from you,' said Senator Newman.

As an historical account of Australia, the book will be a chance to reflect on the contributions women have made in the foundation of Australia as a nation. From Indigenous women, convict women, to the waves of immigrant women who have settled in the past two centuries. There are stories to be told about women as pioneers, 'angels', heroines, bright lights and simply as ordinary people.

Commissioned by the Office of Status of Women and funded by the National Council of the Centenary of Federation's History and Education Project, the book will be published in 2001, the Centenary of Federation.



*'... one of the secret masters of the world: a librarian.
They control information. Don't ever piss one off.'*

The book will be authored by Dr Alison Alexander, with assistance from researchers around Australia and edited by Ms Sue Corrigan.

A voluntary Advisory Committee is overseeing the project, headed by Associate Professor Katharine Betts from Swinburne University.

The most suitable contributions will be included in the book, helping to provide personal snapshots of the lives of women throughout Australian history. Other selected

contributions will feature on a web site.

The closing date for contributions is the 30th of June 2000.

For more information on how to contribute contact:

Liz Hickey
Office of the Status of Women
Telephone: (02) 6271 5730

Damian Cavenagh
Office of the Status of Women
Telephone: (02) 6271 5843

Or visit: <http://www.dpmc.gov.au/osw>

Opportunities for Women in Law Enforcement

6th Annual Conference

Wednesday 4 April to Sunday 8 April 2001
Palm Springs, California

For more information contact the National Center for Women and Policing at:

8105 West Third Street, Los Angeles, CA, 90048, United States

Phone: +1 232 6512532, Fax: +1 323 6532689

Email: womencops@aol.com Website: www.feminist.org



Breaking the Glass Ceiling Awards

Helen McDermott

The National Center for Women and Policing annual honours the women who have shattered the glass ceiling of law enforcement in the United States. This year, an Australian was honoured, Assistant Commissioner Christine Nixon was awarded one of the National Center for Women and Policing's *Breaking the Glass Ceiling Awards* at the Center's Annual Conference in Baltimore in March 2000.

As part of its annual conference, the National Center for Women and Policing in the United States honours women in law enforcement who have made significant achievements. It presents awards to the women who have 'broken the glass ceiling' in law enforcement. This year Assistant Commissioner Christine Nixon from the NSW Police Service and President of the Australasian Council of Women and Policing received one of these awards.

The *Breaking the Glass Ceiling Award* was presented to her by Chief Fabienne Brooks from the King County Police Department and Penny Harrington the Director of the National Center for Women and Policing.

As part of the awards ceremony, the National Center for Women and Policing compiles a booklet of the award winners' *Words of Wisdom*. Christine's words of wisdom were:

In policing I've always found it helpful to treat the community, colleagues and bosses with decency and respect.

Don't let anyone own you.

If you can't explain it to Sixty Minutes or your mother, it's probably wrong.

As I think I act.

A spirit of optimism helps deal with those difficult times.

Other award winners included Rose Ochi who is the Director of the Community Relations Service in the US Department of Justice. Rose was the first Asian American woman to serve at the Associate Attorney General level in the US and was the Associate Director at the White House Office of National Drug Control Policy for two years. When she was the Executive Director of the Criminal Justice Planning Office of the City of Los Angeles, she initiated various programs to make the administration of justice more effective. Her Words of Wisdom were:

Don't look to others to determine your potential. Define your possibilities and pursue your dreams. Don't go along to get along. Change the culture.

The National Center for Women and Policing also honoured women outside policing whose work has significantly improved the criminal justice system for women. One of those award winners was Diane Wetendorf from an advocacy group called Life Span in Illinois. Her words of wisdom were:

My work with victims of police perpetrated domestic violence has given me a glimpse of just how terrifying life is for victims who cannot access the protection of the police. Leaders in law enforcement will have a huge impact in eradicating this crime in the future; they may be the only ones who can.

The awards ceremony included the usual speeches and gave the conference a participants the opportunity to meet each other and the women in law enforcement in the US who are breaking the glass ceiling. The Assistant Director of the National Center for Women and Policing reminded us all in her speech that the gains that had been made for women in policing and the improvement in how women are treated by police is a result of the feminist movement and the changes it brought about in the wider sphere and the impact it had on the way women are treated in society.



'Admittedly, there are no women in senior ranks but we do have some cross-dressers.'

International Women's Day around the world

World March of Women 2000

Eliminating poverty and violence 2000 good reasons to march!

Around the world women are organising to march against violence and poverty. Launched in 143 countries on International Women's Day, the seven month long campaign is a worldwide protest against poverty and violence suffered by women around the world.

A recent report by the Johns Hopkins School of Public Health reveals that *around the world at least one in three women worldwide has been beaten, coerced into sex or abused in her lifetime*. The report was based on a study conducted in over 50 countries.

The WMW 2000 campaign is demanding that the United Nations and its member states take concrete measures to eliminate poverty, and ensure fair distribution of the planet's wealth between rich and poor and men and women and to eliminate violence against women and ensure equality between men and women. The campaign will culminate in a World Rally in New York on 17 October when millions of signed support cards will be presented to UN Secretary General Kofi Annan at the UN Headquarters.

In Australia, a national committee comprising many non-



government women's organisations is coordinating the Australian response with meetings in cities and regional centres. A group of Australian women will also be travelling to take part in the New York Rally in October. To get involved, contact the coordinators at the Women's International League for Peace and Freedom at: (08) 8296 4357 or check out the Australian march website at: www.uq.net.au/march2000/.

National Centre for Women: Awards for Women in Non-Traditional Employment, 2000

The National Centre for Women specialises in research and projects on women in non-traditional areas of work and study. The Centre is an initiative of the Swinburne University of Technology (VIC) and hosts the annual awards for Outstanding Women of the Year in Non-traditional Areas of Work and Study. (see application form this page)

These awards both celebrate individual achievement as well as showcasing the value to Australia of a diverse and talented workforce in all areas and across all sectors. To find out more about the Centre, its current and past projects, activities, speakers' program and its regular newsletter, phone the Centre on: (03) 9214 8633 or visit the Centre's website at:

www.swin.edu.au/corporate/new

Expression of Interest

YEAR 2000 AWARDS FOR WOMEN IN NON-TRADITIONAL AREAS OF WORK AND STUDY 2000

Name of woman you are nominating: _____

Position: _____

Category:

- New Apprenticeships
- Higher Education
- More than 5 years in the workforce
- E-Commerce (IBM sponsored categories)

- Vocational Education and Training
- Less than 5 years in the workforce
- Self-employed

Address: _____

Phone: _____

Email: _____

Nominated by: _____

Name: _____

Position: _____

Address: _____

Phone: _____

Email: _____

Please return to:

Awards Registration

National Centre for Gender & Cultural Diversity
Swinburne University of Technology – PO Box 218, HAWTHORN 3122
Telephone: (03) 9214 8633 Facsimile: (03) 9214 8643
Email: sdickinson@swin.edu.au

International Women's Day around the world

Campaigners for greater recognition of women's rights are marking International Women's Day with renewed calls for economic and political equality.

Every year a vast number of women and young girls are mutilated, battered to death, burned alive, raped, trafficked for domestic or sexual purposes.

Amnesty International

A petition is being launched in Geneva aiming for 10 million signatures worldwide, to support calls for the United Nations to introduce a programme combating poverty and violence.

Celebrations and protest

Around the world the day is being marked with various celebrations and protests.

The UN issued a statement saying that, in Afghanistan, the ruling Taleban have shown a new flexibility in their attitude towards women.

Hundreds of women gathered outside UN headquarters in Geneva

The UN co-ordinator for Afghanistan, Mr Ahmed Farah, said the Taleban had gradually allowed the reopening of some girls' schools which were closed after the capture of Kabul in 1996.

They had also extended restricted health facilities to women.

Correspondents say that following their takeover in Kabul, the Taleban imposed a strict interpretation of Islamic law with severe restrictions on women. They came under strong criticism for banning education and jobs for women.

But now women teachers are being allowed to teach girls at home, and women can work in limited areas such as the health sector.

Parliament protest

In Kuwait women activists marked International Women's Day by filing a court case against the interior minister and parliament speaker demanding full political rights.

Kuwait is the only Gulf Arab state with an elected parliament but women are not allowed to take part.

Parliament in November narrowly rejected a draft law granting women full political rights. Women activists argue that Kuwait's election law violates the constitution.

In Paris about 40 people renamed the city's Pantheon square, an area around the 18th century mausoleum for illustrious Frenchmen, 'Men and women's square'.

The Pantheon monument contains the remains of numerous famous figures of French history, with an inscription on the monument honouring only 'the great men'.

The protesters demanded that two French women be given a place

of honour in the monument: Bethie Albrecht a member of the World War II Resistance who was decapitated with an axe in 1943, and Olympe de Gouges, revolutionary co-author of the declaration of women's rights who was guillotined in 1794.

War zone

Acting Russian President Vladimir Putin sent gift sets of cosmetics to female troops in Chechnya.

At the main military base outside Grozny, commanders issued flowers and perfume to female staff.

The gestures were part of Russia's annual outpouring of speech making and ritual praise for women, with heavy emphasis on their roles as mothers and homemakers.

Women in Albania were allowed to take editorial control of the country's media – but only for 24 hours.

Newspaper articles and television programmes, as well as the national news agency ATA, are all being produced by women as part of a campaign by Unesco to support more career opportunities for women.

Monika Meta, the wife of the Albanian prime minister, said women journalists could do a great deal to improve the quality of the media in Albania – which was criticised by a recent US State Department report as being sensational and lacking integrity. However, she said one day was not enough to achieve equal status for women.

Amnesty warning

The human rights organisation Amnesty International chose the day to remind the world that 'more women and girls die each day because of various forms of genderbased discrimination than as a result of any other type of human rights abuse'.

'Every year a vast number of women and young girls are mutilated, battered to death, burned alive, raped, trafficked for domestic or sexual purposes, primarily because they are female', Amnesty said.

Search BBC News Online

In Australia

Three women police receive APM in 2000

Women police were scarce amongst Australia Day awards recipients in 2000. Chief Inspector Sandy Langlands of Victoria Police, Senior Sergeant Janet Makepeace of the Queensland Police Service and Detective Sergeant Suzanne Carter of the Northern Territory Police were all recipients of the Australian Police Medal this year.

The Commonwealth Office of the Status of Women observes that overall in 2000, women received only 30.4% of all honours awarded. 22 male police also received awards in 2000.

International Round Table of Non-Government Groups Working to Improve Policing for Women

Minutes

Present: Penny Harrington, National Center for Women and Policing
Christine Nixon, Australasian Council of Women and Policing
Sue Woolfenden, British Association of Women Police
Anna-Lena Barth, European Network of Policewomen
Patricia Harris, International Association of Women Police
Mary Ann Viverette National Association of Women Law Enforcement Executives
Margaret Moore, Women in Federal Law Enforcement (US)

Secretariat: Helen McDermott, Australasian Council of Women and Policing

1. The meeting was opened by Christine Nixon and each of the roundtable participants introduced their organisation.
2. The roundtable agreed on strategies to improve information exchange between the organisations, including:
 - 2.1. allowing the reproduction of material appearing in each other's journals and publications
 - 2.2. linking the websites
 - 2.3. maintaining a calendar of events and informing each other of planned activities and conferences
 - 2.4. developing an email list for the roundtable participants and keeping each other informed of developments.
 - 2.5. cross-publicity of events and conferences and services provided by the roundtable organisations.

Action:

All participants to distribute their publications and journals to the roundtable members.

All participants to provide links to the other roundtable groups on their web pages.

All participants to keep the roundtable participants informed as to proposed events and conferences to ensure co-ordination and effective use of resources.

Secretariat to maintain the calendar and to regularly update distribute it to participants.

All participants to exchange information on topics of mutual/ interest.

Secretariat to prepare email mailing list for participants.

All participants to share information and publicise to their own members information on events and conferences and services provided by the roundtable organisations

3. The roundtable agreed to compile an international report on the status of women in policing. It was agreed that the survey questionnaire used by the National Center for Women and Policing for its annual status report would be used to collect the data internationally.

Action

Roundtable secretariat to adapt the NCWP's questionnaire and distribute it to roundtable members.

All participants to complete as many questionnaires as possible by the end of May 2000. Policing and sheriff's agencies in the United States have already been surveyed as part of the NCWP's report *Equality Denied* and additional data on these agencies is not essential.

Roundtable Secretariat will compile the data in consultation with the NCWP and a draft report will/ be prepared for agreement and publication.

4. The roundtable participants discussed the planned 2002 conference in Australia in October and agreed that it was a good opportunity to further develop cooperation with women in policing. The possibility for future combined conferences and events will also be considered by the individual organisations.
5. It was agreed that there was a capacity for the roundtable participants to assist each other with issues and that as the need arose assistance would be requested by individual members of the roundtable.
6. The next meeting of the roundtable is yet to be decided.

Historic meeting will improve policing for women worldwide

Helen McDermott

On 2 April 2000 an historic meeting was held in Baltimore. For the first time, the leadership from the non-government organisations that are working to improve policing for women met and discussed future international strategies.

The meeting was held during the National Center for Women and Policing's Annual Leadership conference and included representatives from National Center for Women and Policing (US), the Australasian Council of Women and Policing, the European Network of Policewomen, the British Association of Women Police, the International Association of Women Police, the Association of Women Law Enforcement Executives and the Women in Federal Law Enforcement (US).

Co-operation, co-ordination and sharing resources and information were discussed and a new international awareness and focus has been developed as a result of the roundtable. The outcome of this historic meeting will have a significant impact on how women are policed and how women within policing will be able to improve policing for women.

Advancement and initiatives in policing for women will now become more widely known and successful models can now be more widely recognised. As on the other hand can poor practices and obsolete policies can now be highlighted internationally.

One of the first projects on which International Round Table of Non-Government Groups Working to Improve Policing for Women will be working is an international report on the status of women in policing. The Roundtable participants will be collecting, compiling and analysing this information and later in 2000 will publish its *First Report on the Global Status of Women in Policing*.

The use of technology is one of the major factors that contributes to this sort of international co-operation and the Roundtable participants will be extensively using the internet and other communication technologies to improve policing for women.

One of the next major event for women and policing internationally is the 2002 international conference. With a working title of *Policing Women Globally: an international conference and training symposium on women and policing* plans are already underway for it to be a gathering that changes how women in policing are able to network and work together to improve how women are policed. It is being held in Canberra, Australia national capital in October 2002. The conference is a joint project initially between the international Association of Women Police and the Australasian Council of Women and

Policing, but it is hoped that the project will expand to include other members of the International Roundtable.

An extensive training program is currently being designed for the conference and key international experts on a range of relevant issues are being gathered. More detailed information about the 2002 conference will soon be available, but start thinking about visiting Australia and become part of the international network of women working to improve policing for women and join us in October 2002 in Canberra.

If you would like to receive more information about the conference, email inquiry@auspol-women.asn.au or write to ACWAP, PO Box 755, Dickson, ACT, 2602, Australia.



Top Row (left to right) Margaret Moore, Women in Federal Law Enforcement (US), Helen McDermott, Australasian Council of Women and Policing (secretariat), Penny Harrington, National Center for Women and Policing, Mary Ann Viverette National Association of Women Law Enforcement Executives, Sue Woolfenden, British Association of Women Police

Front Row (left to right) Patricia Harris, International Association of Women Police, Anna-Lena Barth, European Network of Policewomen, Christine Nixon, Australasian Council of Women and Policing

International Round Table of Non-Government Groups Working to Improve Policing for Women

Calendar of Events

April 2000

Mid-Atlantic Association of Women in Law Enforcement

30 April to 3 May 2000

Flintstone, Maryland, United States

2000 M.A.A.W.L.E. Conference – Small Steps to NO BOUNDARIES

Contact: <http://state.vipnet.org/maawle/conference>

Capt Donna Dailey on +1 410-522-9407

Officer Kim Arbogast at +1 410-354-8616 or

+1 410-522-9406 or MAAWLE 2000, PO Box 8804

Baltimore, MD. 21224, United States

May 2000

International Association of Chiefs of Police

21st to 23rd May 2000

Paris, France

17TH EUROPEAN EXECUTIVE POLICING CONFERENCE

Contact: www.schfpm.fr/eng/iacp2000/gb/pres

July 2000

Women in Federal Law Enforcement Inc

31 July to 3 August 2000

CONFERENCE WOMEN IN FEDERAL LAW ENFORCEMENT

Contact: WIFLE Executive Director Margaret M.

Moore, Ph: +1703-5489211 or

Judy Braunstein Ph: +1-202-9273082.

August 2000

National Association of Women Law Enforcement Executives

3-6 August 2000

Madison, Wisconsin, United States

NAWLEE 5TH ANNUAL CONFERENCE

Contact: NAWLEE c/- Chief Susan Riseling

1429 Monroe St, Madison, WI 53711 United States

September 2000

European Network of Policewomen

10th to 13th September 2000

Stockholm, Sweden

MILLENNIUM CONFERENCE: POLICING THE FUTURE!

Contact: www.enp.nl

International Association of Women Police

23rd to 27th September 2000

Toronto, Ontario, Canada

38TH ANNUAL TRAINING CONFERENCE

Contact: www.iawp.org

Conference Committee at:

IAWP 2000 Conference, c/o Toronto PO 40 College Street, Toronto, Ontario, Canada, M5G 2J3

Tel.: +1416-8082000 / Fax: +1 -416-8087662

April 2001

National Center for Women and Policing

4 to 8 April 2001

Palm Springs, California, United States

6th ANNUAL CONFERENCE

Contact: www.feminist.org

Womencops@aol.com

Ph + 1 323 6512532

Fax + 1323 653 2689

September 2001

International Association Of Women Police

22nd to 27th September 2001

Edmonton, Alberta

39TH ANNUAL TRAINING CONFERENCE

Contact: eps@police.edmonton.ab.ca

Ph +1 780 421 3409 Fax: +1 780 421 2286

International Women Police recognise a new region: *Australasia*

At its fall meeting in 1999, the International Association of Women Police (IAWP) created a separate region, Region 18, to formally represent the Australasian nations at the IAWP.

Recognising the formation of the Australasian Council of Women and Policing as a significant factor, the IAWP moved to identify Australasia and many other countries that had previously been contained under IAWP regions such as *Africa and the rest of the world*, leaving South Pacific and many other nations significantly under-represented.

The IAWP regionalisation concurs with that used by the United Nations, incorporating Australia, New Zealand, Papua New

Guinea, the Solomon Islands, the Cook Islands within Region 18 as part of *Australasia*. The move is part of a broader strategy on the part of the new IAWP President, Laura Goodman-Brown, and new board members to make the IAWP more truly international in perspective and more relevant to women police throughout the world. To contact the IAWP or to find out more, contact the Region Coordinator Andrea Humphrys on (02) 6256 7777 or the IAWP President Laura Goodman-Brown in the USA at: 444 Cedar St, Suite 100, St Paul, Minnesota USA 55101-2156.

Melinda Tynan

It's a dangerous job dealing with refuse of society

Los Angeles: The desk sergeant in the original Steadicam TV cop series, *Hill Street Blues*, put it perfectly: 'Let's do it to them before they do it to us.' It was his line to his officers before they hit the streets.

And, it seems, nature is indeed mirroring art as fewer and fewer United States police officers are 'having it done to them'.

Figures just published for 1999 show the numbers of police officers killed while on duty down by nearly a third.

In contrast, garbage collectors are four times more likely to be killed at work than police officers.

There is no question fighting crime is a risky business but law enforcement as a dangerous occupation comes way down the list, behind fishermen (the most lethal job), loggers, pilots taxi drivers and those garbage men, who get hit by their own trucks or other vehicles, killed in driving accidents or, gruesomely, get caught in the rubbish compactors.

Statistics published by the US National Law Enforcement Officers Memorial Fund show 130 officers were killed across the US in 1999, 45 by shootings, the lowest total for 35 years.

The fund's Mr Craig Floyd has no doubt police 'are beginning to reap some of the benefits of the national decline in violent crime'.

The fund found that more police were killed in traffic accidents (47) than in shootings.

For comparisons, the usual method is to calculate the rate of deaths per 100,000 workers. That figure for police officers is 11.9, putting them way down at 25th among the top occupational fatality figures for 1996 (the most recent available in detail), compiled by the US Department of Labour's statistics bureau.

Other jobs likely to kill were: structural metal work, mining, water transport, public transport, building site labour, electric power installation and repair, taxi driving and roofing.

The safest occupation out of a total of 50 was teaching, followed by cooking and serving food.

A department spokesman acknowledged that work fatality statistics would surprise the public if more generally known

He said the high death rate for garbage collectors was probably 'all that driving around and working in the dark before dawn'.

Reprinted from The Guardian

Had a gutful: chief draws waistline on fat police

Scores of overweight Philippine policemen have scaled Mount Pinatubo in an attempt to beat a deadline for flattening their protruding bellies and avoiding dismissal.

Hundreds of others, however, failed to complete the dangerous trek to Pinatubo's peak, part of a physical fitness campaign launched last month by national police chief Panfilo Lacson to trim police with bulging stomachs – long a symbol of the country's notoriously corrupt police force.

Mr Lacson said policemen with waists greater than 86cm must exercise for six months or face dismissal if they don't slim down. The waists of policewomen must measure no more than 73cm.

'If you're physically fit, it follows that you can do the job of law enforcement, that you can run after criminals,' said Roberto Calinisan, police chief for central Luzon. Of the 7000 police under his command, 2000 failed the measurement test, he said.

About 600 police, including about 70 women, attempted Thursday's treacherous six-hour climb up the 1445m volcano. About half made it to the top, Mr Calinisan said, although a count at the peak revealed only 62.

Mr Lacson, who was appointed national police chief in November, has vowed to cleanse the police of corruption and improve its image.

He said he would not mind if the 117,000-member national police force was cut in half to rid it of 'hoodlums in uniform'.

Since last month, pot-bellied police, including top officers, have had to join regular aerobics classes. Some police, desperate to reach the required belly size, have tried diet pills or girdles, while others are contemplating liposuction.

One police officer died last week of a heart attack while exercising at a police station in an attempt to beat the deadline.

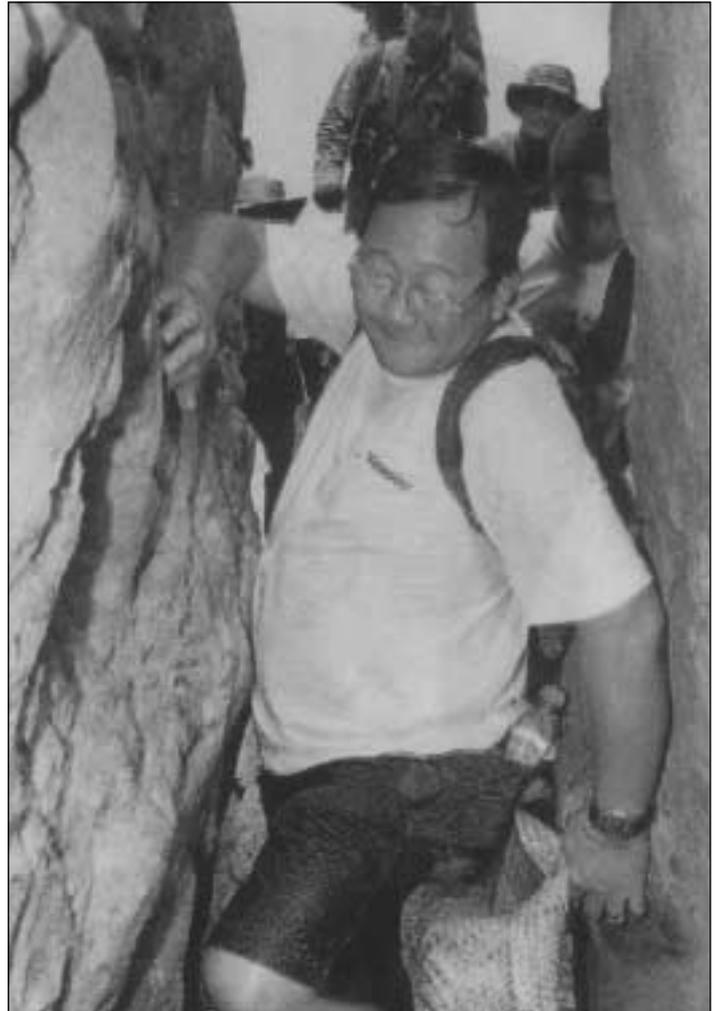
'I have six children to support, so I hope I won't be fired,' said 50-year-old policeman Angel Alicante, dressed in a blue sweat shirt and shorts for the Pinatubo climb, and carrying a golf club as a cane because of arthritis.

Mr Alicante said he had succeeded in trimming his 117cm stomach to 109cm since last month, but doubted he could meet the deadline.

Mr Alicante said he tried diet pills, but stopped after he was warned by friends of their side effects. Now he has cut his daily rice intake to just one cup.

Pinatubo, about 90km north of Manila, exploded in June 1991 in one of the 20th century's most violent volcanic eruptions.

Reprinted from Assoc. Press



Belly of the beast: With great effort, a policeman squeezes through a rock crevice in an attempt to prove his fitness.



Slow Gains for Women in Policing in the United States

Helen McDermott

The number of women in law enforcement in the United States is increasing at about 1% every two years. The 1999 report 'Equality Denied: the Status of Women in Policing' by the National Center for Women and Policing shows that women are significantly under represented in most police departments in the US with many agencies having less than 5% female of officers.

At its annual conference in April 2000, the National Center for Women and Policing released the results of its third annual study on the status of women in the larger law enforcement agencies in the United States. The report examines the major barriers to more women joining law enforcement and the adverse effects to the community of this under-representation of women in policing.

The study revealed that the increase of women in law enforcement has been alarmingly slow in the United States. In 1999 women only comprised 14.3% of policing. Australia has a better representation: 16.5%, but this is still not enough to ensure that women have the policing they need.

Women have made ground in policing in the US with an increase of 5.3% since 1990, but at this rate women will not achieve equality in law enforcement agencies for several generations.

The National Center for Women and Policing reports that over the last 28 years in the US, women have increased their representation in sworn law enforcement positions from 2% in 1972 to its current rate of 14.3%. Its study shows that this 12.3% gain has been spread over those 28 years, averaging an annual rate of less than one-half of one percent per year. In 1978, women in the largest municipal agencies held 4.2% of the sworn law enforcement position. Ten years later that rate had barely doubled to 8.8% and it was not until 1993 that police agencies on average had percentages in the double digits.

The report from the National Center for Women and Policing also discusses why it is important that women are properly represented in policing. It notes that it is important to ensure that the women within policing are treated appropriately, but also so law enforcement is not disadvantaged.

The report observes that the largest single barrier to increasing the numbers of women in policing is the attitudes and behaviour of their male colleagues. It cites US studies that consistently find that discrimination and sexual harassment are pervasive in police departments and that supervisors and commanders not only tolerate such practices by others, but frequently are perpetrators themselves.

Biased entry tests are also discriminating against women with their over-emphasis on upper body strength and that this occurs despite research showing that physical prowess is less related to job performance than are verbal and mediation skills.

Once in policing and law enforcement, women are frequently intimidated, harassed and maliciously thwarted, especially as they move up the ranks. For example, some men in the Los Angeles Police Department formed a clandestine organisation called 'Men Against Women' whose purpose is to wage an orchestrated campaign of harassment, intimidation and criminal activity against their female police colleagues. The National Center for Women and Policing reports that a large number of women across the US have been driven from their jobs in law enforcement due to unpunished, unchecked and unrelenting abuse.

The report does not discuss the current anecdotal evidence that there is a significant back-lash against women in policing in the US and that the very small gains women have made in the field are being eroded as women are being harassed into leaving their chosen profession.

The US law enforcement organisations also have recruitment policies and practices that favour men. They continue to rely heavily on recruitment from ex-military personnel and conduct much of their recruitment activities at military bases, security agencies and male-oriented sporting events. The report also finds that recruitment departments have not made efforts to attract female applicants, nor do they attempt to portray policing as a profession that welcomes women.

The National Center for Women and Policing also found that many law enforcement agencies continue to promote an outdated model of policing by rewarding tough, aggressive and even violent behaviour. This 'paramilitary' style of policing results in poor community relations, increased complaints from the community and more violent confrontations and deaths. The National Center for Women and Policing argues that redefining law enforcement to a community-oriented model of policing would attract more women who are repelled by policing's traditional aggressive and authoritarian image.

This argument has been proved to be correct in Australia with the move away towards a 'policing' model rather than the 'law enforcement' attitudes. Policing in Australia have taken this need for change seriously with the two of the largest even changing their name (i.e. the NSW Police Service and the Queensland Police Service) to show their commitment to their communities.

The study by the National Center for Women and Policing also argues that having more women as police officers reduces excessive force by police and improves police effectiveness and service to communities. It argues that the under-representation of women in policing in the US is exacerbating the current liability of the tens of millions of dollars of taxpayers money for actual and potential liability for cities and states due to excessive force by male law enforcement personnel.

The under-representation of women in policing also means that the issues that are important to women and the crimes which women are most commonly the victims of are not taken seriously by the police. Domestic violence is believed to be the most common yet least reported crime in the US and accounts for up to 40% of all calls to police and for one-third of all law enforcement's time. The report cites a 1985 study that female officers are demonstrably more effective than their male counterparts in responding to crimes and against women.

Even more critical than this are the studies that have found that up to 40% of officers commit domestic violence themselves. This means that there is a significant chance that the male officer responding to a domestic violence crime may himself be an abuser. Increasing the number of women in policing will improve this situation.

The number of women in policing in the US increased in 1999 by one-half on one percentage point from 13.8% to 14.3% and with very few exceptions, women remain underrepresented at every level of sworn law enforcement and are in effect absent from the decision-making ranks and positions of authority.

The largest increases in the number of women in policing in the US have been in the lower ranks with women holding 15.6% of Line Operation positions. Only 9.2% hold Supervisory posts with this number dwindling to 5.6% of women in Top Command positions. Only seven percent of the responding law enforcement agencies reported more than 20% of women in Top Command, but 65% reported having no women in Top Command and 91% reported having no women of colour in Top Command.

Of the agencies themselves, state agencies only average a representation of 6.2%, whereas municipal agencies fare better at 11.1% and county agencies 16.6%.

The Philadelphia Police had the highest rate of female officers at 24.2% and the Mississippi Highway Patrol only employs eight women so that 98.5% of its sworn of officers are men.

The survey conducted by the National Center for Women and Policing details the results from 126 law enforcement agencies and of those agencies 81 of them had less than 10% female officers and 21 of them had less than 5%. The report interesting also shows that the two largest agencies surveyed: the Chicago Police (12,604 officers) and the Philadelphia Police (6,753 officers) were the only two agencies that had more than 20% female participation.

Copies of *Equality Denied: the Status of Women in Policing 1999* can be obtained from National Center for Women and Policing, a Division of the Feminist Majority Foundation at 8105 West Third Street, Los Angeles, CA, 90048, United States, phone +1 323 651 2532, fax +1 323 653 2689 or email women cops@aol.com.



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Global Networks and Women in Policing

Frances Heidensohn, Goldsmiths, University of London and
Jennifer Brown, University of Surrey

Paper delivered at the Second Australasian Conference on Women and Police
Brisbane July 1999

Introduction

This seems a particularly appropriate time and place to reflect on past events in the history of women in policing and their significance for the future. We are very close to the end of the twentieth century, a century in which women first entered policing and which many predicted would see great developments in that role. Some commentators see this century as the century of women, since their position has altered dramatically in many societies. As to place, there is a collection of symbolic sites linking the conference venue, close to the point where the twenty first century will dawn, to where we have come from. Greenwich, which Frances Heidensohn can see from her college offices is at the Meridian; nearby lies Woolwich where Jenny Brown found some of the historic material we have used in our research at the Metropolitan Police Museum and Eltham where some of the Women Police Service volunteers were employed from 1916 as well as Woolwich Arsenal where the 'rival' Special Patrols were later deployed (Lock, 1979, p. 59).

This conference, taking as its theme 'how well do we police women?' makes a precise and fascinating parallel with the earliest days of the twentieth century when groups of women around the world sought to promote the cause of female policing. For the most part, they too wished to improve the delivery of policing services to women in the community although their definition of this was different. They also wanted to achieve this by bringing women into policing. Our purposes in this paper is

- to look at some of the key features of that past history in Australasia, Britain, the USA and the rest of the world
- we focus especially on the networks and other links established in the pioneer days and more recently,



The European contingent at the Second Conference (left to right): Dr Jennifer Brown, Director of the ENP, Trudy Manders and Prof. Frances Heidensohn.

- we propose some conclusions about the features of these early alliances, why they were dissolved or declined.
- Finally, we look at the parallels with some modern developments and consider what lessons may be drawn for women in policing and for the policing of women in the twenty-first century.

Historic features

The involvement of women in policing has a long history; although female officers were first recruited only in the early twentieth century in Australia, the USA and Britain (Heidensohn, 1998) there had been growing participation in various forms of social control for much of the

‘Where change was affected in the treatment of women in the criminal justice system in this period it is generally characterised by the pressures brought by women organising – by recruiting support, lobbying and campaigning using existing alliances or creating new ones.’

nineteenth century. The activities of women were directed at three areas

- women in the criminal justice system, especially in prison
- women in the community, notably in poor families, and those whose lives were affected by drink and prostitution
- more general social regulation and the maintenance of public order through religion and charitable work.

Although the last range of developments were less directly connected, typified by the story of the forming of the Utica Female Moral Reform Society in New York State in the 1837. Ryan describes the foundation of the society from informal beginnings into

‘a concrete, specific attempt to exert women’s power led and initiated by women, it was a direct, collective, organized effort, which aimed to control behaviour and *change values in the community at large*’. (Ryan, 1983, p. 174)

As an example of these changes, Ryan records how, when a young female servant reported to the society sexual exploitation by her employer, the

‘Society acted as a special police force and public prosecutor, whose jurisdiction was sexual assaults on women’. (Ryan, 1983, 1978)

However, in another episode, members tried to curb what they deemed to be the licentious and immoral behaviour of male clerks in the city, by making their employers monitor and control them. The clerks and other groups were outraged by this proposal and it did not take, although American commercial companies did give or withhold credit on the basis of ‘good repute’ during the 1840s. Like many other commentators, Ryan concludes that the impact of the powerful female reformers was that Victorian women were guided into domestic confinement by members of their own sex’ (1983, p. 183). In Britain, the concern with prostitution came later in this period and in Australia another variation on this history was played out. What is most remarkable in this narrative of first wave women’s movements in these three spheres is how, by the turn of the nineteenth century they were converging on the same concerns and sharing patterns of procedures.

Several ‘stars’ featured in these early days: Elizabeth Fry whose work among women prisoners in Newgate Prison in London about 1815 became world famous, was amongst the best known and inspired many ‘lady visitors’, notably other Quaker women in Philadelphia (six, 1845, p. 107). Harriet Martineau, another formidable English woman and unlike Fry, a rationalist,

visited New York in the early 1830s and publicised the ‘extremely bad’ conditions for women in the Auburn Penitentiary (cited in Rafter, 1992, p. 6). Longer lasting in their effect, however, were the numerous societies founded by women to promote improvements from within the system. The American Female Moral Reform Society urged New York City Officials to hire six matrons for the two city jails, to which they agreed in 1845 (Schulz, 1995, p. 11). The Society’s aim of extending the

‘use of matrons to the police department, (to) assist women lodged in police stations after their arrest ... was not successful’ (Schulz, *ibid.*).

In fact it was not until nearly fifty years later, in 1891, that police matrons finally entered New York City Police Department. This was only agreed after years of lobbying by two societies: the ‘national’ Women’s Christian Temperance Union (founded in 1874) and the New York City Women’s Prison Association. The WCTU was not merely a temperance movement, there was also a strong commitment to the notion of a separate, safer sphere for women in prison, guarded by matron’s and managed by females.

Campaigns to introduce prison and police matrons are seen by many historians as the direct forerunners – the practice runs, almost – for the introduction of women as police officers (Feinman, 1994; Schulz, 1995). From our viewpoint in this study, there are more instructive parallels to record. First, the story of reform of prison conditions for women in both Britain and the USA is marked by the appearance of two notable pioneers, Elizabeth Fry and Eliza Farnham. Both had forward-looking visions of what might be accomplished for women in custody; both enjoyed initial acclaim, Fry did not see the reforms she sought implemented and Farnham was forced to resign after only three years in office. Many of their aims were realised much later: it was wryly said of Fry that everything she wished for women offenders finally happened 140 years later. Where change was affected in the treatment of women in the criminal justice system in this period it is generally characterised by the pressures brought by women *organising* – by recruiting support, lobbying and campaigning using existing alliances or creating new ones. The WCTU is a good example of this; secondly, the part played by *voluntary* effort was crucial. The matron campaigns run by the WCTU were successful in part because they originally provided unpaid matrons or helped to subsidise the posts (Schulz, 1995).

It was with women in their own community or at least in specific parts of it – in slums, on the streets, in impoverished homes – that last century women most sought to intervene with and upon their own sex. In mid-Victorian England prostitution or ‘vice’ had come to be seen as the greatest social evil of the day (Walkowitz, 1980). The state attempted to control this ‘ill’ as a public health matter through a series of Contagious Diseases Acts passed in the 1860s. As a consequence, women in garrison towns who were identified as common prostitutes could be arrested, examined and, if found to be suffering from venereal disease, forced to undergo treatment in a ‘lock’ hospital. Working class women were most affected by the Acts (soldiers themselves were not subject to any such regulation) but the alliance set up to campaign for the repeal of the Acts was led by Josephine Butler, a ‘lady’ of upper middle class background and included middle and working class women and men and groups such as trades unions (Petrie, 1971). The Acts were only finally repealed in 1886, by which time the campaigners had extended their activities to Europe and to trafficking in women as well as ‘moral rescue’ work.

Considerable numbers of (mainly) middle and upper class women became involved in forms of moral and social reform work in the later nineteenth century. One contemporary estimate suggested that some half a million women were working in charitable activity (Hubbard, 1893, cited in Prochaska, 1980, p. 29). Historians point to several key aspects to this development: these women were able to take advantage of the ‘feminization’ of charitable work – e.g. the growth of social case work – to move into a public sphere where they could have a role (Mooney, 1998, p. 85). Moreover, they had highly developed networks which both offered sources of support and provided the basis on which work was organised (Vicinus, 1985; Morrell, 1996). Many of the organisations which women formed at this period had overlapping membership; Harrison examined members of fourteen bodies in 1884 and found them to be closely linked in moral reform, feminism, temperance, Sunday observance and animal welfare (1974, p. 319). Similarly the Association for the Repeal of the Contagious Diseases Acts also had joint subscribers to its journal *The Shield* who supported temperance, feminism and moral reform (McHugh, 1980). Banks (1991) has pointed out that, while there were differences in emphasis, British and American women at this period formed trans-atlantic links, exchanging visits and attending rallies and conventions.

‘By the end of the nineteenth century’ Banks notes the feminist movement was based on a notion of female superiority’ (1984, p. 84).

This trend had grown during the previous hundred years in the US and Britain as women had engaged increasingly in the public sphere, but in a confined section and in certain specific duties. These were focussed on remoralising society through professional and philanthropic work and in areas such as education. Conceptually, the basis for this lay in notions of ‘separate spheres’ for men and women, which led, especially in areas of public morality to a neat paradox. If women (as many antisuffragists believed) were weak, frail and different and thus unable to vote or hold office, then their frailty needed guidance and protection from members of their own sex. There was also a growing culture of ‘true womanhood’ which emphasised women’s virtues of love, gentleness and high purity (Banks, 1981, p. 86). Originally offered by men such as Ruskin to justify keeping women in domesticity, it was exploited by women such as Frances Willard, founder of the WCTU, to justify the belief that females were God’s chosen apostles of reform. This doctrine was effectively used in the late nineteenth century campaigns and was a key feature of those which led to the entry of women into policing.

Australia and New Zealand’s histories are not as yet as fully researched as those of the Northern Hemisphere, although there is evidence of clear links and parallels: Adela Pankhurst, youngest daughter of Emmeline the British suffragette leader, emigrated to Australia. Almost one hundred years earlier, Jane Franklin had made the same voyage and in 1843 started the Tasmanian Society for the Reformation of Female Prisoners, following the example of Elizabeth Fry with whom she corresponded on the topic. The Women’s Christian Temperance Union flourished in New Zealand and, under the leadership of Kate Sheppard, was linked more closely to the franchise campaigns there in the 1880s than in Britain. The accounts of the movements in both countries show the same phenomena of overlapping membership and linkages as well as, given the much greater distances involved and the difficulties of travel, a remarkable degree of international contact.

What, however, is distinctive in Australia and New Zealand is that women were enfranchised much earlier than in Britain and the USA. White Australian women were the first female

‘citizens in the world to gain full political rights ... the right to vote and stand for election to their national parliament’ (Lake, 1998, p. 223).

‘While there were differences in emphasis, British and American women at this period formed trans-atlantic links, exchanging visits and attending rallies and conventions.’

‘White Australian women were the first female “citizens in the world to gain full political rights ... the right to vote and stand for election to their national parliament” (Lake, 1998, p. 223).’

‘Within five years of each other, the first policewomen were appointed in the USA, Australia and Britain (in 1910, 1915 and 1915 respectively).’

‘Australia’s first policewomen came into law enforcement with the same objectives. In New South Wales Kate Cocks, Australia’s first policewoman had equal powers of arrest with her male colleagues, but her responsibilities were for female offenders and welfare work with women and children.’

New Zealand granted women the vote in 1894, but not, at first, the right to stand as members of parliament. The effects of this were striking and long lasting:

‘In the postsuffrage decades (in Australia) women’s rights and reform organizations proliferated, and the feminist as amateur politician or activist citizen came into her own ... hence the crusade against vice, the central demand of raising the age of consent, the alarms about white slavery, the insistence that women be appointed to all public offices charged with the welfare of women and girls’ (Lake, 1998, pp. 224-5).

In New Zealand too

‘for the activists in the women’s movement, the franchise was a beginning rather than an end. The vote was a first step in a wider feminist agenda, which sought to bring equality between the sexes by challenging male prerogatives’ (Brooks, 1993, p. 140).

Much of the agenda promoted by women’s movements during this era was close to that of the presuffrage era and indeed some of the organisations such as the WCTU were still flourishing. In addition, very specific conditions coincided so that it became

‘part of the Australian political tradition to look to the state for a response to social issues. Australia’s nation building took place during a period when social liberalism was on the ascent in the United Kingdom. The concept of the state as a vehicle for social justice ... has been embodied in the state experiments of Australia and New Zealand since the 1890s. Distinctive Australasian institutions were created at this time.’ (Sawer, 1995, pp. 23-24)

A particular consequence was that, while women’s movements of all types flourished in post-suffrage Australia and focussed much of their activity on

‘a continuation of nineteenth century feminist preoccupations ... the important difference (was) that the advent of citizenship and Australian feminists’ close identification with the new nation state encouraged them to formulate their claims as claims on the State’ (Lake, 1998, pp. 225-6).

A much later twentieth century development which followed on from these was the appearance of ‘femocrats’ in Australia (Yeatman, 1990) a theme to which we return below.

Pioneer policewomen and international movements

Within five years of each other, the first policewomen were appointed in the USA, Australia and Britain (in 1910, 1915 and 1915 respectively). There were many shared characteristics in both their designated roles, the reasons for their recruitment and the pressures which lead to this outcome. The exact histories for each nation can be found in Schulz (1995) for the USA, Lock (1979) for Britain and Prenzler (1994)

for Australia; each story has its own characteristics and variations. The British struggle for women’s entry was the longest – women were not given full statutory recognition there until 1931 – and the campaign is the only one to have prompted an entire scholarly study (Carrier, 1988). Nevertheless, all three countries manifest enough common aspects for this to be worthy of remark, as Prenzler puts it

‘The participation of women in policing has been part of a pattern common to Western countries’ (1994, p. 78).

The common threads include

- a focus on social and welfare work
- well educated recruits from middle, or upper class backgrounds
- an external ‘policewomen’s movement’ which played a part in women’s entry.

All the early officers fulfilled specialist roles, working with female and juvenile offenders and victims and focussed on protection. This trend was most marked in America where the first policewomen carried no weapons, did not wear uniforms and carried out mainly protective duties. Schulz points out that when Alice Stebbins Wells the first American woman officer and her colleagues decided to form their own association, they did so under the auspices of the National Conference of Social Work (1995, p. 43) and that they continued to schedule their annual conferences together. British policewomen shared many of the same roots with their American counterparts, but they did wear uniforms of a kind as soon as they could, and they also pursued the aim of welfare and protective work, even though the nature of their remit was a matter of controversy between some of the earliest pioneers. There was indeed a significant split among them over this (Carrier, 1988).

Australia’s first policewomen came into law enforcement with the same objectives. In New South Wales Kate Cocks, Australia’s first policewoman had equal powers of arrest with her male colleagues, but her responsibilities were for female offenders and welfare work with women and children. Prenzler summarises these early years by observing

‘women were used to fill a gap between law enforcement and welfare, and to mitigate difficulties experienced by policemen in managing female offenders and female victims of crime’ (1994, p. 88).

In all three countries, the first women officers and their successors for many years to come were older, well educated and often came from another, caring profession.

Alice Stebbing Wells had a theology degree, had

run a small church and was a Welfare Worker in Los Angeles, Kate Cocks was a teacher and probation officer. Giving evidence in 1921 to the Baird Committee on the Employment of Women on Police Duties, Margaret Damer Dawson, Commandant of the Women Police Service (the more radical and ultimately unsuccessful body) claimed that her organisation had recruited mainly well-educated women – 669 had training, 411 had none – and many had private means: ‘130 were nurses, 75 were teachers’ (Minutes of Evidence, Cmnd. 1133, § 1010-1012, 1921, p. 59). Of their US counterparts, Schulz comments

‘The policewomen who served from 1910 until the post-Depression years were ... usually uppermiddle class, native born college educated social workers’ (1995, p. 4).

Finally, all three sets of pioneers were encouraged, supported and indeed brought into being by groups which formed policewomen’s movements. These took varied forms but all had their roots in, or were closely allied to, the range of purity and moral reform organizations described in the previous section, all of which had originally lobbied and agitated for matrons in prisons to guard and protect girls and women. In Victoria, the National Council of Women agitated for seven years before ‘women warders (were) appointed to Melbourne police lockups in 1909’ (Prenzler, 1994, p. 81). Queensland offers the most interesting case in this regard, since it was the last state in Australia to recruit policewomen and only did so after considerable lobbying, which had begun in 1911, by a range of women’s organisations initiated by the National Council of Women of Queensland public campaigns in 1915 failed, but escalated again in the late 1920s, when a coalition of women’s groups and the Catholic Archbishop of Brisbane promoted the cause. The crucial event was the election in 1929 of Irene Longman, the first woman MP in Queensland. She supported the case and persuaded the government (Prenzler, 1998, p. 4).

The twenty year campaign in Britain was also supported by alliances of the great and the good-high status women (and men) and many women’s organisations. These were particularly powerful and resourceful, as they needed to be, since the initial ‘experiments’ of women patrols during World War I had taken considerable drive to achieve and then these were threatened in 1922 by budgetary cuts. Quite remarkable resources and tactics were deployed by key proponents, including Nancy Astor (the first woman MP to take her seat at Westminster) and several peers in the Lords (Carrier, 1988, pp. 122-4) and there was regular lobbying then and during the 1920s by

formidable alliances of the movement which even had its own journal, *The Policewomen’s Review* which promoted the cause.

Schulz also notes the importance of these sources of support for the policewomen in early twentieth century USA. In particular, she draws attention to the distinctive American phenomenon of women’s clubs. By the 1920s these clubs had a membership of well over a million women who shared a

‘Progressive, child-saver philosophy dominated by college-educated, middle class women’ (Schulz, 1995, p. 50).

These clubs, and their Federation provided structures and an institutional voice for women to express a role in political life. The ‘interlocking directorates’ enabled cross-support for each other’s causes, of which the entry of women into policing was a key one (Schulz, op. cit.; Blair, 1980)

While there were significant local differences, it can, we believe, be persuasively argued that the early days of the pioneer policewomen in English speaking countries had much in common with each other and formed a very distinct phenomenon within policing in each nation. One of the main reasons for this was that an international policewomen’s movement existed which linked those promoting and supporting the movement, and later those who entered it. We next turn to describing some of these links and the early alliances and to consider why they did not survive past the middle of the twentieth century. We shall focus mainly on the three pioneer countries of the English-speaking world, but will refer to developments in Europe too where they are relevant.

International alliances

We have suggested above that there was an international movement for policewomen in the fin de siècle era; it would perhaps be more accurate to say that support for women’s entry into policing was a key cause linked to a whole set of concerns for women of this period. It was a common thread running through female networks such as those with moral and religious aims such as temperance as well as supporters of social justice and emancipation. A very diverse coalitions of groups and individuals came to believe that attested officer status would enable women involved in welfare and rescue work to carry it out more effectively.

How these ideas came to have such wide spread acceptance is beyond the scope of this paper (we address some of the issues in Brown and

‘Quite remarkable resources and tactics were deployed by key proponents, including Nancy Astor (the first woman MP to take her seat at Westminster) and several peers in the Lords (Carrier, 1988, pp. 122-4) and there was regular lobbying then and during the 1920s by formidable alliances of the movement which even had its own journal, *The Policewomen’s Review* which promoted the cause.’

‘After the World War was over American born MP Nancy Astor was both tireless in promoting the role of policewomen in Britain (Carrier, 1988) and also in the USA where she helped to fund the International Association of Policewomen and served as its first chair, when the future of the women patrols was in doubt at the end of the war she invited Minna Van Winkle, president of the IAP to England to speak on their behalf’ (Schulz, 1995, p. 53).

‘Throughout the 1920s and 1930s *The Policewomen’s Review* published by Allen and her supporters, reported on international visits and links, producing accounts of the work of policewomen in Germany, Sweden, Sydney and the USA.’

Heidensohn, 2000). For present purposes it is important to stress that the struggle for the vote in all three countries was related to new ways of looking at the state and its powers in the lives of women. We have already noted Australia’s distinctive history with female enfranchisement *preceding* and stimulating the growth of women’s organisations which engaged directly with the state and policy making, ultimately leading to the appearance of femocrats in the 1970s who entered government to promote feminist interests from within. Questions of polity were very different in Britain and the USA but in both nations women sought formal powers and roles in law enforcement as part of wider social and political projects.

The best illustration perhaps of the ways in which these older alliances worked is to outline some of the key trans-atlantic (and indeed wider links) which influenced British and US policing in their earliest days. When Margaret Damer Dawson and Mary Allen first approached the British Home Office about setting up women’s patrols at the outbreak of World War I they were able to back their claim with reference to the experience of other countries, including the USA and Denmark. Damer Dawson in her evidence to the Baird Committee in 1921 mentioned her earlier work

‘on the Continent in previous years with regard to the white slave traffic’ (Cmnd. 1133, 1921, § 905)

and the International Bureau for the suppression of the White Slave Trade had held its conference in London in July 1913 and amongst the resolutions passed there was one on the need for the appointment of policewomen in order to control the ‘evil trade’.

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The IAP had been founded in 1915 and began with and retained close ties with social work and American Social Hygiene Association. Its title was perhaps optimistic since Damer Dawson was the only founder member from outside North America. Nevertheless, trans-atlantic links did develop in the 1920s and Mary Allen visited the US in 1924 as a guest of the League of Women Voters, lecturing and meeting policewomen as well as directing the traffic in New York (Carrier, 1988).

In 1923 Allen went to Cologne where the British Armies were occupying the Rhineland, with a small party of six women officers to provide a protective service for young girls. The spur to this female force had been the visit of Mrs Corbett Ashby, Secretary of the International Women’s Suffrage Alliance, to Germany where she had been horrified by ‘vice, disease and crime’ she saw there (Lock, 1979, p. 146). Even after the British army withdrew, links were maintained with the Women Police Service and German women recruited in Cologne.

Throughout the 1920s and 1930s *The Policewomen’s Review* published by Allen and her supporters, reported on international visits and links, producing accounts of the work of policewomen in Germany, Sweden, Sydney and the USA. Some of these are self congratulatory – in 1934 an anniversary edition celebrated ten years since the Cologne experiment – but they do provide a considerable record of a project under construction, the international policewomen movement.

At the same time in the USA, the IAP also recorded the Association’s development and what Schulz describes as ‘the decline of the police-women’s movement’ (1995, p. 54) in its *Policewoman’s International Bulletin* Schulz ascribes the demise of the IAP in 1936 to sets of factors, one to do with the changing nature of feminism and women’s organisations, the second to the developments in American policing. She describes feminism as losing momentum after 1925, with women’s associations declining and very few new ones being formed.

‘Another reason for the decline of the movement and the IAP itself, was the decline of the temperance and reformist groups that had been the major advocates for policewomen’ (Schulz, 1995, p. 55).

The very sources of earlier strength and support turned to weakness both because they themselves faded away, but also because of changes in policing itself.

Schulz argues that the pioneers’ acceptance of separate spheres for men and women in policing and hence a restricted ‘feminine’ role for women was nearly fatal. American policing was professionalised and militarised in the 1920s and 1930s. Women were seen as marginal and irrelevant. The IAP and policewomen’s movement had preferred to stay close to female supporters outside the police who rejected many aspects of newstyle, militaristic law enforcement. Notably, the Americans had been appalled by the spectacle of the uniforms worn by the British women and had openly criticised it and some of the British

and European approach (Lock, 1979). Above all, the international movement was *external* to police organisations and could not exercise effective influence upon them.

There were other reasons for the decline of women's international organisations at this period. World War I had seen nationalism rise and flourish all over Europe – British suffrage campaigners ceased their struggle during the war and worked, in many cases, for the war effort. A few women remained pacifist and internationalist in outlook (Wiltshire, 1985) on both sides and continued with many new and revived projects afterwards. But with the Depression and the use of Fascism in Europe this grew increasingly difficult (Sklar (et al) eds., 1998). The first 'global' networks formed by women had great strength of vision and considerable support. When a key cause, such as the policewomen movement, became central it was promoted and supported tirelessly by well-connected and skilled operators, who were often wealthy and well connected. But the leadership consisted of only a few people, often independent-minded and sometimes too highly individual to work well with others or within organisations (Britain's pioneer history was marked by 'turf' wars between competing groups). While initially it was a strength to have bases and support *outside* the police, the failure to move on from this position was ultimately a weakness.

There were other limits on international links: no real agreement existed on the appropriate role for women in policing. Within each nation there were often differences; across the world there were many more. Americans maintained their attachment to a non uniformed, welfare role longer and more strongly than did the British, and to some extent, the Australians. In several European countries, policewomen stayed in this position or even narrower for a long time. Swedish 'police sisters' maintained their function for twenty-five years, Germany experienced 'missions' of British officers after both World Wars and saw prolonged debates and some scandals about the work of their own policewomen (Fairchild, 1987). Finally, what we might call the tides of history have not always run favourably during the twentieth century. Women in general and in policing made considerable political and related gains in the first two twentieth century decades. The Depression and Fascism had very negative effects and in both the USA and UK only World War II restored some of the previous gains.

By the 1950s the IAWP had been formed as the successor to the IAP; in 1989 the ENP was

founded in the Netherlands and 1996 saw the first Australasian Conference on Women in Policing as well as the first joint IAWP-ENP conference. These all seem excellent omens for international networking for policewomen in the twenty-first century. In the next and final section we look at parallels with the past and forward to future trends and issues.

Future parallels

The two modern networks, as Schulz points out, differ considerably. The IAWP has become much more broadly based in worldwide membership, but is still American run and dominated (Schulz, 1998). The ENP, on the other hand, as a government-sponsored, rather than a membership organisation, has been international in outlook from its inception and its Dutch board deliberately stood down in 1995 to be replaced by an international one. Schulz argues that the ENP

'is better positioned to become an international voice for women in policing than the IAWP' (1998, p. 79)

partly because the latter has become a social forum and has a poor and conservative record on backing change and developments in women's role. IAWP continued to support separate women's bureaux until the 1970s.

We have indicated above some of the reasons why international alliances were so critical to women in policing and why they then declined. We now outline the factors working in favour of future success and suggest, perhaps rashly, some warnings and advice. The conditions likely to favour women's role in policing and better policing of and for women in an international context are remarkably strong. These include a whole sequence of tides of history which have turned. Briefly these include

- globalisation
- changes in policing
- transnational policing – Europol et al
- democratic transformations in E. Europe and S. Africa
- demilitarisation of police in new democracies and Northern Ireland
- networks inside police
- resources
- rise of femocrats.

Globalisation

Everyone is familiar now with the notion that we live in a global village where communication is instantaneous and local differences disappear (Giddens, 1999). While this is a caricature, it is

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'ENP is subsidised by the Netherlands government and by other European governments in cash or in kind. The Swedish government paid for network coordinators to be trained and to develop networks there.'

true that (post) industrial nations are converging in many ways, one of which is participation of women in wider spheres.

Changes in policing

These include the growth of professionalism and specialisation as well as pressures for greater accountability, crackdown on corruption and stress on new agendas for the police. On the whole such changes benefit women, who gain from meritocratic selection and from a lesser emphasis on brute force and a switch to community policing and less confrontational styles of policing. Such trends tend to be rapidly 'globalised' now and will be increasingly so (see e.g. Chan, 1997).

Transnational policing

In some parts of the world, most notably in the European Union, transnational policing is developing, with forces cooperating across frontiers. One effect of this process, an intended outcome of the implementation of the Maastricht Treaty of 1991, is coordination and some standardisation. While this may not lead to harmony, it does lead to some growing internationalism – e.g. English police in Kent and their French counterparts have developed a communication system in order to police the Channel Tunnel and its environs (Heidensohn, 1996).

Democratic transformations

The rise of fascism in Europe destroyed earlier international bodies such as the League of Nations and its affiliations. The demise of Communism in Europe in the 1980s and 1990s has, on the other hand, encouraged both international alliances and enabled specific links and projects to go ahead. Opening up policing in a more liberal way, including the recruitment of women has been actively pursued.

Demilitarisation

As well as general democratisation of many countries there have been specific projects to demilitarise the police in several countries and/or specific agencies. The most recent and notable example is the Royal Ulster Constabulary in Northern Ireland where the Patten Commission are actively seeking innovative solutions.

Networks inside the police

The modern networks of IAWP, ENP and the Australasian Council are inside the police and/or close to or accepted by police, they are not outside bodies funding alternatives.

Resources

In some instances, at least, resources have been made available to fund networks and similar initiatives. ENP is subsidised by the Netherlands



Key figures at the Second Conference (left to right): A/C Christine Nixon, Dr Tim Prenzler, Helen McDermott, Trudy Manders, Dr Jennifer Brown, Prof. Frances Heidensohn & Jeanine Schell, Police Credit Union

government and by other European governments in cash or in kind. The Swedish government paid for network coordinators to be trained and to develop networks there.

Rise of femocrats

In the 1920s the presence of a sole female MP could ensure that the cause of policewomen was promoted. In the twenty-first century there are femocrats and many more female politicians and policy makers who can influence outcomes much more systematically. They are credited with playing a much more significant role in Australia and the USA in recent times than in the UK (Stetson and Mazur (eds.), 1995). It will be interesting to see if this changes in twenty-first century Britain.

Advice and warnings

Pioneers in the policewomen's movement did not always share common purposes: their conceptions of the role of women in policing were diverse and sometimes contradictory. Schulz has pointed out that there are contemporary parallels to the earlier debates around separate spheres. In India, Pakistan and some parts of Central and South America, women-only stations have been set up in order to provide refuge and support for female victims. Too much diversity can disseminate effort and lead to confusion; generally there does seem very widespread agreement on the role of policewomen as uniformed, integrated officers.

Blueprints for new networks ought have highlighted in three areas:

- Networks and support
- Power points and femocrats
- Organisations.

Networks and support

We have already stressed the advantages of having networks based within or inside the police. However, we also wish to stress the need for *external* support and alliances. These may take the form of links with community or involve the media and pressure groups. The modern police have, in general become very sophisticated users of the media (Innes, 1999) although they can occasionally be foolish or crass (Chan, 1997). In general, stories about international female alliances in policing will be 'good' stories. Other groups who may prove helpful allies are researchers and academics and pressure groups with like interests.

Power points and femocrats

Global and local networks it hardly needs

stressing need to be plugged into the mains, connected with the main power centres of government police hierarchies, trades unions, QUANGOES etc. The close liaison in the Netherlands between ENP and its sponsor department has been crucial. Femocrats may operate as individuals and networks need links with them too to ensure key changes are made.

Organisations

It hardly needs to be said that networks need regular attention given to their purposes and structures. ENP has proved something of a model in this regard regularly reviewing its plans and mission and updating them. IAWP, on the other hand, stayed for too long with an outmoded model for policewomen (Schulz, 1998). Obviously, too, such bodies need resources; the IAP faded with its diminished funding. The IAP and the other parts of the policewomen's movement were led by formidable women who often had charisma, but were not always adapted to everyday bureaucracy. Nowadays charisma needs to be routinised, so that networks do not depend solely on powerful personalities, and sometimes, their money.

The pictures and stories of the first policewomen and their supporters leap from past pages of Bulletins and Reviews. They sparked radical changes in women policing and the policing of women. They were missionaries in blue, determined to protect their own sex and sometimes to control. They believed in global networks, which they used effectively and creatively for their cause. Today's purposes are different, but the parallels are great. The pioneers all got their chances in times of upheaval or of war (in Britain and Australia). The opportunities offered in the next millennium are much more promising, but it is salutary to recollect how inauspicious were the bars, brothels and parks and munitions factories where the first patrols went and how much they made of those opportunities. Without them, we should not be meeting here today.

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Profile of Women's Groups

One of the Council's strategies to achieve our aims of creating a global network of women in policing and improving the position of women in policing is to develop a resource centre. This series of articles goes toward achieving that resource and we welcome your input to these pages. WAPNET is also a valuable resource and we encourage you to subscribe to it so you can keep in touch with what is happening locally, nationally and internationally with women in our community and women in policing.

This article has been compiled from the various organisations' web-cites and publicly available material.

The European Network of Policewomen

The European Network of Policewomen (ENP) was founded at the International Conference for Policewomen held in Noordwijkerhout, the Netherlands, on 23rd March 1989. The Dutch founders envisioned the creation of a professional network that could provide an information channel through which policewomen and men could form constructive alliances in the field of equal opportunities within the police services in Europe.

The ENP declares itself for the fundamental values of the equality of all mankind, freedom, justice and solidarity. In its aim and its work it will be led by democratic principles and the fundamental rights as they are laid down in the Universal Declaration of Human Rights.

The ENP is a non-profit making organisation that acts independent of any government, political party or other group. The ENP realises the main objective 'Optimizing the position of policewomen in the European police services' from within an autonomous identity. In order to realize this objective, the ENP strives to fulfil a coordinating, stimulating and advising function for those who endorse the idea that the police organisation should be a place where women and men can work together as equals. These can be, among others, individual policewomen and -men from all sections of the police, policewomen's networks, police services, institutes, unions and Ministries.

Philosophy

The ENP philosophy is based on the following considerations:

- Good human resource management makes for optimum use of human potential within the police. 'Human Capital. (i.e. the qualities of men and women) should be developed to their fullest potential. The combination of both 'male' and 'female' characteristics improve the standards of police work overall.
- The public is better able to identify with a police service in which women work side by side with men at every level and in every type of job; in effect, mirroring society at large.
- Police, as enforcers of the law, should set an example as far as equal treatment of women and men is concerned.

Together, the above principles form the basis for a high quality, customer-orientated and flexible police service that can provide society with a service of the highest standards.



Objectives

The primary purpose, 'Optimizing the position of policewomen in the European police services', may be attained through the following secondary aims:

- Exchange of knowledge, information and experiences on the position of women in various European police organisations;
- Stimulation of international research and training on topics important for an optimal functioning of policewomen in Europe;
- Organizing a bi-annual European conference and relevant seminars for policewomen and -men;
- Stimulation of initiatives for the formation of national networks for policewomen;
- Promotion of mutual support between European policewomen;
- Establishing contacts in all European countries and the building of a data base of contact addresses;

Finances

When ENP was established in 1989, it was granted a two-year subsidy from the Dutch Ministry of Interior. After then, the Ministry renewed the subsidy for another three years. Indirectly the contributions of the other countries consist of the organisation and payment of the ENP conferences. Furthermore, various 'Supporting members' provide, still limited, financial assistance.

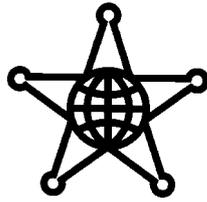
Board

Every country that is a member of the European Council can have a representative in the General Board of the ENP. Members can be nominated by organisations with objectives similar or identical to those of the ENP. Each country can also send a delegate to the Advisory Council.

Internal organisation

Housed first in Haarlem and then Utrecht, the head office is now based in Amersfoort (The Netherlands). The Network has three paid employees. Trudy Manders has been appointed as director of the European Network of Policewomen. Francie van de Beek is office manager and secretarial assistance is provided by Els de Bruin.

Postal Address: PO Box 1102, NL-3800 BC Amersfoort, The Netherlands
Phone: +31 334654019 **Fax:** +31 33 4654083
Email: info@eno.nl **Website:** www.enp.nl



International Association of Women Police

The IAWP was founded in 1915 in Los Angeles, California, U.S.A. In 1962, the IAWP began holding Annual Training Conferences. Today this growing group of law-enforcement officers works together and strives to

- Increase professionalism in police work
- Further the utilization of women in law enforcement/police service
- Provide a forum for sharing developments in police administration

We invite you to participate in the International Association of Women Police, a fast-growing, dynamic organization.

IAWP welcomes all women and men in the criminal-justice field, regardless of rank, assignment or department affiliation.

There are two membership classifications.

Active

- Full-time enforcement officers with the power to arrest
- Members in good standing, after retirement from active duty, may continue as active members by payment of annual dues

Associate

- Retired law-enforcement officers
- Individuals with training, experience or other professional attainments in law-enforcement work, including those who are: a) Publicly employed in some other area of police work, or b) Privately employed as security officers. *Associate members have all the privileges of active membership, except that they may not vote or hold office.*

By investing in an IAWP membership, you will receive a return on your investment, which includes:

- Regular issues of **WomenPolice**, our publication which includes information on law-enforcement issues from around the world
- Reduced registration at the annual conference, where hundreds of your peers meet to learn from experts and from each other
- Timely information on IAWP activities, projects and programs.

The next IAWP conference will be held in Toronto, Canada, in September 2000.

National Center for Women & Policing (USA)

The National Center for Women & Policing is the first nationwide resource for women in policing, law enforcement agencies, community leaders and public officials seeking to increase the numbers of women police in their communities and improve police response to family violence. The Center provides training, research, educational and action programs, focusing in three major areas:

- Educational campaigns to raise awareness among decision-makers and the general public about the benefits of increasing the numbers of women in policing.



- Innovative leadership training and advocacy programs to increase the numbers of women in policing and policymaking positions, including strategies to increase recruitment, hiring and promotion of women and eliminate sexual discrimination and harassment of women officers.
- Promoting specialized Family Violence Response Protocols within law enforcement agencies for more effective police response to family violence crimes, including police family violence.

Conferences & leadership development programs

The Center sponsors national and regional conferences to raise awareness among community and law enforcement officials about the benefits of more women in policing, and to spread new ideas and strategies for increasing the numbers of women in law enforcement. The conferences target national, state, and local law enforcement officials, police trainers and consultants, sworn and civilian women in policing, community leaders from across the country, public officials, and academics and educators.

The Conferences provide leadership training for women in law enforcement. Local programs are also offered and can be tailored to meet the needs of the participants.

Training & technical assistance programs

The Center provides on-site training and technical assistance to communities around the country on strategies to increase the numbers of women in policing and improve response to domestic violence including police family violence. Training covers how to:

- Devise and implement policies and programs to increase recruitment, hiring, and promotion of women.
- Create policies and programs to address sexual harassment and discrimination against women in police agencies.
- Develop protocols for handling police family violence and the creation of specialized Family Violence Response Programs in police agencies.

Research & publications

The Center conducts research and publishes reports on the performance of women in policing, the obstacles women confront in law enforcement, and strategies to improve police response to family violence. Research findings are disseminated through professional police organizations, the media, and presentations at Center Conferences and seminars around the country.

Networking & mentoring

The Center provides opportunities for women in policing to meet and assist each other.

Associates & internship programs

Women in policing and college students work in our Los Angeles or Washington DC offices.

Feminist majority foundation

The National Center for Women & Policing is a division of the Feminist Majority Foundation, a national organization working for women's equality, empowerment and non-violence. Through its West Coast offices, the Feminist Majority Foundation has successfully spearheaded community efforts to increase women's participation in policing in Los Angeles and to improve police response to family violence crimes.

National Center for Women and Policing: 8105 W. Third Street, Los Angeles, CA 90048 (323) 651 2532.

A quick guide to who's who in the zoo

Have you been hesitant in becoming more involved in women and policing issues because you can't figure out who does what? Well here is a quick guide to women's groups and other policing groups in Australia. We hope you find it useful.

OSW also compiles a great resource called *Australian Women Working Together* which is a booklet of information about national women's non-government organizations. You can find it at the OSW website at <http://www.dpmmc.gov.au/osw/content/publications/awwt/awwt3.html>

ACWAP Australasian Council of Women and Policing. An independent body working to advance policing for women; both the women in policing and women who are policed. Publish *The Journal* three times a year. President is Christine Nixon and the Secretary is Melinda Tynan. Contact: inquiry@auspol-women.asn.au or 02 62587498.

ANZEOC Australian and New Zealand Equal Opportunity Committee. A sub-group of the police Human Resource Directors group which brings together all the jurisdictions' EEO practitioners.

AWIPAC Australasian Women in Policing Advisory Committee. Advisory group established and funded by the Commissioners to provide advice to the Commissioners about women in policing. Currently chaired by Lola Scott from the NSW Police Service

APMC Australasian Police Ministers' Council. Comprises the minister responsible for policing from Australia and New Zealand. Meets twice a year. Matters are first discussed at SOG before put to the Ministers. Secretariat support provided by MCAJ.

APMC SOG or SOG Australasian Police Ministers' Council Senior Officers' Group. Made up of Commissioners and other government representatives. 'Vets' issues before the Ministers discuss them. Often confused with the Commissioners' Conference. Secretariat support provided by MCAJ.

HOCOLEA Heads of Commonwealth Operational Law Enforcement Agencies. A co-operative meeting of heads of Commonwealth agencies.

ENP European Network of Policewomen. A similar body to ACWAP, based in the Netherlands it receives government funding and support. It is also represented at the annual International Chiefs of Police meetings. Trudy Maders is the Executive Officer. Visit their website www.enp.nl.

IAWP International Association of Women Police. An American-based group that meets annual at 'training' conferences. Its focus is on providing a practical network for women in policing and to improve the skills of women in policing. It becoming more internationally focused and provides an opportunity for women in policing to develop international links.

MCAJ Ministerial Council on the Administration of Justice Secretariat to the APMC, SOG and the equivalent for corrections. Located within the Commonwealth Attorney-General's Department.

NWJC National Women's Justice Coalition. A similar body to ACWAP, but with a focus on justice generally. Its management board is made up of representatives for a wide range of legal and community groups.

OSW Office of the Status of Women The office in the Prime Minister and Cabinet Department which advises the Federal Government on women's issues. It co-ordinates a range of programs and grants including the partnerships against domestic violence. Pru Goward is the head of OSW.

PCC or Commissioners' Conference Australasian and South West Pacific Police Commissioners' Conference. An annual conference of the police commissioners from Australia and the South West Pacific region. Secretariat located within the Victoria Police.

PCPAG Police Commissioners' Policy Advisory Group. Comprises representatives from Australian and New Zealand police services. Reports to the PCC

PFA Police Federation of Australia Federally registered union of which (since 1998) most Australian police unions/associations are branch.

PFAWAC Police Federation of Australia Women's Advisory Committee. The forum that advises the PFA about women's issues. Formerly called WOPU (women officials in police unions)

SPCPC South Pacific Chiefs of Police Conference. A regional conference of police commissioners

WEL Women's Electoral Lobby. WEL is a women's political lobby committed to the feminist goal of achieving social, economic, educational, political, and sexual equality for women. It is a non-party-political, non-sectarian, national organisation. It lobbies politicians, unions, employers, educationalists, and others on behalf of women, and seeks to change social attitudes and practices which discriminate against women. If you're interested in joining, or in finding out more about WEL, contact the Convenor in your state. Website: www.wel.org.au

Medic 2000

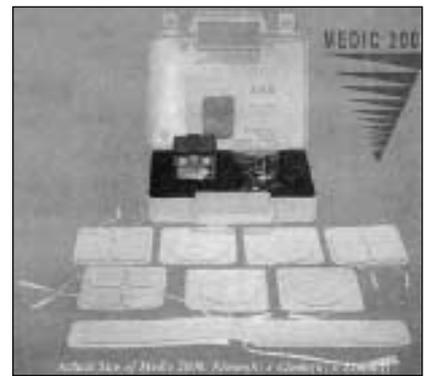
For Muscular Strength and Pain Relief Do you suffer from

- Poor Abdominal Strength • Tennis Elbow • Tension Headaches • Back Problems • Sciatica • Frozen Shoulder
- Neck Problems • Arthritis • Poor Body Tone • Sports Injuries • R.S.I. • Wasted Muscles • Carpal Tunnel Syndrome

"My staff and I have used E.M.S. with good effect on many of our patients ... E.M.S. has been useful in facilitating muscle function and I am happy to recommend its use in early rehabilitation of weak or damaged muscles." Martin Gittings, Physiotherapist

Full kit comes equipped with 13 adhesive silicone GEL pads, specifically designed for bodily complaint areas

Medic 2000 is the only E.M.S. machine available to consumers that comes equipped with 13 specifically designed pads that target a specific bodily complaint area. Forget the rest, this is the best. Now with 2yr guarantee.



Treatment of tension headaches, neck problems. Relaxes knotted muscles



Strengthening abdominal muscles to help support back conditions. Improves abdominal muscle strength and tone to improve posture.



Treatment of lower back problems and sciatica.

Medic 2000 is Electronic Muscle Stimulation (E.M.S.)

The Medic 2000 works by sending electronic pulses to the muscle needing treatment, this causes the muscle to exercise passively. E.M.S. is an internationally accepted and proven way of treating muscular injuries by sending electronic pulses to the muscle needing treatment. This system increases blood circulation, oxygen and nutrients to the problem area, while it stimulates muscle growth, reduces stiffness in joints and relieves pain. Medic 2000 is an E.M.S. system similar to those used in physiotherapy, sports injury centres, hospitals and health and beauty clinics. Regular treatment over a long period is now an accepted method to a faster recovery.

Arthritic Pain Relief

In many cases arthritis sufferers are reluctant to exercise because movement of the joints is painful. Medic 2000 can be used to passively exercise, increasing muscle tone. This helps with nourishment to the cartilage in joints and maintains flexibility and mobility.

Sports Injury and Muscle Atrophy

Treat knee joints, sprained ankles and achilles tendonitis with Medic 2000 after the swelling subsides, and as it increases blood circulation, it will also help remove bruising. Injured muscles can waste (atrophy) and weaken when not being used. Medic 2000 will slowly increase the workload on these muscles restoring their strength and tone.

Treatment for ALL Muscular Aches and Pains

Sufferers of neck pain, back pain, frozen shoulder, Repetitive Strain Injury (R.S.I.), tension headaches or knotted muscles report that Medic 2000 has given them long term relief from pain and it has been extremely convenient to use in their homes. You simply place specific pads on the skin near the muscle group or injured area and an electronic signal is sent which contracts the muscle. As the signal strength increases the muscle flexes as in physical exercise. When the pulse ceases, the muscle relaxes and the cycle starts all over again. Medic 2000 increases oxygen to the muscles, and an increased blood flow carries oxygen and other nutrients to the muscles to restore them to good health.

Ask at your local health retailer for Medic 2000

Current stockists include Malouf Group Pharmacies, UFS Pharmacies Ipswich & Booval, Max Talbot Chemworld Chemist, Toombul, Singh Group Pharmacies

For more information or for your local stockist ring or fax PETER PARKER on (07) 3264 2008 Mobile 0418 889 415 (also supplier of EMS-TENS Gel Pads) Medical Benefit Rebates available from selected Health Funds



Treatment of Sports Injuries (incl. Knee), Arthritic Knees, Knee Reconstruction.



Treatment of Tennis Elbow, Repetitive Stress Injury.



Treatment of Frozen Shoulder, Muscular Strain, Rheumatism.

Internet Sites of Australian Women's Organisations

Association of Women Educators (AWE)

<http://www.sev.com.au/awe/>

The Association of Women Educators (AWE) works to:

- eliminate all forms of discrimination in curriculum, in institutional practices and in policies;
- encourage and support women, so that they can effectively pursue careers in education;
- encourage and support women in the decision making processes at all levels in the education system;
- respond to issues of concern for women both in education and the community; and
- advocate for further reforms and change generally to enhance the position of women in education and society.

Australian Businesswomen's Network (ABN)

<http://www.abn.org.au>

The Australian Businesswomen's Network (ABN) aims to provide business education and networking opportunities to women in business so that they may prosper in their entrepreneurial ventures and take their business to new levels of efficiency and profitability, as well as better the quality of their lives.

The Australian Council of Businesswomen

<http://www.ozemail.com.au/~acob/>

The Australian Council of Businesswomen – ACOB – is an important lobby organisation which has been founded with a single mission: to ensure that the opinions, ideas and vision of Australian's businesswomen form part of the top level debate with governments, the media and business

CASA House

<http://www.casahouse.casa.org.au/>

This site provides basic information about sexual assault, as well as the services provided by CASA House and a history of the service.

Australian Virtual Centre for Women and the Law

www.nwjc.org.au/avcwl/

This is a community networking project of the National Women's Justice Coalition. It provides access to electronic mailing lists

Australian Council of Women and Policing (ACWAP)

<http://www.auspolwomen.asn.au/>

ACWAP was established in August 1997. It is now a growing group of women within police services and the community who are working together and striving to:

- create an Australasian link in the global networking of women in policing
- improve the position of women within policing
- improve the relationship between policing and women in the community

Australian Federation of Business and Professional Women

<http://www.bpw.com.au/>

BPW is the authoritative voice of all women in business and the paid and unpaid workforce. It works to raise the status of women by lobbying governments on all issues affecting women, especially in the paid workforce. This does not affect the work we do for women who are in unpaid positions.

Australian Federation of University Women

<http://www.adelaide.edu.au/AFUW/>

The Australian Federation of University Women (AFUW), founded in 1922, is a national body with branches in all States and territories, administered by a Federal Council. It is affiliated with the International Federation of University Women (IFUW).

Australian Women's Health Network

<http://www.awhn.org.au>

The Australian Women's Health Network (AWHN) is a community based, non-profit, consultative organisation that provides a national voice on women's health issues. It was established in 1986 and operates as a women's health advocacy, information and lobbying organisation, working with Government policy makers and other agencies to improve the health and well-being of Australian women.

Australian Women In Agriculture (AWiA)

<http://www.awia.org.au/>

Australian Women in Agriculture is committed to promoting the advancement of women in agriculture by:

- uniting and raising the profile of women in agriculture;
- addressing rural and agricultural inequalities;
- working to ensure the survival of agriculture for future generations;
- securing local, regional, national and international recognition; and,
- achieving the status of a political and economic force

Australian Women's Art Register

<http://yarranet.net.au/womar/womarl.htm>

The Australian Women's Art Register is a feminist collective which preserves women's art heritage. It is an archive and repository of slides, unpublished material and other written sources, both old and new, documenting Australian women artists, their art practice, their images and their writings

Catholic Women's League Australia

<http://www.cwla.ican.net.au/>

The Catholic Women's League Australia is an organisation of over 10,000 women who, from branch level through to the national executive, endeavour to promote and uphold the sanctity of family life and defend the dignity of women and Christian principles.

Coalition of Australian Participating Organisations of Women (CAPOW)

<http://www.isis.aust.com/capow/>

CAPOW! is a network of national women's organisations. Its purpose is to give Australian women access to information and to provide support which will enable them to work together to achieve an equitable, sustainable and peaceful society. The network aims to empower women by giving them the means to share knowledge and resources in working to build a society which is equally informed by women.

COAL (Coalition of Activist Lesbians)

<http://www.coal.zip.com.au>

As Australia's only lesbian specific national lobbying organisation, COAL plays a unique and important role especially at this time of social change and awareness of human rights. COAL challenges discrimination by working to change legislation and social policy and to ensure that lesbians are informed of their rights. COAL members use the relevant avenues and opportunities to highlight and change the discrimination and ignorance threatening the safety and health of lesbian lives.

Disabled Women on the Web

<http://www.disabilityhistory.org/women/index.html>

Disabled Women on the Web was established by Corbett O'Toole of the Disabled Women's Alliance to provide information, resources and support for women with disabilities to continue to change the world! The site contains information on the history of the group, hot issues, current news and events, resources, links to other sites and library information.

Females in Information Technology and Telecommunications (FITT)

<http://www.aiaa.com.au>

FITT has 3 objectives:

- to encourage more women to become information technology and telecommunications (IT&T) professionals;
- to assist those women professionals in IT&T to achieve the highest level in their organisations; and
- to assist all women, whoever they are, to understand IT&T.

Foundation for Australian Agricultural Women

<http://www.faaw.org.au>

The Foundation for Australian Agricultural Women (FAAW) was established in 1995 to provide for disadvantaged rural women and to advance all women in agricultural occupations and rural communities around Australia.

FAAW's membership is in all States, as are its services.

Guides Australia

<http://www.guidesaus.org.au>

The Mission and commitment of Guides Australia is helping girls and young women grow into confident, self respecting community members.

Muslim Women's National Network of Australia Inc.

<http://www2.mountains.net.au/mwnna>

The Muslim Women's National Network of Australia is the national body for Muslim Women's Organisations. In the spirit of living in harmony and Islamic justice we seek to:

- work for the improvement of the image of Muslim women among Muslims and the community at large;
- promote educational initiatives to raise Muslim women's awareness of important and relevant issues;
- lobby to achieve social justice and empowerment of Australian Muslim women in society, especially the workforce;
- campaign for the elimination of any form of violence against women and children; and
- work together with other women's organisations to share and exchange ideas and views.

National Foundation for Australian Women (NFAW)

<http://www.users.bigpond.com/ruth.ash/>

The National Foundation for Australian Women Inc is a whole of nation organisation, formed to resource the women's movement with information, and through other means. It is a registered company with tax deductible status and operates an Education and Research Trust with tax exempt status. It is required to be politically bipartisan and, by policy, has never sought Government funding so that there can be no compromise of its independence. The Foundation conducts and commissions research studies on matters of importance to women, disseminates information

including through seminars, and cooperates in these activities with other like minded women's organisations.

National Women in Engineering Committee Institution of Engineers, Australia (IEAust)

<http://www.ieaust.org.au>

The National Women in Engineering Committee represents and provides advocacy for women engineers through the Institution of Engineers, Australia (IEAust). The Committee promotes policies and practices that enable women's full participation in engineering education, the workforce and the profession.

National Women's Justice Coalition (NWJC)

<http://www.nwjc.org.au>

The NWJC promotes women's legal equality by awareness raising, coordinating and lobbying on women's justice issues and by building networks and facilitating the work of individuals and groups. The NWJC focuses on promoting women's legal equality at a national level, but advises and provides networking and technical assistance to State groups and others on State and local issues.

National Women's Media Centre (NWMC)

<http://www.isis.aust.cominwmcl>

The National Women's Media Centre's (NWMC) primary aim is to provide a national focus for the issue of portrayal of women in the media.

Network Exchange of Women's Services (NEWS)

<http://www.womensnews@womensnews.net.au>

N.E.WS is an initiative of the Federal Government and is funded by the Office of the Status of Women (OSW). It maintains a national focus. It has been developed to enable women's groups and organisations around Australia to network and share information. N.E.WS. also produces a regular Newsletter.

Older Women's Network

<http://www.zip.com.au/~ownnsw/>

Older women are marginalised and made invisible by those who speak for and about us. We are also subject to ageist and sexist stereotyping and discrimination. With our energy, competence, skill and wisdom, and readiness for fun, older women together can make a difference socially, politically and in our OWN lives. For these, and many other reasons, the Older Women's Network exists.

Refugee Council of Australia

<http://www.refugeecouncil.com.au>

The aim of the Refugee Council of Australia is to promote the adoption of flexible, humane and constructive policies towards refugees, asylum seekers and displaced persons by the Australian and other Governments and their communities.

UNIFEM Australia Inc

<http://www.ram.net.au/unifem>

UNIFEM was established as an innovative and catalytic fund for women's empowerment and gender equality. UNIFEM supports innovative and experimental activities benefiting women in line with national and regional priorities. It serves as a catalyst, with the goal of ensuring the appropriate involvement of women in mainstream development activities, as often as possible at the pre-investment stage. UNIFEM plays an innovative role in relation to the United Nations overall system of development cooperation (GA Resolution A/RES/39/125).

WISENET (Women in Science Enquiry Network)

<http://www.usyd.edu.au/wisenet/>

WISENET is a national network of women and some men. It was established to increase women's participation in the sciences and to link people in different branches of science and those who are working towards a more participatory and socially useful science.

Women Chiefs of Enterprises International

<http://www.tpgi.com.au/users/bconrad/index/htm>

Women Chiefs of Enterprises International Australia (WCEI) offers membership by invitation to women who have successfully operated and invested in their own businesses, or who have financial responsibility for a business, and possess at least five year's experience in that role. A proportion of membership also comprises women prominent in their profession, or heads of private or public sector organisations.

Women's Electoral Lobby Australia Inc

<http://www.wel.org.au/index.htm>

WEL Australia is a national independent political organisation dedicated to creating a society where women's participation and potential are unrestricted, acknowledged and respected and where women and men share equally in society's responsibilities and rewards.

Women's Network Australia

<http://www.womensnetwork.com.au>

Women's Network Australia aims to:

- provide a strong network of business and personal contacts which maintain mutual interaction between women in the business and public sectors;
- provide a forum for the recognition of women's achievements and encourage women to emulate these role models;
- lift the awareness, acceptance and visibility of women and the talents and resources they have to offer the economy;
- provide a pooling facility for like-minded individuals to share information, ideas and knowledge and bring about positive change;
- encourage and empower talented women into senior executive positions, directorship and board appointments; and
- connect executive and professional women worldwide.

Women's Rights Action Network Australia (WRANA)

<http://www.nwic.org.au/wrana/>

WRANA aims to facilitate Australian activism for the promotion and protection of women's human rights in domestic and international arenas through:

- education and training for Australian women to ensure that national and international human rights mechanisms are accessible, understandable and relevant in the lives of Australian women;
- training for Australian women to enable their participation in national and international human rights machineries;
- advocacy for effective national and international mechanisms for the promotion and protection of women's human rights within Australian and more broadly; and
- documentation and raising awareness of women's human rights violations and abuses within Australia.

Womensport Australia

<http://www.ausport.gov.au/wspahome.html>

Womensport Australia represents the interests of women and girls in sport and physical activity. Our mission is to facilitate full participation, equity and access for women in and through sport and physical recreation.

YWCA of Australia

<http://www.ywca.org.au/index.html>

Strengthened by our faiths and enriched by our worldwide association of women and girls, the YWCA of Australia is committed to providing opportunities for women's growth, leadership and power to achieve a common vision: peace, justice, freedom and dignity for all people.

The Cyber Sisterhood

Once you are online, the world is at your fingertips. Literally. There's an enormous amount of useful stuff out there in cyberspace. And a lot of rubbish.

Women's content has increased out of sight in the past year or two, although quality often leaves a lot to be desired. Below we list a sample of the websites consistently mentioned in dispatches by wired women.

PORTALS

The most popular women's portal sites (gateways to the Net) are unfortunately US-based. And while iVillage.com, wwwomen.com, and oxygen.com are terrific resources, much of the content is pitched at locals.

Well worth checking out are Australian newcomers such as www.onlinewomen.looksmart.com.au and [fFemale](http://fFemale.com) at www.ozemail.com.au/female. Both provide links to topics from personal finance to child care to shopping and business tips.

As Pat Duffy, of Looksmart International said: 'No-one wants to be out there without some clean organisation of information.'

The onlinewomen site features a step-by-step guide to searching the Internet and sending e-mail.

MAGAZINES ONLINE

www.cleo.ninemsn.com.au www.vogue.com
www.dolly.ninemsn.com.au www.salonmagazine.com

HEALTH AND FITNESS

www.healthcentral.com www.intelihealth.com
www.medicalonline.com.au my.webmd.com

BEAUTY

www.clinique.com www.beautyjungle.com

SHOPPING

www.shopfast.com.au www.greengrocer.com.au
www.toyspot.com.au

PARENTING

www.parentsoup.com www.motherchild.com.au
www.hipmama.com

GEEK IS CHIC – honest!

www.webgrrls.com/sydney www.geekgirls.com
www.geekgirl.com.au

Networking resources for active women

Interested in networking, but don't know what groups are out there? Check these out!

Jessie Street National Women's Library

This women-centred library is celebrating its tenth anniversary. It is a valuable and thriving resource that invites all members of the Australasian Council of Women and Policing to visit when in Sydney and browse its resources.

Level 1, Town Hall House

456 Kent Street, Sydney

Tel: (02) 9265 9486

Email: jnswl@cityofsydney.nsw.gov.au



Women's Electoral Lobby Australia (WEL)

WEL Australia is an independent organisation dedicated to creating a society where women's participation and potential are unrestricted, acknowledged and respected and where women and men share equally in society's responsibilities and rewards.

WEL aims to:

- promote the feminist goals of achieving social, economic, educational and sexual equality for women;

- change social attitudes, practices and power relationships which discriminate against women;
- lobby for the implementation of procedures and the enactment of legislation which will advance and benefit women, and combat sexism;
- lobby for the appointment to office or the election of persons whose attitudes may or will advance and benefit women and the whole community;
- examine and inform the public of the attitudes and policies, particularly on matters affecting women, of people holding or running for political or public office,
- inform and educate the public, with a view to advancing the opportunities for conditions of women in the political, creative, civil and social fields as well as in industry, commerce, the professions, and in the community generally.

**Jamieson House, 43 Constitution Avenue,
Reid ACT 2602**

PO Box 191, Civic Square ACT 2608

Tel: (02) 6247 6679 Fax: (02) 6247 4669

Email: welaust@dynamite.com.au

Website: www.wel.org.au

discovery

turtleneck sweater

\$59.95

denim skirt embroidered scalloped edge - exclusive to discovery stores

\$49.95

also available denim pant with scalloped edge

\$59.95

NSW

BLACKTOWN Shop 17, Westpoint Centre, Patrick Street (02) 9676 7094

MERRYLANDS 203 Merrylands Road (02) 9637 4786

MIRANDA Shop 2058, Westfield Shoppingtown (02) 9524 1135

ROCKDALE Shop 14, 1 Rockdale Plaza Drive (02) 9553 1418

WARRINGAH MALL Shop 309, Pittwater Road, Warringah Mall, Brookvale (02) 9939 6826

ACT

CEVIC Shop DFT8, Level 1, Canberra Centre, Canberra (02) 6247 0868

VIC

BRIDGE ROAD 133 Bridge Road, Richmond (03) 9428 3951

QLD

MAIVERN 125 Glenferrie Road (03) 9509 6501

THE GLEN Shop 2/105, The Glen Shopping Centre, Glen Waverley (03) 9803 5900

QLD

BOO Shop 1049A, Carindale Shopping Centre, Carindale (07) 3324 8388

PACIFIC FAIR Shop 116, Pacific Fair Shopping Centre, Broadbeach (07) 5526 0098

QUEEN STREET Shop 13, Level Q, Myer Centre, Brisbane (07) 3229 9379

STONES CORNER Shop 8, 405 Logan Road (07) 3847 8266

SA

MARION Shop 1104, Westfield Shopping Centre, 297 Diagonal Road, Oaklands Park (08) 8296 4622

MYER CENTRE Shop R42, Myer Centre, Rundle Mall, Adelaide (08) 8410 5588

Violence in Victoria

No To Violence, the peak body for male family violence programs in Victoria.

<http://www.ntv.net.au>



International Information

International Information Centre and Archives for the Women's Movement.

<http://www.iiav.nl>



Women's Knowledge

Women's International Electronic University: 'Promoting ways for women to learn and women's ways of knowing'

<http://www.wvu.edu/~womensu/>



Stop Trafficking Women!

The Coalition Against Trafficking in Women (CATW) is a feminist non-governmental human rights organization dedicated to fighting all forms of sexual exploitation of women and children, especially prostitution and trafficking in women. The Coalition is composed of regional networks and affiliated individuals and groups. We work with national and international policy-makers, women and human rights advocates, and the United Nations to promote the fundamental human rights of all women to be free from sexual exploitation.

<http://www.uri.edu/artsci/wms/hughes/catw>

CATW publishes a great e-newsletter. For further info, write to Donna M. Hughes dhughes@uri.edu



Ausfem-Polnet

[Australian Feminist Policy Network email list]

<http://www.utas.edu.au/docs/humsoc/cpmp/ES6.html>

This is a fantastic list for current information and discussion on Australian policy issues relevant to women. You can read about the list on the web. To subscribe send a message to the automated email handler at: majordomo@postoffice.utas.edu.au Leave the subject line blank and turn your signature block off. In the body of your email just type:

subscribe AUSFEM-POLNET your email address

For example, if the NWJC was subscribing we would type
subscribe AUSFEM-POLNET nwjc@ozemail.com.au

If you write anything else in the message the automated handler

won't be able to read your message and it will bounce back to you. If it does bounce back, don't worry – just try again.

The NWJC regularly posts alerts to this list – it is a great way of receiving day to day information from the NWJC and other groups and to network on your issues.

Senate Committee Secretariat Page

[lists forthcoming Senate Committee hearings and advertisements for current inquires]

<http://www.aph.gov.au/senate/committee/default.htm>

Australian women's organisations

[contacts, links to web pages and email addresses]

[\http://www.ozemail.com.au/~nwjc/womensorgs.html

Media Guidebook for Women

This is a really useful simple guide prepared by the US Information Agency in the Beijing Women's Conference lead up. It covers topics such as media strategy, press releases, interviews, press conferences, press kits, speeches and presentations. The USIA generously provided a copy for the web site and you can read it at

<http://www.ozemail.com.au/~nwjc/mediaguide.html>

<http://www.enp.nl>

The European Network for Policewomen (ENP) can be reached by the Internet

<http://www.crossroads.nsc.org>

The National Safety Council has a Web site for safety, health and environment professionals

<http://www.policefoundation.org>

The Police Foundation's new Web site.



About Women's International Net Magazine

Women's International Net (WIN) is an electronic magazine devoted to three purposes:

- Furthering knowledge of women's issues worldwide;
- Bringing together women from all over the world for dialogue and greater mutual understanding;
- Tapping new sources of talent in writing and enabling women from different countries to express their views and situations.

We believe that by comparing our problems and solutions creative energy can be unleashed for improving the status of women everywhere.

WIN is not affiliated with any institution nor aligned with any political view. We aim to publish a broad range of opinions on women's issues throughout the world. Our belief is that free discussion of these issues is healthy. But we will not accept any

writing that is either sexist, racist, homophobic, nor otherwise discriminatory. All articles will be of interest to a general, intellectually-oriented audience.

WIN will be published monthly. It is available free by e-mail and through our Web site.

http://www.winmagazine.org/about_us.htm



Women Around the World!

AVIVA Womens World-Wide Web FREE Monthly Webzine

<http://www.aviva.org>



For your web-site

Women friendly graphics for newsletters and/or web sites.

<http://www.newsguy.com/~feminist>



For taking action

The Abigails list homepage

<http://www.geocities.com/Wellesley/8984/>



History, Feminism, Action!

Irene Stuber's Women's Internet Information Net

<http://www.undelete.org/>



United Nations

A great way to stay informed about UN events is by subscribing to UNITY The national magazine of the United Nations Association of Australia. The Weekly News Summaries are compiled from Federal parliamentary and other sources relevant to Australia's obligations to the United Nations. For more information contact the editor: Ian Mathews on phone (02) 6281 4025, fax (02) 6285 2529 Email imathews@ozemail.com.au or the website www.unaa.org.au.



US Military Sexual Misconduct

The United States National Academy of Public Administration's study of military criminal investigative organizations handling of sexual misconduct cases is now available on the Internet at:

<http://www.napawash.org/napa/mipsreport/pdf>



IAWP

The IAWP website is at <http://www.iawp.org>. The next two IAWP conferences are in Canada, Toronto in 2000 and Edmonton in 2001. Stay tuned for information on the 2002 conference as it may be in Australia!



US Campaign Against Workplace Bullying

<http://www.bullybusters.org/>



Feminist Majority

A very US-centric site, but a great starting point for researching issues about women and feminism on the net.

www.feminist.org

EMBRACE A POLICE CAREER IN QUEENSLAND



**Intakes in February,
June and October
each year.**

The Queensland Police Service is committed to a program for the recruitment and training of experienced police officers from other police services. As part of this special program, the Service is particularly interested in recruiting female police officers.

Excellent career opportunities exist for experienced current serving and former female officers who wish to continue their police career in Queensland.

Major benefits include:

- commission course of 14 weeks
- Constable's salary from commencement of training and up to \$44,881 p.a. with allowances upon appointment as Constable
- eligibility to be qualified for senior appointments within 12 months of appointment as a constable
- assistance with relocation expenses
- promotion to Sergeant and above based on merit

Although there are opportunities to serve in Brisbane, the Gold Coast and other major centres, the service is particularly interested in officers wishing to serve in northern centres such as Cairns and Townsville.

Former and overseas female officers may also take advantage of this program. Overseas officers, other than New Zealand, must hold Australian permanent residency status.

The Queensland Police Service provides a totally professional police service combined with a relaxed lifestyle and exciting climate. Now you have the opportunity to continue your police career as well as enjoying a better way of life.

Telephone our Recruiting Section on Toll Free 1800 826 528 for a police application package, or (07) 3384 4011 for particular recruitment information.



Queensland Police Service

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ACWAP: A Trajectory Leading to Inclusive Policing

A paper by Jill M Bolen, Member of ACWAP and Lecturer in the Faculty of Management, at the University of Western Sydney – Hawkesbury, presented at the Second Australasian Women and Policing Conference held in Brisbane 7-9 July 1999 at Emmanuel College, University of Queensland, St. Lucia, Brisbane, Queensland

ABSTRACT

'Initially the paper will address the genesis of the Australasian Council of Women and Policing Inc. [ACWAP]. The groundwork of three relatively junior women in policing will be explored with particular reference to the responses of the commissioners to correspondence arising from the Fifth Women and Labour Conference at Macquarie University. The subsequent work following on from the First Conference of Australasian Women Police and this Second Conference of Australasian Women Police will also briefly be addressed. Substantially, the paper will posit that much is to be gained by women police, collectively and individually in a professional sense, from their membership of the Council. Drawing on management research findings, it will be argued that the Council has the potential to benefit women greatly both in the policing community and in the community at large. Those reciprocal benefits to both groups of women should not be undervalued.'

INTRODUCTION

The internet web site of the Australasian Council of Women and Policing Inc. [ACWAP] [<http://www.auspol-women.asn.au>, 1999] shows that 'ACWAP's purpose is to:

- create an Australasian link in the global network of women in policing;
- improve the position of women within policing; [and]
- improve the relationship between policing and women in the community.

The site also highlights how the Council intends to achieve those aims. This paper suggests some additional strategies for achieving the aims of ACWAP. In order to complete that task, three

questions are posed: where have we been, where do we want to be, and how might we get there? To set the historical scene, the paper delivered at the Fifth Women and Labour Conference at Macquarie University by Tynan and Bruce (1995), together with the motions flowing from it, will be highlighted. Following that, some responses by the commissioners of police to those motions will be explored. Developments since the First Australasian Women Police Conference in Sydney in 1996, partly answer the question 'where have we been'?

Because of the need to be cognisant of history so that lessons are reamed, and progress is made, this second Conference provides an opportunity for reflection, acknowledgement, advancement and commitment. That, combined with the aims of ACWAP, provides the basis for answering the question 'where do we want to be'? Given the history of women in policing and the impact of poor policing practice for women, it is vital that women in the policing community and in the broader community, identify what this new Council means for them. It is suggested we work towards liberation from poor practice – within policing and for clients of policing. It is in that context that the question 'how do we get there' is addressed.

Membership of a vibrant and visionary Council has the potential to benefit women, both collectively and individually in a professional sense. Leadership, networking, innovation, responsiveness, service, flexibility, empowerment of people, devolution of authority, and technological enhancements may separately or collectively be topics of management courses. It will be acknowledged that ACWAP is reflecting those and other concepts in its activities to date. In policing more broadly, an example is found in



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writing by Comrie (1999, p. 222-8), who has referred to 'family violence incidents ("domestics")' in terms of the Service Improvement Program currently underway in the Victoria Police Force. The 'old' and 'new' paradigms of management (Clegg et al 1995, cited in McKenna 1999, pp. 320-324) will be used to substantiate the assertion that principles of modern management are practised by the executive of ACWAP. In terms of the challenges of being part of a representative bureaucracy, data from Thynn and Goldring (1987) are used to highlight some of the issues and implications.

The paper concludes by, *inter alia*, identifying the reciprocal benefits available specifically to women of both communities by reflecting on recommendations contained in a paper from the first Conference (Bolen & Ramsay 1996).

WHERE HAVE WE BEEN?

On Sunday, 1 October 1995, at the Women and Labour Conference at Macquarie University, Melinda Tynan and Jill Bruce presented a paper titled 'Women in Law Enforcement: The Need for a National Agenda'; Helen McDermott was also present, giving support to the presentation by those two women. All three junior women were from public policing, with the two police women being below the rank of sergeant; importantly, each was from a different public police service. Given the proliferation of law enforcement bodies and private policing services in Australia, the term 'public police service', for the purpose of this paper, means the eight policing services of the states and territories, including the Australian Federal Police.

Those women mentioned above had already the vision (Tynan & Bruce 1995), and more importantly developed a number of strategies, necessary to hold the first Conference of Australasian Women Police in Sydney in March 1996. They were seeking to enhance the status and position of women in public policing. At the conclusion of the session that included their paper, two motions were put which unanimously supported the thrust of the paper by Tynan and Bruce (1995). The motions were [Refer Appendix A for the letter containing the motions]:

'That this workshop resolves to require all Commissioners of Police of the Police Forces and Services in Australia to realistically support women police by actively implementing equal employment opportunity policies and affirmative action strategies to enhance the status (i.e. rank) of and numbers of women police in their organisations,'

and

'That this workshop commend to all Commissioners of Police the potential for an Australian Police Women's Conference and encourages Commissioners of Police to financially and practically support police women's attendance at the Conference.'

Those motions were then put to the final plenary session of the Women and Labour Conference and were carried by the large number of women gathered together for the Conference.

Consequent to those motions, a letter was written to the Commissioners of all public police services in Australia [Refer to Appendix A for the text of the letter]. Data from the responses to those letters are important because there have been instances wherein women police were inhibited from joining women's activities because of the backlash from their, usually, male colleagues. When senior police officers were not supporting, or were perceived not to support, the collective activities of women police, other members of the policing service have been seen and heard belittling the organisers and/or the thrust of those activities.

Typical 'belittling' comments to the women contain derogatory references to things like feminism, separatism, unfair opportunities in the workplace, chat-fests, lesbianism, and preferential treatment. Few of the detractors stop to realise that there were, and are, legal responsibilities contained in anti-discrimination legislation, equal employment opportunity legislation, and international conventions to which Australia is a signatory. Rather than being given preferential treatment, the various pieces of legislation and the conventions were, and are, seeking to redress imbalances of past practices towards women industrially – including policing – and in the broader society. Moreover, if any one of us needed reminding that we must remain vigilant, Greer's new book *The Whole Woman* (1999) certainly does that by examining a wide range of issues impacting on women to the current time.

There have been various organisations formed and informal groups meeting, within jurisdictions around Australia, to serve the interests of past and present police women. In South Australia, the Past and Present Women Police Association sponsored publication of a book by Higgs and Bettess titled 'To Walk A Fair Beat: A History of the South Australian Women Police 1915-1987' (1987). Queensland has the Past and Present Policewomen's Association Inc., which was formed in the mid 1980s. Victoria Police celebrated the 75th anniversary of women police in that State in 1992 with various celebrations, and the New South Wales Police celebrated the 80th anniversary of women police in that State in 1995

with activities including a march of women police through Sydney streets and the launch of a book titled *80 years of women in policing New South Wales – 1915 to 1995* (Tynan 1995b). Individually, women have written about their public policing experiences; for example, Brown (1986) reflects on her service in the Victoria Police Force. Throughout the celebrations, reflections, writings and gatherings of women, one thing remains constant; power imbalances have been obvious, and remain obvious, in public policing.

Those imbalances have occurred in relation to both women in the job, and women needing the services provided by the public police – particularly in terms of rape, other sexual assault including incest, and domestic violence or criminal assault in the home. Lest we forget, those two groups of women are not necessarily mutually exclusive. Work in Australia, such as Dr Sutton's Report to the New South Wales Police Service titled *Women in Policing: A Study of New South Wales Police* (1996) and Ms Kirsty Hetherington's bachelor of arts (honours) thesis (1995) titled *Not Just A Shopfront: Female Police Officers in the Queensland Police Service*, are two different academic pieces that explore the position and experiences of women in public policing. Data from a survey of women police in Queensland during the mid 1990s, conducted by the University of Queensland for the Queensland Police Service, have not been revealed publicly. That contrasts with the release of the report by Dr Sutton on the experiences of women in public policing in New South Wales. Obvious questions are: 'What is in the data that precludes release of the findings from the Queensland survey of women police in the mid 1990s'? 'Do they suffer similar experiences in policing as those external to it?'

In terms of women in the broader community, writers such as Scutt (1994), Ryan and Conlon (1975), Burton (1985, 1991), Greycar (1990), Bulbeck (1997) and many others, have also written in terms of inequalities experienced by women industrially, and abuse in terms of sexual assault and domestic violence. Experience by many women who have been the victim of domestic violence assaults and sexual assault, suggests that the response of public police to women complainants of those crimes, has been, in most instances, inappropriate at best and at worst, insufficient to the point of costing women their lives. Such a statement does not deny some

incremental improvements in terms of the police response, but acknowledges the long path to travel in terms of the overall quality of service for women. Can that situation be improved?

History has now shown that part of the vision of the three young women was achieved in the form of the First Australasian Women Police Conference held in Sydney in 1996; a number of women at that Conference did not need Greer's encouragement to '... get angry again' (1999, p. 3). No one present could ever forget that final afternoon which included a panel consisting of the commissioners or their representatives responding to questions from the Conference floor. In addition, comments made by and between individual commissioners about the status of women generally and in their jurisdictions, as well as the questions put to the commissioners, resulted in a lively session. The Conference had as the principal sponsor, the Australian Institute of Criminology, and it was attended by over 300 women. Time was allocated in the program for attendees to workshop various aspects of the lot of women police. Those aspects included the conditions of service, career development, support for women in the job, and changing the culture of public policing. Recommendations of attendees were later presented to the commissioners of the various public policing services. An important recommendation was that commissioners establish a committee to provide advice on issues related to women employed in the various police services.

The Australian Institute of Police Management subsequently hosted a gathering attended by key senior women police; however, of the Australasian Women Police Conference organising committee, only Melinda Tynan was invited to participate in that meeting. That gathering was held during late 1996 with the aim of giving further consideration to the recommendations made at the July Conference. Ultimately, this smaller group recommended, and the commissioners accepted, the need to establish an advisory committee. From that smaller forum, the Australasian Women in Policing Advisory Committee [AWIPAC] was established; it is the commissioner's advisory body. Members of AWIPAC are appointed by the commissioners and represent both the commissioners' interests and, more broadly their public policing services, as well as women in their respective organisations.

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1 Letter dated November 20, 1995 from Commissioner R. Falconer, bearing reference number 140485.F2.

2 Letter dated 6 December 1995 from Chief Commissioner M. N. Comrie, bearing no reference number.

3 Letter dated 13 December 1995 from Commissioner A. R. Lauer, bearing reference number RMS01897361.

‘Commissioners of police in Australian jurisdictions were initially, generally favourably disposed to the concept of “... realistically supporting women police ...”’

ACWAP was incorporated as an independent organisation in the Australian Capital Territory in 1997 after an initial meeting of interested women in Canberra. Those women got together in July 1997 to progress the recommendations from the First Australasian Women and Police conference. ACWAP is genuinely supported by a number of commissioners. In contrast to AWIPAC, ACWAP is bound by rules of association. Members of ACWAP pay fees to join and have usual democratic rights of membership as contained in the constitution of the organisation. The Executive Committee of ACWAP has articulated publicly its quest to have a ‘productive and cohesive relationship’ with AWIPAC (Nixon 1998, p. 4). Given that quest by ACWAP to work productively with AWIPAC, it is worthwhile reflecting on the responses of police commissioners to the motions of the earlier Women and Labour Conference.

Commissioners of police in Australian jurisdictions were initially, generally favourably disposed to the concept of ‘... realistically supporting women police ...’; less direct support was forthcoming for ‘... financially and practically ...’ supporting the attendance of women police at that first conference for a variety of practical reasons at the time (Refer Appendix A for the actual wording of the original motions from the 5th Women and Labour Conference). For those who may doubt the commitment of their senior officers at the time, to enhancing the position of women in public policing generally, it is useful to present evidence from a number of the commissioners. Such evidence is provided in the form of responses to the letter forwarded as a consequence of the motions of that 5th Women and Labour Conference. Alternatively, some sceptics may argue that meaningful data concerning numbers of women in and throughout public policing are the other means by which the commitment can be exhibited. Therefore, a table with comparative data for the composition, by sex, of the police services of Australia’s states and territories (and New Zealand) in a then and now snapshot is included in this paper [Refer to Appendix B]. Either way, or at any point on a continuum between the two points, both data sets are important from historical and practical viewpoints.

In terms of the responses, the Commissioner of the Western Australia Police Department [WAPD] wrote that ‘... (t)he Western Australia Police Services (sic) recognises the desirability of having

a greater representation of women at the higher ranks within the police service and is continually considering strategies with which to enhance the status of women within the organisation. While it is acknowledged that equal opportunity and anti-harassment policies are a necessary element of the strategies, and such policies are in place, it is recognised that other affirmative actions strategies are required’.¹ It was noted by the Commissioner that, at the time of the response, the WAPD had not previously heard of the proposal to conduct an ‘Australian Women in Policing’ conference (WAPD, 1995). Thus a commitment was not given to ‘... sending attendees to a conference without first being aware of the details ...’ (WAPD 1995).

Chief Commissioner Comrie of the Victoria Police [VP] wrote that ‘Victoria Police is committed to the provision of an equitable workplace for all employees, and recognises the need to ensure that there are no barriers which prevent staff from reaching their full potential. The staff of the Victoria Police EEO Unit constantly monitors all policies and procedures to ensure that there is no direct or indirect discrimination ... To ensure that the needs of women are addressed, Victoria Police is currently in the process of developing a Strategy for Women. The strategy will contain a number of initiatives aimed at addressing the needs of both sworn and unsworn employees’.² However, no mention was specifically made in that response to the notion of the Conference of Women Police (VP 1995), despite the inclusion of the motion in the letter that was forwarded to VP.

A response from Commissioner Lauer of the New South Wales Police Service [NSWPS] included much data in the form of attachments.³ Two important points were made in the text of Commissioner Lauer’s letter. They were: (1) the celebration of 80 years of Women In Policing in that state, and (2) that the ‘NSW Police Service would be prepared to support the Womens’ Liaison Officer or her spokeswoman (sic) representative to attend an Australian Police Womens’ Conference’ (NSWPS 1995). The rhetorical observations of that letter are more worrying. ‘Women in Policing has (sic) proved to be crucial in providing an equitable and professional service to both the community and the Police Service. I am proud to say that this has provided an example *for other states and territories to follow* (NSWPS 1995) [italics added].

4 Letter dated 2 February 1996 from Commissioner D. A. Hunt, bearing no reference number.

5 Letter dated 24 January 1996 from Commissioner J.P. O’Sullivan, bearing no reference number.

An interesting case is that of the South Australia Police [SAPOL], particularly given the response of the senior officer present to the paper presented by Senior Constable Lunn at the First Conference. Commissioner Hunt wrote in January 1996 that '(t)he South Australia Police recognise the difficulties that confront women officers in what is still to some extent, a non traditional area of employment for women. SAPOL positively supports the Conference and is currently making provisional funding arrangements to ensure that this Department is well represented at the Conference and to enable the attendance of as many serving women officers as possible' [italics added].⁴ However, the initial response by the senior officer present, to the paper by Senior Constable Lunn, which included data about the aberrant behaviour to which some women in that Department had been subjected, was one of denial. That is probably not surprising, given that Lunn was denied official permission from the South Australian Police Women's Committee to present the report – but courageously did so nevertheless. However, such conflicting and inconsistent standards are not a rare occurrence in public policing.

Queensland's Police Service [QPS] Commissioner, Jim O'Sullivan, responded on 24 January 1996.⁵ Enclosing much data with the response, including the EEO Management Plan 1994-96 and an accompanying Evaluation Report, he wrote that the 'Queensland Police Service has supported the concept of the Australasian Women in Policing conference and will be represented at the steering committee and at the conference proper' (QPS 1996). Not only was that support actually carried through, in terms of the participation and attendance at the first Conference, Commissioner O'Sullivan attended and openly supported women in public policing at the afternoon session of the Conference. Importantly, that support has continued whereby Commissioner O'Sullivan has shown true leadership across the country by co-hosting this Second Conference in Queensland. He has also been vocal in encouraging his senior executive officers in Queensland to (a) become involved, (b) give practical support by attending, and (c) encouraging staff within their functional areas of the QPS to attend the current Conference.

The commitment of the other commissioners might be shown by their attendance or otherwise in the session on the final day of this Second

Conference – given that some may be genuinely unavailable to participate. It will be particularly interesting to assess the tone of that session – orchestration of an event or transparency linked to accountability in terms of both women police and clients of public policing. Nevertheless, enhancing the position and status of women should not be left to officialdom and public administration. The strength of ACWAP is that it is an independent body, free from 'official' constraints.

That strength is a sound commitment, by members, to the aims of ACWAP's, built with the tools of a sound knowledge and understanding of the resourcing and cultural realities within public policing. For example, nobody would deny that support of commissioners will be an important factor in progressing the aims of ACWAP. However, the support of the commissioners should not be presumed as 'essential' to achievement of those aims. With freedom of expression and freedom of association being cornerstones of any democracy, no member should be dissuaded from joining or contributing to an independent, professional body. History has shown the slow progress of the position of women in public policing, combined with apathy in terms of implementing many potential policy and operational procedures which would positively assist women who are the clients of public police. Ultimately the greater good may be achieved by reciprocal consultation between AWIPAC and ACWAP, rather than solely relying on official sanctioning. Further, if minutes of meetings and discussion papers of AWIPAC are published, the membership of ACWAP may contribute by the submission of constructive responses and suggestions.

At the end of the day, what is termed radical by one administration may be embraced by its successor without 'fear or favour'; it takes visionary leadership to make things happen when they should rather than waiting for a more favourable climate. As ACWAP has the opportunity to canvass views of, and support from, other groups of women in the community, more gains may be made in the longer term by their independence from officialdom. The tenacity of women with a broad view of what is required continued at the 6th Women and Labour Conference held at Deakin University, in November 1997. It was another milestone in operationalising ACWAP.

At the 'Women and Policing' session of that Conference, again with the leadership of the

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6 While they 'are' part of the push, it is arguable that the number of femocrats is declining – rapidly in some Australian jurisdictions.

'The goal posts are shifted regularly for women; educational qualifications, operational experience, country service, specific specialist experience and other areas of expertise are cited as the rationale for women missing out, on merit, for promotions.'

young women, others joined in to consider the establishment of the Council and to tease out some aims, as well as some strategies to achieve them. Given the history of women in public policing to date, is it necessary to have an organisation directed at enhancing the position of women in public policing? What mechanisms might best support those women requiring the services of the public police? It is asserted that it is necessary for both groups of women to have an independent voice and add that much knowledge and many skills can be learnt if one participates actively in such an organisation.

WHERE DO WE WANT TO BE?

An historical account of the progress of ACWAP, as developed at the 6th Women and Labour Conference, can be found in *The Journal* (Robson & Burke 1998, pp. 12-15). How do groups like ACWAP need to operate in order to continue the quest that will enable women to make their contributions, encourage them to reach their full potential, and to live their lives free from violence and fear? For some women, it is useful to participate in the process, and to be part of history in the making.

In order to achieve the aims of ACWAP, there will need to be input and commitment from a number of people, not least of whom are the women clients of public policing and women from public policing organisations. Again, it must be stated that those groups of women are not circumstances, and are generally enhancing the status of women in our communities. So why do we need groups like ACWAP if such achievements have been made by and for women? Despite some gains being made, there are so many more things to achieve.

There is a benefit from 'being involved'. Given the tactics and processes that have been used by women, it is interesting to note how the changing paradigms of management reflect quite a number of the strategies and processes used by women in other phases of life and living. The language may be different or inappropriately applied, and the issues may be different, but the process does reflect those strategies used by women in many aspects of their daily lives.

One method to review the management issues is by recourse to a paradigm. Clegg et al (1995 cited in McKenna 1999, pp. 320-324) have developed a table which contrasts the 'new' and 'old' paradigms of management. Included in that table are strategies and methods by which managers

may achieve their organisation's goals. In order to achieve reform in public sector bureaucracies, women will gain by pushing the process. Given the length of time it may take to achieve a promotion, on merit, within a public policing organisation, it will be vital for women to take advantage of every opportunity to develop the core competencies required. The goal posts are shifted regularly for women; educational qualifications, operational experience, country service, specific specialist experience and other areas of expertise are cited as the rationale for women missing out, on merit, for promotions. Because the core competencies change over time, women, while not necessarily agreeing with the philosophy of change within management practice, need to be aware of the change. For example, Limerick, Cunnington and Crowther (1998, p. 3-4) assert that '... the new, post-corporate, network organisation:

- has evolved to deal with a new era of change;
- reflects broader patterns of social change;
- has a radically different pattern of organisation;
- has a radically different corporate culture;
- requires a new, strategic mindset; and
- is participant focussed, not manager focussed'.

With the change in emphasis comes change to management practice in the private sector. In terms of the public sector, change from administration to management principles and processes, has been embraced. Hughes (1998, pp. 59-65) identifies some of the new public management themes as: hands-on professional management, explicit standards and measures of performance, greater emphasis on output controls, a shift to disaggregation, a shift to greater competition, a stress on private sector styles of management practice, and finally, discipline and parsimony in resource use. Whether it be in the public sector, the private sector, or the non-government sector, management skills will be essential. Non-government service providers are required to develop strategic plans, submit detailed budgetary requests and details of expenditure, as well as to construct policy submissions or react to proposals to change public policy.

Women in that non-government sector need to possess, or have access to, those same competencies and skills possessed by their private and public sector colleagues. One need not agree philosophically with the latest fads in private sector management, economic rationalism, managerialism or the new public management, but one must be aware of what each of those concepts means for women. For example, with the

introduction of a goods and services tax, what will be the impact of the amended funding arrangements between the Commonwealth, and state and territory governments? What happens to services for women when Commonwealth financial grants the states and territories are 'untied'? How high will the needs of women rise in the system of government wherein the welfare state is fading into the past and development, productivity and economic enterprises are, in the eyes of the men who rule, the cornerstones of an effective and efficient government?

ACWAP presents a timely opportunity for women to practise their management skills in a supportive environment. That particularly applies to women used to working in bureaucracies such as police departments. Those paradigms of the old and the new management developed by Clegg et al (1995 cited in McKenna 1999, pp. 320 – 324) are as follows:

<u>'NEW' PARADIGM OF MANAGEMENT</u>	<u>'OLD' PARADIGM OF MANAGEMENT</u>
Organisation learning	Organisation discipline
Virtuous circles	Vicious circles
Flexible organisations	Inflexible organisations
Management leaders	Management administrators
Open communication	Distorted communication
Markets	Hierarchies
Core competencies drive product development	Strategic business units drive product development
Strategic learning capacities are widespread	Strategic learning occurs at the apex of the organisation
Assumption that most organisation members are trustworthy	Assumption that most organisation members are untrustworthy
Most organisation members are empowered	Most organisation members are disempowered
Tacit and local knowledge of all members of the organisation is the most important factor in success and creativity creates its own prerogative	Tacit and local knowledge of most members of the organisation must be disciplined by managerial prerogative

The above table makes clear the shift in emphasis in management practice from yesterday's to today's world. It now includes concepts such as learning and flexibility, appropriate leadership styles, networking, innovation, responsiveness, service, empowerment of people, devolution of authority, and technological enhancements – to name but a few. Each of those concepts, by whatever name, has relevance to women – both in public policing and in the broader community. However, for women in public policing, there is the shroud of a masculinist culture to bury; such a revolution brings with it the accompanying potential of enhancements to their status within the organisation and the power to make a difference for women both inside and outside the organisation. How might that freedom or liberation be achieved?

In terms of the comparative model developed by Clegg et al (1995 cited in McKenna 1999), both the organisations for which they work and the women themselves must be committed to learning. Being fired by the quest for new knowledge and process, then being given the opportunity to gain it, will be important. As Drucker (1969) has argued, we live in an age of

discontinuity. That brings in not only the notion of a life-long learning cycle, but also the need for flexibility as one lives with and responds to changing circumstances.

One of the core competencies desired in prospective managers is leadership. In the assessment centre process used by a number of public policing services in Australia, strategic leadership and the ability to positively influence outcomes are pivotal to various positions and ranks (for example, refer to the Queensland Police Service Assessment Centre Processes 1990, 1992, and 1998 to the current time, together with the New South Wales Police Service Assessment Centre Processes 1997 to the current time). An organisation such as ACWAP provides members with the opportunity to practice relevant competencies within a supportive environment. Those women undertaking executive positions within ACWAP contribute to the development of a vision and assist in implementing the strategies that enable the vision to be achieved.

Many officers attending the Australian Institute of Police Management acknowledge the benefit of meeting with their peers from other jurisdictions. Such networking enables them to exchange knowledge about contemporary practice and developments in the various skills' areas and geographic domains. Within ACWAP, not only is access available to one's peers, there is also an opportunity to work alongside more experienced people both within and without public policing, who can act as mentors to the neophyte committee member. Having a role model and/or mentor, such as the current President – Assistant Commissioner Christine Nixon – is one example of the benefit of that process. As we know, Christine has worked both within her organisation and with the community to the benefit of women.

Organisations such as the International Association of Women Police, and the European Police Women's Network, have existed for longer periods than ACWAP. However, the preparedness to introduce that style of organisation to police women in Australia would not have occurred when it did, without the foresight and courage of women such as Melinda Tynan, Jill Bruce and Helen McDermott. The Australasian Women in Policing Advisory Committee exists to advise commissioners on developments relevant to and necessary for women in public policing. However, the members of that committee, regardless of their interest in or commitment to representing other women, are nominated by the commissioners. A more innovative approach is to have women meet, in a representative way, knowing that those

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‘Women’s “values and interests” should be given due weight and consideration in both policy development and the operational activities of police. Responsibility for that is vested in the leaders and managers of public policing, as well as the individual police officers who respond to calls for service.’

representatives have been elected by members (or selected) because of their commitment to issues impacting on women and to advance the status of women in public policing organisations. McKenna (1999, p. 417) suggests that innovation is about knowledge – particularly gathering and applying good ideas to the benefit of the organisation – and that this requires both ‘individual and group creativity’.

Participation in activities sponsored by ACWAP, either in an executive position or as a general participant, has the propensity to empower those women who have ambitions within public policing, those who want to enhance their many competencies, and/or those who seek to contribute in some meaningful way to improving the status of women in the profession. The days when it was a ‘fanciful’ notion for women to have ambitions within policing should be a thing of the past. The achievement and promotion of women are sometimes met with claims of bias in favour of women, yet those types of claims are usually not heard in respect of men who gain promotion through the same process. Empowerment is a potent force. Once empowered, or once they become ‘more’ empowered, women have the potential to directly mentor and encourage other women in ‘the job’. They also have the potential to gain recognition for achievements that may otherwise go unnoticed. Such women may also then encourage women external to public policing to voice concerns about inappropriate service standards and policies. The collaborative approach then has the propensity to make meaningful change and difference to women’s lives.

As shown in the ‘new’ paradigm of management by Clegg et al (1995 cited in McKenna 1999, pp. 320-324), core competencies will drive product development. If the product we are seeking is enhanced public policing practice for women, whether inside the job or as clients of public policing, and if there is acknowledgement that women will not be *given* any concessions to make up for the discriminations encountered, they must acquire those core competencies. Given that strategic learning capacities will be widespread, one lesson to be learned will be to trust those opinions given in good faith. Whether by police to community or community to police, there will need to be acknowledgement that we can each learn from the other. A fundamental bridge to build is the assumption that most organisation members are trustworthy. In that regard, it will take time to break down some of the barriers which have existed between the groups so that

meaningful consultation and collaboration can occur. Particularly in public policing, high ranking members of the services must trust those at junior levels to represent their interests and accept the challenges dealt to them. A starting point will be the open admission that things are not as they should be. It will be a sign of maturity, rather than weakness, for senior police to publicly admit the mistakes of their members. Responsiveness to the needs of women will be important in this whole process.

If we are to accept that public policing is part of a ‘representative bureaucracy’, then it is worthwhile to remind ourselves of the assumptions that underpin responsiveness, which is part of that notion (Thynn & Goldring 1987). The two assumptions are:

(a) that the values and interests of ‘substantial social groups’ in a community can, and will, be genuinely understood and given appropriate expression in the administration only by officials who are, or were, drawn from those groups, and

(b) that by reason of their being understood and articulated, the values and interests of different groups will naturally be given due weight and incorporated meaningfully in official recommendations and decisions (Thynn & Goldring 1987, p. 217).

Women are certainly a ‘substantial social group’ in our community. Women have a genuine place in public policing. Further, women’s ‘values and interests’ should be given due weight and consideration in both policy development and the operational activities of police. Responsibility for that is vested in the leaders and managers of public policing, as well as the individual police officers who respond to calls for service. But responsibility is a complex notion and those leaders, managers and operational police must be aware of the potential conflict which may arise between political, professional and personal forms of responsibility (Thynne & Goldring 1987, p. 215). Appendix C contains a table that identifies the definitions, pathologies and responses in terms of political, professional and personal responsibility. Particularly for police, there is a potential to misuse power and fail to comprehend the complexity of their position.

Davis (1975, pp. 2-3) encapsulates that potential (and the reality of abuse of power) when he posits:

When we have asked why an officer enforces something, the answer is that he [sic] has to. When we ask why an officer does not enforce something, the answer is ‘We can’t enforce everything’. Those are the two fundamentals according to what we are told. Rarely does an officer, high or low, try to put the two answers together.

Thus, police should not become defensive when

questioned about inconsistent policing policies and service standards. Women in the broader community have been seeing the inconsistencies for decades. Women seeking some form of redress from poor policy and practice should not be viewed by police as some form of affront. Rape, sexual assault, incest, and domestic violence are often dealt with through a male framework wherein, from a women's perspective, men have historically been the perpetrators of those very crimes. Refusal of a public police service to formally prioritise women's issues within police policy, allows a random police response to criminal acts. That decision, to intervene or not, is seen by many women to be left to male police officers, usually aged between 20 and 35 years, who many women victims may see as the traditional perpetrators of those types of crimes.

O'Faircheallaigh et al (1999, p. 7) alert us to the fact that there are some 'in the public sector who now accept unquestioningly that the concept of the 'public interest' is entirely synonymous with what the present minister believes, utters, or is said to want'. Given that women stand to lose some of the gains they have made if, every time a minister changes, the policies and emphases change, it will be even more imperative for women to continue the networking, lobbying, participating, and decision-making. Given their exclusion from many of the policy processes, it will also be incumbent on women to ensure that their industrial gains do not slip back. We fail to keep up the fight, or support those who fight on our behalf, at our peril.

HOW DO WE GET THERE?

At the first Conference of Australasian Women Police in Sydney, a paper by Bolen and Ramsay (1996) addressed the combined problems and experiences of women in public policing and women as clients of police. In that paper (Bolen & Ramsay 1996, pp. 16-18), three levels for taking up '... the necessity and strategy of linking the needs and concerns of women police and women clients' of public policing were outlined.

The first was that the concerns would be best 'addressed at the highest policy levels' (Bolen & Ramsay 1996, p. 16). Secondly, it was asserted that police management had a role, particularly in terms of the link between equitable management practice and equitable and accurate service delivery (Bolen & Ramsay 1996, pp. 17-18). Since there are now two women's forums in policing, it could be added that it is vital that a strategic alliance be formed between AIWPAC and ACWAP to work together on common issues

to ensure that all women benefit from their activities. That view links into the third level which was originally presented. After acknowledging that women were usually the 'agents of change on (their) own behalf', a strategic alliance between police women and community women would be a positive development so as to 'challenge and eventually transform the nature and culture of public policing, to our mutual benefit' (Bolen & Ramsay 1996, p. 18). As the title of this Conference suggests, 'Women **and** Policing' covers the concerns of both police women and public policing for women. While that signals progress in linking the needs and concerns of women police and women clients of public policing in Australia, there are many gaps still evident in both respects as we near the end of the century and approach the new millennium.

For example, women police are still greatly under represented in the senior levels of all public policing organisations in Australia. While New South Wales currently has the most senior woman in Australian policing, at the rank of Assistant Commissioner, the total number of women police at commissioned officer level in 1998 in that State is very unimpressive [i.e. as at 30 June 1998 there were only nine women at commissioned rank]. Conversely, the highest-ranking women in Queensland's Police Service are Superintendents, and yet the total number of commissioned women police in that State is 14 [Refer to Appendix B for data from other jurisdictions].

Given the total personnel of both police services, given that New South Wales was the first Australian state to enact equal employment opportunity legislation in 1977 (Poiner & Wills 1991) and given that Queensland was one of the last jurisdictions to introduce any form of equal employment opportunity legislation in 1992, one might argue that legislation, by and of itself, will not change the position of women. For example, under Whitrod's commissionership in Queensland public policing during the 1970s, the proportion of women in public policing rose to the highest in Australia, without any legislation *requiring* the recruitment of women (Bolen 1997). It is not difficult to see how true leadership can make a difference for women in public policing. It is also arguable that some of the benefits women have in terms of promotion in Queensland can be attributed to their earlier integration into a variety of public policing activities than many of their interstate counterparts. Potentially, some of the service gaps for women will be closed when there is a critical mass of police women in all police

'Women seeking some form of redress from poor policy and practice should not be viewed by police as some form of affront. Rape, sexual assault, incest, and domestic violence are often dealt with through a male framework wherein, from a women's perspective, men have historically been the perpetrators of those very crimes. Refusal of a public police service to formally prioritise women's issues within police policy, allows a random police response to criminal acts.'

'Given their exclusion from many of the policy processes, it will also be incumbent on women to ensure that their industrial gains do not slip back. We fail to keep up the fight, or support those who fight on our behalf, at our peril.'

‘A strategic alliance between police women and community women will be essential to achieving both the challenge to, and transformation of, the nature and culture of public policing to the benefit of women.’

‘There is a need for greater representation of women at both non-commissioned and commissioned levels, in public policing. By having those women contribute substantially to public policy making and leadership in the field, a wealth of diverse interests would be better served by inclusive, public policing.’

ranks, senior, junior, and recruit, together with a reasonable representation across the various areas of specialty in the job.

In terms of a public policing service to women, particularly those suffering domestic violence or sexual assault, we need to remind ourselves continually that their needs are often not met. Comrie (1999, p. 227), speaking of the Victoria Police Force ‘Service Improvement Program’, asserts that in relation to family violence incidents ‘75% of cases require no further police action’. His concern seems to be one of efficiency because of the assertion that ‘(i)nitia] police involvement at each incident can often take up to four hours’ (Comrie 1999, p. 227). However, that is slightly tempered by the assertion that a different approach is proposed to ‘address service gaps, streamline the legal process, and provide a more timely and effective customer service’ (Comrie 1999, p. 227). It is not difficult to imagine the physical and emotional pain suffered by many of those women who were afforded no protection when they were in desperate need of it. Equitable and timely service in the delivery of public policing services is required. It is to be hoped that the ‘(n)ew procedures ... to be trialled shortly’ (Comrie 1999, p. 227), will be appropriate to women’s needs or, to use the faddish management term in full, will meet ‘customer service **obligations**’. What an outcry there would be if 75% of break and enter, robbery, or car theft complaints required ‘no further police action’?

When addressing the subject of the need for proper regulation of corporations and the securities industry, Watson (1997, p. v) asserted that the National Council of the Australian Institute of Company Directors ‘became very concerned at the increasing attention being paid to the ‘conformance’ role of the board with little attention being paid to the ‘performance’ role’. He added (Watson 1997, p. v) that ‘there was a very real risk that so much attention would be paid to ‘conformance’ that ‘performance’ would suffer’. In terms of public policing, it is essential that the community expect, and have delivered, high standards of both ‘performance’ of duties and ‘conformity’ with the law, the spirit of the law, and appropriate service policies and procedures.

When each police officer who attends a job, particularly those jobs involving domestic violence or sexual assault, acknowledges the rights and needs of the complainant, then complies with the law, the spirit of the law, and appropriate public policing policies, we will know that some of the gaps in the service delivery have been closed at some level. When women in public

policing do not feel a need to succumb to the masculinist culture in their occupation, and help to dispel the myth that most police work is fast, physical, active and dangerous, we will be some way along the path to breaking down the problematic aspects of the police culture. Social work, calls for service and administration form the greatest majority of tasks undertaken by police. It is only by such acknowledgement that we may see inclusive public policing at its best. A strategic alliance between police women and community women will be essential to achieving both the challenge to, and transformation of, the nature and culture of public policing to the benefit of women.

The Chairman and CEO of General Electric Company, John Welch Jr., has said ‘... without hesitation that almost every single good thing that has happened within this company over the past few years can be traced to the liberation of some individual, some team or some business’ (cited in Limerick & Cunnington 1993, p. 1). Perhaps there is a lesson here for women from the world of management – they do learn eventually the benefits of liberation of all people.

Conversely, senior executives from the public and private sectors, and politicians, might acknowledge that women can teach them some lessons. Women will not be silenced, they will not ‘go away’, and nor will they become invisible. It has long been argued that women’s lives will only be enhanced once they are truly liberated, individually and collectively. Writing in 1791, Mary Wollstonecraft argued for ‘female emancipation based on a cogent ethical system’ (Brody 1992, p. 12) to enable women to fully contribute to all aspects of life. While some progress has been made since 1791, we need neither be satisfied nor lulled into accepting that these gains are anywhere near sufficient.

In essence, this paper advocates that there is a need for greater representation of women at both non-commissioned and commissioned levels, in public policing. By having those women contribute substantially to public policy making and leadership in the field, a wealth of diverse interests would be better served by inclusive, public policing. Further it advocates co-operation between ACWAP and AWIPAC in order to have women in policing and women as clients of policing better served by public policing. Last, but by no means least, it also advocates that women in policing and women in the broader community work together to achieve, what is referred to as inclusive public policing.

Appendix A

Dear Sir,

Re: Resolutions about women police from a workshop at the 5th Women and Labour Conference in Sydney

On Sunday 1 October 1995, a workshop titled Families and non-traditional employment was held as part of the 5th Women and Labour Conference. Attendees at the workshop heard, inter alia, from two women police about a proposal for a conference titled 'Australian Women in Policing' and their strategies for enhancing the status of and support for women in policing. That was particularly relevant and enlightening as delegates from the recent United Nations sponsored Women's Conference in Beijing, had heard from the European Policewomen's Network about a strategy for enhancing equal employment opportunities and affirmative action for women police.

The Workshop participants voted unanimously in favour of the following two motions:

'That this workshop resolves to require all Commissioners of Police of the Police Forces and Services in Australia to realistically support women police by actively implementing equal employment opportunity policies and affirmative action strategies to enhancing the status (i.e. rank) of and numbers of women police in their organisations;'

and

'That this workshop commend to all Commissioners of Police the potential for an Australian Police Women's Conference and encourages Commissioners of Police to financially and practically support police women's attendance at the Conference.'

The workshop acknowledged the similarities of structural, cultural and strategic difficulties confronting women in policing, motor mechanics, the actuarial profession, and many others. However, it also acknowledged the centrality of policing in our society as a branch of government activity, the power of police to 'maintain order', and the needs of women who have been sexually assaulted or who are victims of domestic violence. While it also noted the lack of women named in corrupt activities in various corruption scandals nationally and internationally, the workshop acknowledged the complexity of possible explanations and reasons for that outcome.

In accordance with the motions, this letter seeks your support for women, in meaningful ways, including financial and practical support for the proposed conference. Should you have any data, together with your views on the resolutions, which can be fed into the Women and Labour

Conference records, I would be pleased to hear from you. Data would include policies on equal employment opportunities for women, their current status and numbers within your organisation, including recruits or cadets, and details of any policies you have implemented within your jurisdiction to overcome past discrimination – including supporting women in their quest for operational experience (particularly those precluded from so doing the 1970s), permanent part-time work policies and numbers applying for it as distinct from those actually employed that way, recruitment policies including physical agility tests, (and) pre-entry, child care, and family leave provisions.

Following on from the workshop's resolution both motions were put to the plenary session of the total conference and again were supported. In many ways, women are taking the opportunity of working with police in relation to crime prevention generally (i.e. areas such as Neighbourhood Watch, Safety House, etc), but specifically in relation to crimes against women including sexual assault and domestic violence. In that spirit, and with your anticipated support for women in your organisations and for the conference, I await your reply on behalf of workshop attendees.

Yours faithfully

Appendix B

Jurisdiction	Total Police*			CO's@#			Total Police#			CO's@#		
	M	F	%	M	F	%	M	F	%	M	F	%
Queensland	5302	796	14.5	Uk	9		6019	1130	18.0	283	14	3.0
New South Wales	11304	1714	13.2	Uk	1		11117	2195	16.5	391	9	2.3
Victoria	8382	1378	13.8	Uk	2		8507	1426	14.4	891	8	0.9
Tasmania	916	158	14.7	Uk	0		883	170	16.1	57	1	1.7
South Australia	3132	514	14.0	Uk	2		3060	612	16.7	106	2	1.9
Western Australia	3935	418	9.6	Uk	0		4296	556	11.5	144	1	0.7
Northern Territory	615	127	29.7	Uk	1		728	211	22.5	36	2	5.3
Australia Federal Police	1892	386	17.2	Uk	2		1584	372	19.0	98	3	3.0
New Zealand	5925	897	13	Uk	3		6039	1124	13.7	239	5	1.6

* These data represent the Australia and New Zealand Police Services by sex as at 30 June 1995. Source: Tynan (1995a) cited in *The Whip*, Issue #1, November 1995, p. 2, and data provided by AWIPAC in 1998.

@ Commissioned Officers. 'Uk' should be interpreted as unknown.

These data represent the Australia and New Zealand Police Services by sex as at 30 June 1998. Source: Data were collected by the Australasian Women in Policing Advisory Committee [AWIPAC] 1998.

Note: Additional data concerning the numbers of women in policing in Australia can be found in Bolen and Ramsay (1996, pp. 5-7). As well, the Australian Institute of Criminology series titled 'Trends and Issues in Crime and Criminal Justice', issue No. 58, concerned 'Women in Policing'; it was published in July 1996 and was written by Vicki Wilkinson and Irene D. Froyland. Annual Reports of some of the police departments also contain relevant data.

Appendix C

Meaning of Responsibility	Definition	Pathologies	Appropriate Counter-Meaning
Political	Action consistent with or accountable to objectives or standards of conduct mandated by political or hierarchical authority	<i>Unquestioning Obedience</i> : Use of higher authority and external standards to avoid recognising personal responsibility – "I had no choice in the matter, I was just following orders"	Personal
		<i>Political Opportunism</i> : Sycophantic obedience motivated by personal gain or political expedience	Professional
Professional	Action based on judgments informed by best available professional knowledge or standards of ethical conduct	<i>Conspiratorial Professionalism</i> : Expertise used to establish self-serving ends of political power by defining problems solely in terms of that expertise	Political
		<i>Technocratic Professionalism</i> : Dealing with people impersonally – as cases irrespective of unique needs and contexts	Personal
Personal	Action that is critically self-reflexive and non-defensive, such that the individual accepts responsibility for higher actions and their consequences, rather than blame or project responsibility onto others	<i>Solipsistic Subjectivity</i> : Rejecting standards of professional competence so as to over-personalise decisions or justify technical incompetence	Professional
		<i>Narcissistic Dogmatism</i> : Posturing about "personal values" so as to deny legitimate constraints of authority	Political

Source: Thynne, I. and Goldring, J., 1987, *Accountability and Control: Government Officials and the Exercise of Power*, Law Book Company, North Ryde, p. 216. In that work, Thynne and Goldring are citing the reporting of Harmon's address to the Queensland Division of the Royal Australian Institute of Public Administration (now IPAA).

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Unbending Gender: Why Family and Work Conflict and What to Do About It

*A book by law professor Joan Williams,
American University Law School*

Book Review by Susan Fox

*Published in the Winter 1999 issue of the Newsletter of
the Florida Association for Women Lawyers*

In *Unbending Gender*, Professor Joan Williams takes us beyond current thinking about how to manage our complex lives. She makes a compelling case for the proposition that our sense of conflict is not so much about our personal choices as about a society that defines the ideal worker in a way that automatically disadvantages women.

Professor Williams asks us not to eschew equality, but to redefine it. She shows that men have the gender privilege of being able to perform as ideal workers, while women do not. This is because the concept of the ideal worker is constructed so as to exclude women.

Unbending Gender seeks to take us beyond the 'gender wars' by showing that men as well as women suffer from anxiety, burnout and feeling of being overworked. They too want to escape stereotypes that make it difficult for them to fully engage in family life and consign them to a 'grey life of hard labor.'

Extensive study data and documentation are provided to support her ground breaking conclusions. Professor Williams shows that mothers, even today, remain marginalized: most do not work full time in an economy that severely penalises part-time work, and few work overtime, even though almost all the 'good' jobs require it. Thus the wage gap between mothers and other workers is not only existent but widening.

A central goal of the book, according to its author, is 'to persuade women to think about their own lives in a different way, not as an expression of personal priorities that occur within their heads, but as a clash between the way society tells women that children should be raised and the way it chooses to organize market work.' In this goal, the book is a remarkable success.

A second goal is to challenge the instinctive belief that change in the work structure is economically infeasible. This point is also compellingly made by citing studies about how much it costs to replace women workers, as well as how flexible employment increases the productivity of workers.

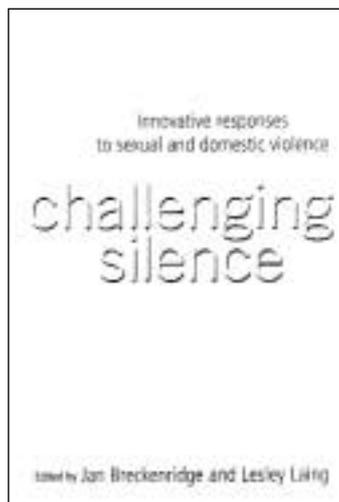
Professor Williams says that it is time to acknowledge that women as a group do not perform the same as men. Yet, since women have demonstrated their competence and abilities, as well as their desirability in the workplace, it is also time to challenge the concept that this difference justifies discrimination. In fact, 'once we invent a language that defines this situation as the result of _

discrimination against women _, rather than _ mother's choice_, we can face the facts and make new demands to restructure work.'

She argues that this will be a generational shift made possible by the fact that younger people _do_ take both women's equality and family roles for granted, where traditional feminists had to act like a man to succeed in a man's job.

Professor Williams' book holds important messages not only for persons involved in labor and employment issues, but for all of us struggling to balance and understand the hidden forces that create conflict in and around us. She proposes solutions through legislation, executive policies, and courts. While many of these changes seem unrealistic today, the prospect that they could someday become reality opens a refreshing new vision of future working motherhood.

Professor Williams is Co-Director of the Project on Gender, Work and Family at the American University Law School where she is a professor. She lives in Washington, D C, with her husband and two children. She is one of the most prolific law professors in the U.S. *Unbending Gender* is available from Oxford University Press, \$30.



Challenging Silence – Innovative Responses to Sexual and Domestic Violence

*Edited by Jan Breckenridge
and Lesley Laing*

Published by Allen & Unwin

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Email: frontdesk@allen-unwin.com.au

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In the 1970's, the silence surrounding sexual and domestic violence was broken and feminists demanded services to address the problem. In the 1980's, government funded community programs to provide services for victims. The 1990's saw a backlash against the victims of sexual violence and services provided for their support.

Challenging Silence assesses the state of play with sexual and domestic violence. It examines the effectiveness of current services in the context of both Australian and international law and policy. It looks at innovative developments in practice and research, and outlines strategies which are proving successful in supporting victims and addressing offenders' accountability and responsibility.



Getting Equal The History of Australian Feminism

By Marilyn Lake

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Women today enjoy freedoms unimagined by their mothers and grandmothers – the result of over 100 years of feminist activism in this country. *Getting Equal* is the first full length history of the movements – and their feisty, ebullient, determined leaders – who fought for women’s political and economic rights, sexual and drinking rights, the right to control their bodies and their destinies.

Getting Equal provides new understandings of women’s activism and new perspectives on Australian politics: it shows that feminists were leading theorists of citizenship and the welfare state and outspoken advocates of Aboriginal rights and international law. But the goal of equality has also proved problematic: participating in the world on men’s terms has reinforced the masculine standard as the norm.

In this path breaking and lively study, leading historian Marilyn Lake challenges common misconceptions and offers new interpretations of a politics that has swung between an emphasis on women’s difference from men and a demand for the same rights as men. It is her hope that a knowledge of the complexity of the past will enable us to be more clear-sighted about what remains to be done.

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Gender, Aesthetics and The Body

Saturday 18th November 2000 London Voluntary Sector Resource Centre

We are seeking papers on the theme of 'Gender, Aesthetics and the Body' and its intersection with a range of issues including: sexuality, the law, 'race', time and space, ethnicity, religion, (dis)ability, culture, class, age, science and technology, work and organization.

If you are interested in presenting a paper, please send us an abstract of no more than 250 words by 31st August 2000. Please send your abstract to: Melissa Tyler, School of Social Sciences, Glasgow Caledonian University, City Campus, Cowcaddens Road, Glasgow, G4 OBA, Fax: 0141 331 3439, email: M.Tyler@Gcal.ac.uk or

Mehreen Mirza, Dept. of Education and Social Sciences, University of Central Lancashire, Preston, PR1 2HE, Fax: 01772 892922, e-mail: m.mirza@uclan.ac.uk

2nd European Conference on Gender Equality in Higher Education

Sept. 12-15, 2000 in Zurich

Call for papers on the web:

<http://hvwww.EQUAL.ethz.ch/conference2000/conf2000.html>

International Association For Feminist Economics at Bogaziçi University, Department Of Economics IAFFE in Istanbul – 2000 Conference

August 15-17, 2000

Istanbul, Turkey

The IAFFE in ISTANBUL – 2000 Conference aims to bring together new and innovative insights from various disciplines to contribute to the development of feminist approaches to economics. It will promote the breakdown of traditional disciplinary barriers in order to understand the economic interrelations and structures that constitute and change the lives of men and women. Further information from Prue Hyman Women's Studies, Victoria University of Wellington (Prue.Hyman@vuw.ac.nz) and on website <http://hamlin.cc.boun.edu.tr/-iaffe>.

Gendering Ethics / The Ethics of Gender

An international interdisciplinary conference

23-25 June 2000

for more information, contact:

gender-studies@leeds.ac.uk. <http://www.leeds.ac.uk/gender-studies/>

Organised by the Centre for Interdisciplinary Gender Studies, University of Leeds. Keynote speakers: Patty Abozaglo, Cynthia Cockburn, Lynette Hunter, Sabina Lovibond, Selma Sevenhuijsen, Vandana Shiva, Seyla Benhabib, Jayati Gosh, Grace Jantzen, Lois McNay, Joan Tronto, Nira Yuval-Davis.

Gendering the Politics of Everyday Life

Women's Committee of the Economic History Society

18 November 2000

Institute of Historical Research, London.

The organisers of the 2000 annual workshop of the Women's Committee of the Economic History Society invite proposals for individual papers under this year's workshop title, Gendering the Politics of Everyday Life. Proposals are welcomed from both new and established researchers.

The workshop will focus on the various processes by which power relations are gendered whether actual power relations between the sexes, or the ways in which gender has been used as a metaphor to understand how power operates in all the areas of everyday life. Possible themes/areas of focus include: gendering the rent strike/food riot/community action; gendering the cooperative movement/co-operation; reassessing the boundaries of public/private; the implications of everyday economic activity for power relations in households and communities; the distribution of resources within families and communities; the gendering of everyday consumption/shopping; sexual relations and sexuality within families; gendering the occupation and control of everyday spaces; gendering campaigns around housing/local environment/access; gendering intra-community divisions/struggles; gendering education and access to education; resistance to/defence of the gendering of everyday life Karen Hunt, Department of History and Economic History, Manchester Metropolitan University, Manchester M15 6LL. Fax: 0161 247 6398 E.mail: k.hunt@mmu.co.uk

Proposals were due 17 March 2000.

Sexual Abuse and Exploitation of Children:

A health and criminal justice perspective

Newcastle-upon-Tyne, 18-24 June 2000

This British Council seminar aims to tackle how law enforcement agencies and health professionals can develop strategies to ensure that the principles ratified by the UN in the Convention on the Rights of the Child are put into practice. Further info from Robert Pinheiro, The British Council. Email network.events@britishcouncil.org.

Poverty, Prosperity, Progress

Second Biennial Aotearoa New Zealand International Development Studies Network (DEVNET) Conference

17-19th November 2000, Victoria University of Wellington

Hosted by the Masters of Development Studies Programme,

Victoria University of Wellington and DEVNET

Expressions of Interest were due 37 March 2000

This conference provides an opportunity for participants to analyse and reflect upon the relationships between poverty and development in Aotearoa/New Zealand and overseas, and to share experiences and lessons from addressing poverty, prosperity and progress in different places. Three broad themes corresponding to

the title have been developed to stimulate thought and encourage connections across the conference.

- Poverty – Exploring the parameters of poverty from varying perspectives and identifying common issues and lessons.
- Prosperity – Recognising and measuring the health, wealth and wellbeing of societies.
- Progress – Envisioning socially and environmentally responsible and diverse futures.

Participation invited from: NGO workers, consultants, business people, government employees, voluntary agency workers, community workers, artists, activists, volunteers, policy makers, planners, teachers, academics and postgraduate students.

DEVNET Conference

Development Resource Centre

PO Box 12440

Wellington

Ph 04 472 9545 Fax 04 472 3622

Email: drc@apc.org.nz <http://www.drc.org.nz/>

The Society for World Sustainable Development World Congress on Managing and Measuring Sustainable Development

August 17-22, 2000 at Kananaskis, Canada

The aim of the World Congress is to give all concerned people in The Global Community an opportunity to meet, to encourage, to advise one another about original ways to consciously affect evolution for the good of humanity on four levels – social, economic, environmental and in the wise husbanding of natural resources.

The World Congress will establish a:

1. Benchmark for the 21st Century; and
2. Scale of values for assessment.

The scale of values is about establishing what is very important to ensure a sound future for Earth, what is important, what is not so important, and what should be let go. From this scale, agreed upon by all members of The Global Community, the assessment of sustainable development can be conducted. The benchmark is the scale established in year 2000 along with the first evaluation of sustainable development conducted with respect to the four levels. Your input is vital.

The aim of the World Congress is to give all concerned people in the Global Community an opportunity to meet, to dialogue, to encourage, to advise one another about original ways to consciously affect evolution for the good of all humanity on four levels.

<http://members.home.net/gdufour2000/indexPreliminaryW.html#PI>

Women in the Exchange Society

Caroline Gerschlager, Monika Mokre

Call for Papers:

**19th Women's Conference at the Vienna University for
Economics and Business Administration**

**Women in the Exchange Society: (Self-)Deception and Other
Imponderables**

Vienna, June, 16th and 17th, 2000

The conviction that societies are based on principles of exchange is deeply rooted in modern selfunderstanding. The outstanding importance those societies attribute to exchange in the commercial sense is perhaps the most obvious evidence for the truth of this statement. However, exchange cannot be reduced to the economic sphere as such (the market), but has to be regarded as fundamental for the modern understanding of social relations in general. The continued interest in theories of exchange also outside the field of economics proper is an important sign of this phenomenon ('reciprocity', 'rational choice'). Against this background, the exchange society concept constitutes the setting and theoretical framework for the problem upon which we will focus, that being the particular relation of deception to exchange. DECEPTION, SELF-DECEPTION and WOMEN. What is the reason for deception in exchange as seen from a woman's perspective? How far are the problems of deception studied within the framework of exchange theories? Does the conceptual framework of 'exchange theories' help or hinder us in the exploration of the question of women and (self-)deception?

Prospective participants should send an abstract not later than April, 15th 2000. They will be informed of the decision of the paper selection committee by May, 1 5th 2000. If possible, we would ask you to send the abstract as an E-Mail-attachment (Format: RTF) to Caroline Gerschlager: cgerschl@wu-wien.ac.at or Monika Mokre: mokre@oeaw.ac.at

Otherwise, we would need a floppy disk. Please, send proposals to:
Dr. Caroline Gerschlager

Institut für Volkswirtschaftslehre und Volkswirtschaftspolitik
111

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A publication of the conference papers is planned.



MAKE YOUR PLANS NOW TO ATTEND THE
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| 3) Investigating the Circumstantial DV Case | 10) Coordinated Response Teams |
| 4) High Profile DV cases | 11) Interstate Enforcement of Protective Orders |
| 5) Victim Dynamics | 12) Full Faith and Credit-Confiscating Guns and Weapons |
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Gender and Community Policing

Walking the Talk

Susan L. Miller

While traditional policing celebrated male officers as masculine crime fighters who were tough, aloof, and physically intimidating, policewomen were characterized as too soft and emotional for patrol assignments and were relegated to roles focusing on children, other women, or clerical tasks. With the advent of community policing, women's perceived skills are finally finding a legitimate place in police work, and law enforcement structures now encourage such previously undervalued feminine traits as trust, cooperation, compassion, interpersonal communication, and conflict resolution.

In this illuminating study of gender and community policing, Susan L. Miller draws on a combination of survey data, forthright interviews with a diverse mix of police officers, and extensive fieldwork conducted in a midwestern city where

community policing has been practiced for over a decade. She describes the differences and similarities in policing styles of male and female officers, considers the relationships that develop between neighborhood police on foot and patrol officers in squad cars, and explores the interactions between neighborhood officers and community members.

Miller confronts such questions as how police reconcile incompatible images of masculinity and femininity; how actions of neighborhood police officers compare with those of traditional rapid response patrol officers; how community police cope with resistance from the rank-and-file; and how gender and gender-role expectations shape police activities and the evaluation of new skills.

Gender and Community Policing examines the contradictions that emerge when a

traditional, paramilitary institution is challenged to expand its ideology and practice. It provides both a feminist framework for community policing and a fresh examination of how race, gender, and sexual orientation affect police image, identity, and methods.

SUSAN L. MILLER is Associate Professor of Sociology at the University of Delaware. She lives in Wilmington, Delaware.

CLAIRE RENZETTI, editor of the Northeastern Series on Gender, Crime, and Law, is Professor and Chair of Sociology at St. Joseph's University. She lives in Philadelphia.

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Australasian Council of Women and Policing Inc.

P.O. Box 755, Dickson, ACT 2602
Telephone 02 6258 7498

Email: Inquiry@auspol-women.asn.au

ACWAP was established in August 1997.

It is now a growing group of women within police services and the community who are working together and striving to:

- create an Australasian link in the global networking of women in policing
- improve the position of women within policing
- improve the relationship between policing and women in the community

We invite you to join the Australian Council of Women and Policing (ACWAP).

ACWAP welcomes those who accept the Council's rules and are interested in assisting the Council to achieve its purpose.

Homepage designed by
Mark Taylor & Sue Winston

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