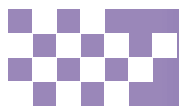




The Journal for
WOMEN
AND POLICING

Issue No. 35 SPRING 2014





Print Post Approved: 100004991

Published by Countrywide Austral Pty Ltd
(ABN 83 146 901 797)

countrywideaustral

Level 2, 310 King Street, Melbourne 3000
GPO Box 2466, Melbourne 3001

Ph: (03) 9937 0200

Fax: (03) 9937 0201

Email: admin@cwaustral.com.au

All Advertising Enquiries:

Countrywide Austral Pty Ltd

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

ACWAP Membership is available from \$50 per year. For more information please contact the Editorial Committee, www.acwap.com.au, PO Box 1485, Woden, ACT 2606, email journal@acwap.com.au or phone 0418 362 031.

Photos: All photos supplied by ACWAP Inc. (unless otherwise credited).

Advertising: Advertisements in this journal are solicited from organisations and businesses on the understanding that no special considerations, other than those normally accepted in respect of commercial dealings, will be given to any advertiser.

Editorial Note: The views expressed, except where expressly stated otherwise, do not necessarily reflect the views of the Management Committee of ACWAP Inc.

Articles are accepted for publication on the basis that they are accurate and do not defame any person.

Due to the difficulties involved in checking sources NO responsibility is accepted for errors or omissions although every effort to vet material is made.

The editorials printed in this issue are the sole responsibility of the editor and are not necessarily the views of the publisher or printer. Comments, opinions or suggestions of authors reflect their own views and do not necessarily reflect the opinion of the editor, ACWAP Inc. or the publisher. It is not possible for this publication to ensure that advertisements which are published in this publication comply with all aspects of the *Trade Practices Act 1974* and the responsibility rests on the person, company or advertising agency who submitted the advertising for publication.

Not a Phone List: It is the desire of the publishers that advertising in this publication or any inserted Buying Guide be used for the benefit of its members and valued sponsors. Therefore we ask you to respect the intention of the ACWAP Buying Guide and not to use it for the purposes of telemarketing and soliciting of donations. Any person, group or company who decides to use the directory in this way is deemed as having accepted the following rates and becomes legally liable to pay these amounts:

1. An amount of \$20,000 to a charity nominated by the publisher for the use of the directory as a mailing list.
2. An amount of \$50,000 to a charity nominated by the publisher for the use of the directory as a telemarketing list.



Issue No. 35 SPRING 2014



Front Cover: Major Karma Rigzin from the Royal Bhutan Police with Queensland Police Service Commissioner Ian Stewart APM.

- 2 President's Report
Carlene York
- 3 Note from the Editor
Philip Green
- 5 Call for papers
- 6 A visit from the Royal Bhutanese Police
Senior Sergeant Samantha Purcell
- 9 Breaking men's silence
- 10 Leading the Way
Senior Sergeant Melissa Hawkins
- 14 An historical journey through women's policing in Queensland
Paquita Rasmussen
- 18 2014 Awards for Excellence in Policing
- 24 Grace Evelyn Hopkins: Her Story
- 26 Engendering change: advancing the role of women in SAPOL
Mathew Rodda
- 29 Can policing learn anything from the experience of engineering aspirants?
Peter Martin
- 30 It Starts With Us: The Leadership Shadow
Heather McIlwain
- 32 Aspire to Achieve
Melissa Hawkins
- 36 Police Transport Command
- 38 Balancing policing and parenthood
Sergeant Kelsie Henderson
- 39 Professional Development and Promotion of Women Police
Sergeant J Price, Dr JM Drew, Ms K Liversidge

PRESIDENT'S *report*

Carlene York APM President

Inspiring and spectacular! I could go on. The 2014 Excellence in Policing Awards held at Australia Zoo on Queensland's Sunshine Coast on 25 August 2014 set a new benchmark – and for all the right reasons. I am grateful to have shared this wonderful event.

In October 2012, ACWAP held the first professional development seminar at the Rex Hotel in Canberra to complement that year's Annual Excellence in Policing Awards. With the support of ACT Policing and the AFP, the 2012 Awards attracted a then record number of attendees for a non-conference year. This year upped the ante.

In August 2014, ACWAP joined with the Queensland Police Service and the Public Safety Business Agency to present the annual Excellence in Policing Awards together with a two-day women in leadership seminar. The evaluations were overwhelmingly positive and provide testament to the value of conferencing for and by women and policing.

Professional development seminars for women and law enforcement agencies are clearly effective and reflect ACWAP's positive growth and maturation. Victoria Police has nominated to host the Excellence in Policing Awards for 2016 and we expect to see a professional development seminar being held in Melbourne that year.

The 2014 Awards and leadership seminar was possible due to the financial and in-kind support from Queensland Police Service and Public Safety Business Agency in particular. Queensland's Chief Superintendent Debbie Platz and her team must be recognised for their drive and commitment to these events – thank you. I would also like to publicly thank and acknowledge Queensland Police Service Commissioner Ian Stewart for his support. His presence for much of the seminar and at the Awards was greatly appreciated.

This year's Queensland Seminar also provided opportunity to continue ACWAP's developing partnership with the Australian and New Zealand Policing Advisory Agency (ANZPAA). In the lead-up to the seminar and Awards, the ANZPAA Resources Forum proposed a shared filming initiative in Queensland – allowing for women police from around Australia to comment on their personal journey within the broader roadmap of policing. This initiative of itself embodies the purpose and intent of ACWAP and demonstrates the purpose and importance of this organisation.

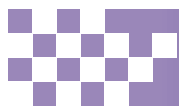
ACWAP's international reach and influence has continued to expand. In April 2014, ACWAP's Talei Bentley travelled to



“The dedication of women and men who share ACWAP’s vision never ceases to inspire and surprise.”

Indonesia to represent the Council at a conference for women police and in October this year, I had the great honour of travelling to Pakistan with South Australia's Joanne Howard and Queensland's Kim Eaton as part of an ACWAP delegation invited to share and present to women police in that country.

ACWAP is a not-for-profit organisation. The dedication of women and men who share ACWAP's vision never ceases to inspire and surprise. It is an absolute privilege to hold the role of President of the Australasian Council of Women and Policing and to have seen the development and continuing influence that ACWAP brings to the Australasian and international law enforcement community over the past few years. I look forward to joining with you at the 2015 ACWAP conference 'Making History: Shaping the future'. This conference is particularly important to me in that it leads into the NSW Police Force celebrating 100 years of women in policing.



NOTE FROM THE

editor

Philip Green APM Editor

It will be of no surprise to our members and friends to learn that social media continues to influence and guide how ACWAP communicates and shares. Melissa Hawkins from the NSW Police Force looks after ACWAP's growing social media footprint and demonstrated the value of online connectivity at the Awards and leadership seminar held on Queensland's Sunshine Coast in August 2014. Melissa and the ACWAP community look forward to your feedback and your ideas.

ACWAP has a Facebook page and Twitter account. I'm particularly pleased to announce that our webpage is due for a long overdue makeover and invite you to look for changes and updates to our online presence over the coming months.

ACWAP is a voluntary not-for-profit organisation that works toward improving policing for women by making law enforcement agencies more attractive and ensuring the policing services they provide meet the needs of women in the community. ACWAP seeks to meet this vision by:

- improving policing services provided to women;
- improving opportunities and outcomes for women within policing; and
- participating in the global network of women in policing.

The development of social media and related connectivity is an important tool to progress ACWAP aims. The online posts and updates from the 2014 leadership seminar and Excellence in Policing Awards is a good example of how this happens.

Over the course of the August 2014 seminar and annual Awards, updates and news items were posted and attracted comment from across the region. The ability to join and share with the network of women and men working towards improving women and policing is now far more accessible than ever.

The law enforcement agency community in Australasia we enjoy today is very different to that which I joined as a probationary Constable in 1986. Our training, our equipment, our focus and the community we serve has changed. As reported previously in this Journal by Queensland Police Commissioner Ian Stewart, social media and connectivity is now an important policing tool. This is no different for ACWAP and I look forward to seeing the opportunities in social media continue to grow.

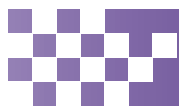
The Journal for Women and Policing remains well regarded and consistently receives positive feedback. It remains the only publication to be direct mailed to every police station



“The Journal for Women and Policing remains well regarded and consistently receives positive feedback.”

in Australia and New Zealand and provides opportunity to reach out and socialise issues with police and partners across Australasia and internationally. ACWAP's invitations to address women policing forums in both Indonesia and Pakistan this year provide clear examples of ACWAP communicating with influence. The autumn 2015 edition of your Journal will bring you news and pictures from each of these events.

The 2015 ACWAP Conference is being held at Sydney's Luna Park against breathtaking harbour views. The Conference opens on Sunday 30 August 2015 and will include next year's Excellence in Policing Awards. The call for papers is now open. The value of networking and supporting the network to which you belong cannot be overstated. Like us on Facebook, follow us on Twitter and share the news with your colleagues and networks. As always, feel free to send me an email at journal@acwap.com.au



Call for papers

9th Australasian Women and Policing Conference

Making History: Shaping the Future

Luna Park, Sydney from 31 August-3 September 2015

The Australasian Council of Women and Policing is calling for papers for the 9th Australasian Women and Policing Conference being held in Luna Park, Sydney from 31 August to 3 September 2015.

The theme of the 2015 Conference is: "Making History: Shaping the Future." It is an opportunity to explore how far policing has come in responding to women in the community and the women in its ranks and supporting roles. The Conference will highlight areas that still need to be addressed and explore the challenges policing for women will face in the future.

The Conference will build on previous Australian Women and Policing Conferences and continue to develop the body of knowledge around how policing is being improved for women, in particular:

- policing for women in the Pacific
- women's leadership within policing and the leadership role that women in policing play in their local communities in Australia and globally
- innovative responses to violence against women

The Conference will coincide with the New South Wales Police Force's 100 years of women in policing celebrations.

Policy makers, police, fire, ambulance, law enforcement officers and law enforcement management, researchers, human-rights advocates and women's services and criminal justice practitioners are encouraged to contribute papers.

This conference is not limited to police services; all women and men who have an interest in improving the emergency and policing response to women in our communities are welcome. Women and men managing or working in male-dominated workplaces will also find this is a unique opportunity to hear about developments and innovative strategies.

Send your 100 word abstracts and 100 word biography to conference@acwap.com.au by 31 January 2015.

Submissions can be for papers in the concurrent sessions (20-25 minutes each), workshops/panels (90 minutes) and poster papers. Please specify.

The abstract submission form is available on the ACWAP website www.acwap.com.au or conference@acwap.com.au



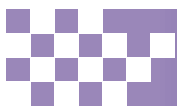
A visit from the *Royal Bhutaneese Police*

By Senior Sergeant Samantha Purcell

ACWAP acknowledges the Queensland Police Union support for this article and for their support of the seminar and Excellence in Policing Awards



QPS Officers Dale Frieberg (left) and Sharee Cumming encourage Major Rigzin to meet the wildlife at Australia Zoo.



This year's Australasian Council of Women and Policing Conference featured one very special guest: Major Karma Rigzin of the Royal Bhutanese Police. Karma's attendance was possible thanks to the Queensland Police Union.

Karma joined other high-quality presenters to discuss her achievements in establishing Bhutan's first Women and Child Protection Unit, as well as legislative reform and planning a comprehensive reform program.

Karma was able to meet conference delegates, informally engage in the topic of domestic violence, establish new networks, and importantly, connect with her audience. It was a different feeling and a special opportunity for her to be in a room filled with female police officers who think alike.

Karma's work is vitally important to Bhutan—a small nation that borders China and India—yet her own story is also fascinating.

Karma is one of the three most senior ranking female police officers in the Royal Bhutan Police, and one of only 13 women in the 4000-strong organisation. She joined the Royal Bhutan Police in 2000 with a BA in Political Science and was promoted to Captain in 2009. She was promoted to Major in September 2014 – an achievement that allows her to mentor female colleagues as well as demonstrate her fitness.

“A 2010 survey by the Bhutan National Statistics Bureau discovered that 68.4% of women in Bhutan feel that their husband or partner has a right to hit or beat them.”

Karma recently provided support to another female police officer in qualifying for Major, part of which involved a 20 kilometre run within three hours carrying a full kit, backpack and an AK 47. Karma was delighted to report that she and her female colleague (both mothers) completed the run in the allotted time ... and ahead of three of her male colleagues! These three have since been the recipients of mischievous banter

from their other colleagues about being outrun by women!

With a strong passion to improve the lives of women and children, Karma has the role of raising the awareness of colleagues and the community about issues of safety, particularly domestic and family violence. In her presentation

“Karma is one of the three most senior ranking female police officers in the Royal Bhutan Police, and one of only 13 women in the 4000-strong organisation.”

she mentioned, “Domestic violence is a significant problem in Bhutan ... a 2010 survey by the Bhutan National Statistics Bureau discovered 68.4% of women in Bhutan feel their husband or partner has a right to hit or beat them for at least one of a variety of reasons.” Clearly there is much to be done in educating and changing the culture of domestic violence.

Education has played a key role in Karma's career, both in relation to educating the community and achieving her own goals. Karma completed a Masters of Human Rights at Curtin

University in Perth in 2011-2012, and she believes education is fundamental to achievement. She is ardent about women advancing in the police to ensure “they have a voice in the decision-making arena and that the needs of women and children are heard and acted upon by all officers, not just the female officers.”

Interestingly, in Bhutan it is the female children who inherit the family land.

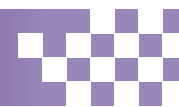
While this does sound like a blessing for female children, Karma is quick to point out being attached to the land can also hinder one's aspirations of achieving more. Karma has firsthand experience of this predicament being the eldest of ten children, five of whom are sisters.

As a Buddhist, Karma has a very gentle and kind nature, and she gives generously to those less fortunate, including assisting teachers at a school of children with special needs. Still, being a woman in uniform and in a male-dominated profession, Karma is not shy in speaking up and speaking out for what she believes is right and fair. She admitted her exposure to many training sessions abroad (funded by the Royal Government of Bhutan) had given her a strong voice to fight for her cause. She considers herself lucky to have been born in the peaceful Kingdom of Bhutan and feels it is time to give back to the community.

One of the professional highlights of Karma's visit was an invitation to attend and make a presentation on the Bhutanese Woman and Child Protection Unit at the Logan Integrated Community Response (ICR) (to domestic violence) meeting, which is held monthly at the office of Working Against Violence Support Services (WAVSS).

The visit was kindly facilitated by Sergeant Janet Hunt-Silby, Logan District Domestic and Family Violence Coordinator, and Ms Linda-Ann Northey, the manager of WAVSS.

A domestic violence role play that demonstrated the numerous support groups and services that work together to combat domestic and family violence was performed for Karma. This presentation, co-ordinated and



“Karma provided support to another female police officer in qualifying for Major, part of which involved a 20 kilometre run with full kit, backpack, and an AK 47, which had to be achieved in under three hours.”

directed by Ms Northey, provided an example of the extensive and holistic range of support services available to assist from health, counselling, accommodation, financial services, employment, and emotional support. The services work collaboratively and proactively to educate and eradicate all forms of violence against women.

Karma was delighted by the experience.

“I can’t believe how many services you have, how wonderful it must be for people affected by DV,” she said. “As a female officer in Bhutan, we must wear all these hats in looking after victims of violence.”

Karma also had the opportunity to discuss procedures for interviewing children with the QPS Child Protection Unit, Homicide, and Missing Persons Units. Karma was one of the Legislative Task Force members involved in drafting Bhutan’s Domestic Violence Act 2013, which has been passed by Bhutan’s National Assembly, but whose Rules and Regulations are currently being drafted.

To understand the experiences of Australian police and how our procedures may assist in the development of like procedures for the Royal Bhutan Police, Karma met with QPS groups: Missing Persons, Homicide, and Child Safety and Sexual Crime. Karma also had the opportunity to visit the Brisbane office of the AFP, hosted by Commander Sharon McTavish, where they discussed other pressing issues for Bhutan including illegal immigrants, missing persons, people trafficking, and global policing issues.

Coming from a small nation, it was only fitting for Karma to experience a different style of police transport than that which she is used to in Bhutan. With thanks to Senior Sergeant Shane Hancock, Sergeant Johannes Louw,



Major Karma Rigzin with Queensland Police Union President Ian Leavers.

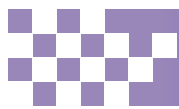
and Constable Shannon Midgley from Southbank, Karma received a lesson in the art of Segway driving and was off performing patrols along the Southbank Esplanade.

“A very handy, quick, and flexible mode of transport that could be well used in Bhutan,” she said.

Finally, to wrap up a very busy week, a visit to the Gold Coast Water Police to experience a style of policing unfamiliar to Karma ... sea patrolling. Karma was hosted by Sergeant Tony Nelson and Senior Constables Phil Brock and Christian Dunn.

The theme for this year’s Australasian Council of Women and Policing Conference was ‘Aspire to Achieve’. As one of only 13 women in the Royal Bhutan Police, Major Karma Rigzin is an inspirational example, and proof of what can be achieved if you set your goals and work hard to attain them.

In appreciation of the warm hospitality of the QPS and AFP, and the generous sponsorship of the Union, Karma extends a very big ‘thank you’ to her international police family, and hopes you may one day visit her lovely country.



Breaking men's silence

In 2010, Sex Discrimination Commissioner Liz Broderick established the Male Champions of Change and challenged community leaders to make a difference.

Engaging men and challenging attitudes that excuse or allow violence against women remains an essential part of our societal goal to eliminate violence against women and children.

On 6 December 2013, Victoria Police Chief Commissioner Ken Lay invited over 300 community leaders to Melbourne's hallowed MCG to challenge greater commitment and encourage more action – particularly with leadership by men.

The 'Breaking Men's Silence' forum heard from a number of people including US educator Jackson Katz and AFL football megastar Adam Goodes. The message was clear. It is up to all of us to challenge men's behaviour and to speak out at sexist comments or jokes. Dr Katz challenged the forum in saying staying silent was simply not good enough.

"Isn't your silence a form of consent and complicity?" he asked.

The White Ribbon oath is a good reminder of our obligation to breaking men's silence. *I swear never to commit, excuse or remain silent about violence against women.* This remains a powerful statement that should guide our behaviour. A commitment that should be constantly and consistently reinforced in our homes, schools, sporting clubs and workplaces.

In June 2013, the Australian Army was asked to respond to allegations of predatory and inappropriate behaviour



L-R: Dr Jackson Katz, AFL Footballer and White Ribbon Ambassador Adam Goodes, Mary Wooldridge Member of Parliament for Doncaster, Victoria – Minister for Mental Health, Women's Affairs and Community Services, and Chief Commissioner Ken Lay APM, Victoria Police.

linked to a group calling themselves the Jedi Council. This followed earlier controversy over what the media labelled the ADFA Skype Affair. The Chief of Army, Lieutenant General David Morrison responded and his voice was heard around the world.

In what is now sometimes called his line-in-the-sand address to the Australian Army, LTGEN Morrison challenged ADF culture, behaviour and attitudes. This included the need to speak out, about breaking men's silence. His challenge that *"the standard you walk past is the standard you accept"* has been heard.

LTGEN Morrison's speech was posted on YouTube and went viral. One US publication described "a clenched jawed simmeringly furious Morrison" addressing his troops in a video about the rightful place of women in the military. It has helped amplify the discussion and reinforce the need for more action, for visible and effective leadership.

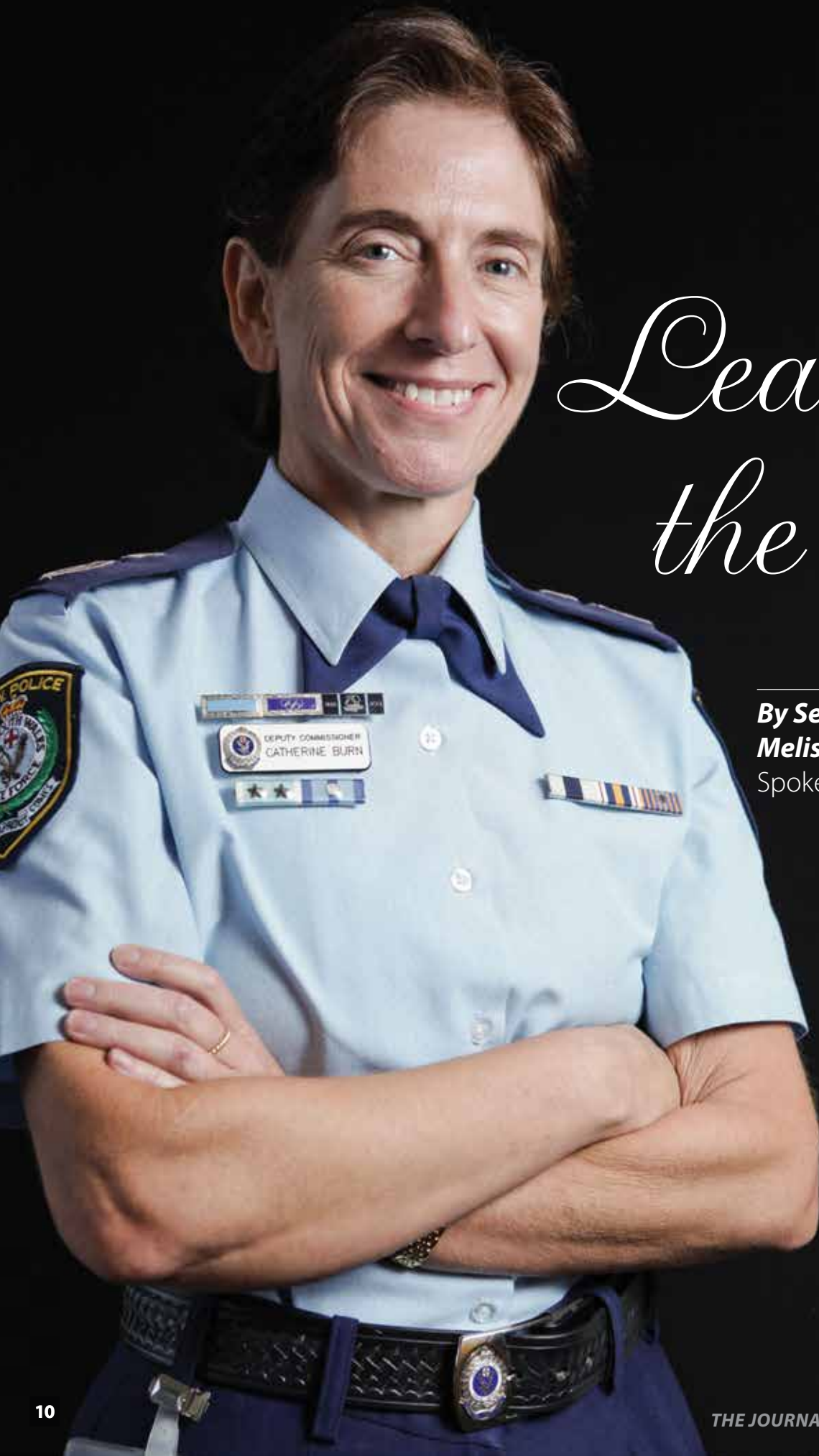
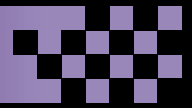
Some weeks after delivering his line-in-the-sand speech, David Morrison appeared on SBS program *The Observer Effect* where he was interviewed by Journalist Ellen Fanning who asked about this speech, why he gave it and what it has meant.

The Breaking Men's Silence forum held in December 2013 is an example of leadership in action, of continuing the discussion and driving change that reduces violence against women and children.

Liz Broderick and the Australian Human Rights Commission have achieved much over past years though there is still work to be done – and we all have a part to play. The 2014 report on community attitudes towards violence against women demonstrates clear opportunity to continue this discussion.

As noted by Dr Katz at the MCG in December, violence is a male issue and leadership needs to come from adult men.

On 12 Nov 2014, Chief Commissioner Ken Lay announced that Victoria Police had commissioned the Victorian Equal Opportunity and Human Rights Commission to undertake an independent review to examine sex discrimination and sexual harassment including predatory behaviour in Victoria Police. ACWAP recognises outstanding leadership by Victoria Police on this issue.



Leading the way

**By Senior Sergeant
Melissa Hawkins**

Spokeswomen's Network

On her 30th anniversary with the NSWPF, Deputy Commissioner Catherine Burn has spoken enthusiastically about her career in policing and her advice for the women of the NSWPF.

Deputy Commissioner Burn graduated with Class 198 in 1984, with eight other female students. Today she is the NSWPF's highest ranking female officer and Chair of the Women in Policing Executive Committee. And her passion for both policing and for the advancements of women in policing still burns bright.

"I joined because I wanted to be involved and make a difference," she said. "I didn't come from a policing background; I am the only police officer in my family. After the HSC, I was expected to study medicine, law or economics."

The 2007 NSW Woman of the Year and the 2011 Telstra Australian Business Woman of the Year, Deputy Commissioner Burn was appointed Deputy Commissioner Corporate Services in July 2010, before taking on her current role as Deputy Commissioner Specialist Operations in October 2012. Her qualifications include a Bachelor of Arts, a Bachelor of Psychology (Honours) and a Masters of Management.



Sea of Blue March 2012.

"I'm flattered that some would consider me a role model. For me a role model is about characteristics. It's the person who is genuine in what they do and what they say. Integrity, ethics and compassion are the characteristics I admire," she said.

A recent incident that saw her chase and apprehend an offender on a busy city street, illustrated that the Deputy Commissioner has not lost her love of operational policing.

"I definitely miss being operational," she admitted. "Of course I was going to get out of the car and chase him."

However, Deputy Commissioner Burn finds it hard to pick her favourite role or command.

"I'm flattered that some would consider me a role model. For me a role model is about characteristics."

"I have loved everywhere I have been. You enjoy different phases of your life for different reasons. Homicide in my 20s and 30s, being a local area and region commander... I couldn't choose. I have really good memories about all of them. I wouldn't change anything," she said.

Deputy Commissioner Burn's time at Redfern is definitely a highlight of a diverse career.

"I took command of Redfern in 2005, at a time when there were fractured relations, riots, parliamentary enquiries, low morale and no-go zones. To see it now... it's a path of positive change.

"The efforts of all police involved, the community and the commitment by



Launch of Operation Safe Return 23 January 2014.

government, highlights how we can make a difference. In two years it went from an average of 99 robberies to an average of 29, and it's even lower now."

CELEBRATING 100 YEARS

Deputy Commissioner Burn is our highest ranked female officer as we approach the centenary celebrations.

"One hundred years of women in policing is a huge milestone. We should all be proud of the women who joined in 1915. They were courageous to take on policing back then, to get involved and make a difference," she said.

"The women of 2015, both sworn and unsworn, have to celebrate. It falls on us to make it memorable. We should feel

proud every single day of what we have achieved and what we will be."

When discussing the plans for next year's celebrations, Deputy Commissioner Burn said she is looking forward to all of it.

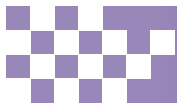
"The march will be pride on display."

THE NEXT GENERATION

The Deputy Commissioner congratulated the women who attested in May.

"I say that you are embarking on the best job. You should be excited and justifiably proud. Have faith in your training, come out, be focused and have a thirst for learning new skills.

continued on page 13



continued from page 11

Take advantage of every opportunity and enjoy it.

"Enjoy what you're doing but remember that you can't control everything. And remember that your personal life is just as important, so have time out."

"While you assess what you're good at, be realistic; consider your kids, your partner and your mortgage."

"There are a more than 100 different career options in this one job so take advantage of that. Identify what you like and what you're good at. Look around in your first three years and work towards it. Continually do something to develop your knowledge and ability to do a range of things. Give yourself options."

"While you assess what you're good at, be realistic; consider your kids, your partner and your mortgage."

"Continue to develop yourself. Be aware that you will go through flat times. Embrace change, keep an open mind. Understand reality and constraints but embrace change because that is what leadership is about."

Deputy Commissioner Burn believes the Spokeswomen's Network offers support for the women in the organisation that our male colleagues have traditionally found in the many football teams and golfing groups.

"Policing is a traditionally male-dominated profession. The Spokeswomen's Network is not about excluding men. It's about giving people access and providing support. That's how we help."

Reproduced courtesy of the Spokeswomen's Network. For your copy of the *Spokeswomen's Network Newsletter*, contact Senior Sergeant Melissa Hawkins by email: #Spokeswomen.

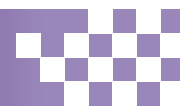


DCOP Catherine Burn Facebook page, 10 February 2014.



Camp Quality Charity Convoy in Wollongong, November 2012.

You can follow Deputy Commissioner Burn on Facebook.



An historical journey through women's policing in Queensland

By Paquita Rasmussen



Miss Zara Dare.

In 2014, the Queensland Police Service (QPS) turned 150 years old. However, of this 150 years, women have only been employed as Queensland Police officers for just over half that time: only the last 83 years. This article is an historical journey through women's policing in Queensland, with a comparison to women's policing throughout the rest of Australia.

Between 1915 and 1930 all Australian states, except Queensland, had appointed women police. In 1915, New South Wales (NSW) was the first Police Department to appoint female police officers, with South Australia (SA) following six months later. Victoria appointed their first female police officer in 1917 "as an experiment". Appointments of women between 1915 and 1917 assisted with the labour gaps



Miss Eileen O'Donnell.

left by men serving in the First World War. By 1924, Victoria and NSW had 4 policewomen, SA had 11, WA had 6 and Tasmania had 1.

In 1930, Irene Longman, Queensland's first woman elected to Parliament, made a successful submission to Cabinet to employ women police, but it was not until 1931 that the first two female police officers were appointed in Queensland. At the time, the Commissioner and the Police Union were openly not in favour of these appointments. The Commissioner even said "I would much prefer to have two male Constables ...".

Despite this negativity, Eileen O'Donnell and Zara Dare were chosen to be appointed out of 60 applicants and even though they were employed by the QPS they were not sworn-in, given powers of arrest, or even given a uniform. They were also paid at a lower rate than their male counterparts – receiving a salary of 9s 0d per day, when a new male constable was paid 15s 1d per day; and were not entitled to be part of the police superannuation scheme. Their main role at the time was to assist where offences

against women and girls were being investigated, particularly in relation to the activities of women and young girls who were found 'frequenting the streets'.

From 1931 to 1943, the number of Queensland police women slowly rose to 10. This rise in Queensland police women was attributed to the lack of wartime manpower and the Brisbane Women's Club's request for more policewomen 'to restrain the conduct of young women towards the members of the fighting forces on leave in the city'.

To boost the numbers of female police, advertisements seeking potential police women were distributed. These advertisements stated that Queensland Police was hiring women aged 25 to 35 years old, single or widowed and good at shorthand and typing; however, single mothers, married women and divorcees were not able to apply.

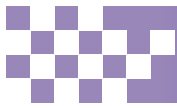
In 1941, the Women Police Section was formed and attached to the Criminal Investigation Branch (CIB). This section was so busy with the extra demands on policing caused by World War II that the number of women in the section increased to nine by 1945.

From 1950, questions were raised about the lower pay that Queensland female police received and the failure to keep pace with increases in pay for males.

In 1955, an example of pay scales (per annum) were:

Senior Constable:	£965 - £990
Constable	£825 - £925
Probationary Constable	£592
Women Police	£458- £733

Then in 1955, when Queensland police women were able to finally join the Police Union, they mounted a vigorous campaign, with Union support, to improve their wages and conditions. They applied to the Industrial Court for equal pay; however, this bid was rejected in 1956.



With their new powers, the duties for police women were extended to focussing on school crossings, school lectures, liaison with detectives in matters concerning women and children (especially through the Juvenile Aid section) and the escort of females. In later years their work was also extended to the Rape Squad.

Between 1965 and 1970, the number of police women steadily rose to 27 and the first women police were also posted to areas outside Brisbane. In 1970, with support from Commissioner Whitrod, equal pay was finally achieved for Queensland Police women. During this time, the earliest age that women could apply to become Queensland Police officers was set at 23. This age was chosen, as it was believed that women of this age or older were confirmed spinsters and married women were still ineligible to join the Queensland Police.

In 1965, the first Queensland female police uniform was a drab olive uniform with a cream blouse, and dark brown shoes and gloves. From 1971, the uniform improved to a slightly more stylish blue uniform, complemented by blue gloves and a white hat.

In "The Sunday Sun, 22 July 1973" an article stated:

"...critics made serious allegations against the morals of some policewomen"

Although this bid was rejected, the Industrial Court awarded women police a pay increase to 80% of a male Constable's wage. By 1957, the number of policewomen had dropped to seven. Most were attached to the CIB where it was estimated that they spent 40% of their time typing up reports and the remaining time dealing with females.

In 1964 legislation was passed to allow female police officers to be sworn-in to the Queensland Police. This paved the way and the first women police officers were sworn-in during 1965 with equal powers to their male counterparts and with rank.

The new legislation also allowed females to be trained in the same way and given the same police powers as men. Female police were also provided approval to contribute to the superannuation fund (although still at a lower rate than the men). In spite of this advancement, the pay was still not equal to their male counterparts. In the same year, NSW Police allowed their first women to be sworn-in with equal powers to men. However, it is interesting to note that SA and Victoria had sworn-in female police with powers equivalent to male police since 1915 and 1924 respectively.



Summer and Winter uniforms 1965.



Summer and Winter uniform 1971 to 1978.





... A policeman's wife hinted that many policewomen were temptresses in uniform ... Policewoman Saunders came back swinging ... 'Can you imagine anything less sexy than a police uniform?'"

In 1981-2 the women's uniform was redesigned by professional designer, House of Battaglini.

In 1971, Queensland Police Commissioner Whitrod campaigned to remove the ban on married police women, as up until this point, a woman had to resign from being a police officer once she married. NSW Police had allowed married women to be officers since 1961, however, only granted maternity leave for women from 1975.

In 1974, the first female detective was appointed in Queensland. NSW has had women detectives since 1971, and Victoria since 1950. This opening up of opportunities for women also saw women in the QPS serving in many different specialist roles.

By 1976 there were 308 Queensland Police women, due to more flexible recruitment policies for women being put in place by Commissioner Whitrod, but the growing number of Queensland women police dropped to 258 by 1986 because of a lack of job advancement for women in the Queensland Police.

Between 1987 and 1989 the Fitzgerald Inquiry was conducted. This inquiry included the consideration of sex discrimination and resulted in the easing of restrictions for police women. This inquiry also saw the implementation of the Police Service Administration Act 1990 which established appointment by merit and support for equality within the Queensland Police Service.

In 1990, the first five female QPS Inspectors were appointed. NSW had appointed its first female commissioned officer in 1972.

In Queensland in 1991, the Anti-Discrimination Act required that merit-based criteria be used for employment. This had a positive

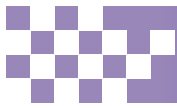
impact on Queensland police women, and the number of female recruits being employed reached 33%.

In 1992, the first female Superintendent and Chief Superintendent were appointed.

Also in 1992, another step forward for Queensland police women was the assent of the Queensland Equal Opportunity in Public Employment Act which provided more flexible work options, anti-harassment strategies and mentor support. By 1993, Queensland had equalled the national average and 12% of the Service were women.

Consequently, by 1999 women police officers were just over 17% of the total Queensland Police Service officers. This was one of the higher percentages of women police around Australia, as at the time, women only made up 11% to 21% of Australia's police services, with only 2% in management positions.

In 2000, the first female QPS Assistant Commissioner, Kathleen Rynders, was appointed. Queensland was only 6 years



Deputy Commissioner Kathy Rynders, 2008.

behind NSW, who had appointed the first female Australian Assistant Commissioner, Christine Nixon, in 1994.

In 2001, history was made in Victoria when Christine Nixon was appointed the first female Commissioner of any police service in Australia and New Zealand.

In 2008, Kathleen Rynders was appointed as the first female QPS Deputy Commissioner. NSW had appointed their first female Deputy Commissioner, Bev Lawson, in 1997.

In 2014, women make up 26% of all Queensland Police Service officers, however, the majority of these positions are from the junior to middle ranks.



In some jurisdictions, women recruits made up 50% of the intakes.

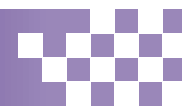
In Queensland and all other Australian policing jurisdictions, women still do not feature equally at the senior ranks. For example, in 2014, the QPS has:

- 2 female Assistant Commissioners
- 1 female Chief Superintendent
- 1 female Superintendent
- 20 female Inspectors

In Queensland, and in all other jurisdictions, women are now able to perform all duties that male police can perform, so it is clear to see that women in policing has certainly come a long way in the last 83 years.

Sources:

- Appleton, A., & the QPU Women's Consultative Committee. (2014, April). 83 Years – Women Policing in Queensland 1931 – 2014. *Queensland Police Journal*.
- Bradley, J., & Tynan, M. (2009). *Fitting in or standing out? A woman's guide to the policing profession* (2nd ed.). Woden: Australian Council of Women and Policing Inc.
- Johnson, W. R. (1992). *The long blue line: A history of the Queensland Police*. Brisbane: Boolarong Publications.
- Jones, L. (Ed.). (2014). *Policing Queensland 1864 – 2014: 150 Years Queensland Police Service Australia*. Brisbane: Queensland Police Service.
- Prenzler, T. (1994). *Women in the Queensland police: 1931 – 1994*. Brisbane: Author.
- All images supplied by the Queensland Police Service Museum. Lisa Jones, curator.



2014 Awards for *Excellence in Policing*



Tables at Australia Zoo in preparation for the Awards.

The Australasian Council of Women and Policing Inc (ACWAP) has been participating in the global network of women in policing since it was established in August 1997. It consists of women and men within police services and the community who work together to improve the opportunities and services provided to women within policing and policing outcomes for women in our communities. A core activity for ACWAP is hosting annual awards for excellence in policing.

The Awards for Excellence in Policing are an opportunity to publicly acknowledge and reward the achievements of women and men who

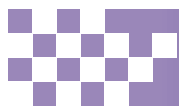
are contributing to improving policing and law enforcement and ensuring policing services and policing outcomes are improved for women.

The 16th Awards ceremony was held against the stunning backdrop of Australia Zoo on Queensland's Sunshine Coast on Monday 25 August 2014. The Awards were held together with a two day professional development seminar at Mooloolaba – both made possible by the generous support and sponsorship of the Queensland Police Service and the Public Safety Business Agency.

Queensland Police Commissioner Ian Stewart welcomed guests, nominees, police, sponsors and community partners

to Australia Zoo and highlighted the importance of the Awards. ACWAP recognised the support of dignitaries and executive police including His Honour Tim Carmody, Chief Justice for Queensland, Deputy Commissioners Catherine Burn (NSW) and Lucinda Nolan (Vic), Acting Deputy Commissioner Michelle Fyfe (WA), Chris Dawson, CEO Australian Crime Commission, Bob Atkinson, Commissioner for the Royal Commission into Institutional Responses to Child Sexual Abuse and former QPS Commissioner, as well as senior officers, community leaders and colleagues.

The Excellence in Policing Awards never cease to inspire. This year



was no exception. The evaluations, comments and general feedback were overwhelmingly positive. Special thanks to the sponsors who so generously support the Awards and to the men and women who took the time to recognise the 2014 nominees.

The 2014 Award Selection Panel comprised:

ACWAP Vice President Katarina Carroll, an Assistant Commissioner with Queensland Police

ACWAP Public Officer Kylie Flower, a Superintendent with the Australian Federal Police

ACWAP Committee member Denby-Lea Eardley, an Acting Superintendent with the NSW Police Force

ACWAP Committee member Lisa McMeeken, a Superintendent with Victoria Police

ACWAP Committee member Joanne Howard, a Senior Sergeant with SA Police

Mr Andrew Loader, Director of Corporate Strategy and Organisational Improvement with Victoria Police

Retired Chief Superintendent Anne McDonald, Queensland Police Service.

THE BEV LAWSON MEMORIAL AWARD

Sponsored by Ferguson Cannon Lawyers, it is the Council's most prestigious award and recognises the most outstanding woman who has been first in any policing or law enforcement activity or support service. The Award is in honour of the ground-breaking achievements of Bev Lawson, who as Deputy Commissioner of the NSW Police was Australia's most senior woman in policing until her untimely death in 1998.



L-R Carlene York, Donna MacGregor, Zosia Kilmartin.

Donna MacGregor is a Sergeant in the Queensland Police Service who is a highly credentialed and respected anthropologist who continues to progress the field of forensic

anthropology and osteology within the policing and education environments. Sergeant MacGregor is the first anthropologist within the QPS and has mentored/coached/lectured in excess of 27 female scientific officers and 88 female scenes of crime officers during her tenure at Queensland Police Service scientific section.



It was a privilege to be at the ACWAP conference and celebrate the accomplishments of so many women leaders.

Police organisations seek to serve and protect all members of society in a spirit of equality. It's imperative that the leadership ranks comprise of a variety of people, in particular women. This goal won't be consistently achieved unless we are prepared to have an open and honest dialogue about the challenges that women face in the workforce and in their rise to leadership roles. What the ACWAP conference does is facilitate this necessary dialogue.

It was an honour for Ferguson Cannon Lawyers to sponsor the Bev Lawson Award for 2014 and do what we can to champion the rise of women leaders.

Zosia Kilmartin, Solicitor

THE AUDREY FAGAN AWARD

Sponsored by the Australian Federal Police, this award honours the memory of Audrey's untimely and tragic death on 20 April 2007. The Audrey Fagan Memorial Award recognises outstanding women who have shown exceptional qualities as a mentor, role model and leader of men and women in policing and law enforcement. The recipient is chosen by a selection panel from all of this year's nominees.



L-R Carlene York, Cindy Millen, Andrea Quinn.

The 2014 Audrey Fagan Memorial recipient was presented to Superintendent Cindy Millen, Victorian Police. Cindy has shown herself to be an outstanding leader and positive

role model for Victoria Police; she is supportive, unselfish, challenges the thinking of any person, leads by example and demonstrates to people, in particular women, that there is no obstacle too big to stop you from achieving your goals and dreams.

BRAVERY AWARD



Sponsored by the Queensland Police Commission Officers Union, this award acknowledges the bravery required to make the community and policing better for everyone. It is an opportunity to recognise more than just physical bravery, but seeks to recognise the bravery of the circumstances where someone has the time to think about the implications of their actions and the impact those actions will have on their career, their family and themselves.



L-R Dan Bragg, Tanya Swift, Carlene York.

The 2014 Bravery Award was presented to Tanya Swift, Australian Federal Police. Accompanied by her trusty note pad and pen, with a dynamic work ethic and effervescent personality, Tanya Swift became the first woman to hold a senior role within the International Police Coordination Board – Afghanistan. She displayed outstanding leadership and commitment to this role providing inspiration and support to women in Afghanistan.



The Qld Police Commissioned Officers Union was privileged to sponsor the Bravery Award at the 2014 ACWAP Awards held at Australia Zoo.

The Award was presented at the Awards Dinner by QPCOU Vice President, Inspector Dan Bragg.

Federal Agent Tanya Swift is a most deserving recipient for 2014. Tanya's contribution to the AFO International Police Coordination Board in Afghanistan, working under difficult and trying conditions,

epitomised what it is to be a 'brave officer' in a diverse policing environment.

The QPCOU will continue to actively support the ACWAP awards in coming years. The Union recognises the positive impact the awards and associated conferences have on development opportunities, not only for senior women in the QPS, but more importantly, the role of the awards in encouraging all female officers within policing to continue to strive for personal and professional achievement in their careers.

THE MOST OUTSTANDING FEMALE LEADER

Sponsored by P2E, this category is awarded to a person who demonstrates dynamic and innovative leadership; who has mentored and guided others, and contributed significantly to their field.



L-R Carlene York, Samantha Bliss, Nestor Guteirez.

The 2014 Most Outstanding Female Leader was awarded to Senior Sergeant Samantha Bliss for her outstanding leadership within the Queensland Police Service. She is a highly experienced investigator in the Child Protection field and is an inspirational leader within the indigenous community.

P2E would like to thank the ACWAP Committee for allowing us to come on board as a sponsor. We were privileged to have been able to contribute towards such a well organised and extremely beneficial event where women in policing were recognised for their outstanding performance and achievements.



P2E were very proud to present the Leadership

Award and were humbled to be in the presence of such wonderful, amazing and dedicated police officers. While the night was about recognition of excellence, it was very obvious after talking with many of the attendees that there was a real sense of pride, passion and commitment associated with the services that officers were providing. P2E would like to

congratulate all the award recipients, the nominees and all of those officers who were not present but continue to provide an outstanding service to our communities across Australasia.

Thank you from the Directors of P2E

THE MOST OUTSTANDING FEMALE INVESTIGATOR

Sponsored by Countrywide Austral



L-R Tony Cornish, Kim Cavell, Carlene York.

The 2014 Most Outstanding Female Investigator was awarded to Detective Sergeant Kim Cavell, Queensland Police Service. She is an outstanding investigator who has continued to perform and display a high level of commitment in investigating and managing serious and major investigations, achieving significant outcomes which have provided inspiration to all investigators and other police, especially female officers who wish to pursue a career as an investigator.



L-R Tony Cornish, Karen Bennett, Carlene York.

Detective Sergeant Karen Bennett, Victoria Police was awarded a highly commended in this category for her work in Victoria Police's Clays Taskforce which was established to investigate the infection of more than 50 women with Hepatitis C by a doctor who specialised in performing late term abortions.

countrywideaustral

Countrywide Austral has been very privileged to support ACWAP over many years now and to see the growth in the organisation. The work it does is fantastic; the conferences seem to get better and better every year and the work the women do in the job and the impact they have on the community is truly inspiring.

Congratulations to the winners of the awards and also to all those recommended.

Thanks for allowing us to be a partner.

Tony Cornish, Director

THE MOST OUTSTANDING FEMALE ADMINISTRATOR

Sponsored by the Queensland Police Credit Union



L-R Ben Johnson, Alison Brand, Carlene York.

The 2014 recipient was Senior Sergeant Alison Brand of New Zealand Police for her innovative leadership and wealth of experience. Senior Sergeant Brand's dedication to policing excellence and her focus on enabling women to succeed in the New Zealand Police has won her the respect of many peers.

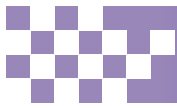


L-R Ben Johnson, Vicky Kyris, Carlene York.



The Project Lead of the Victorian Police Service

Reform Project, Ms Vicky Kyris was also recognised with the awarding of a highly commended in this category.



L-R S/Sgt Jimilton Tabi (Vanautu), Commissioner Tony Edwards (Niue), Ms Ella Napara (PICPS), Inspector Karen Hendrikson (New Zealand), S/Sgt Rebecca Ellis (Cook Islands), Sgt Pauline Rangi (Cook Islands and Chairperson of the PICP WAN), Det. Vaivasa Wells (America Samoa) and rear S/Sgt Kevin Kneebone (PICPS).

THE MOST OUTSTANDING FEMALE PRACTITIONER

Sponsored by Crimsafe



L-R Derek Tidey, Michelle Harris, Carlene York.

The 2014 Most Outstanding Female Practitioner is Federal Agent Michelle Harris, Australian Federal Police. By sharing her knowledge and offering guidance, Michelle has been an effective and positive role model. Michelle and her team has delivered improved policing service and policing capability in the communities she has served.

Michelle commenced her career with Victoria Police and transferred across after completing a secondment to the AFP. She has served with the United Nations, Timor Leste, the Solomon Islands and PNG. Michelle has forged an international reputation as the youngest ever female National President of the International Police Association.

Senior Constable Jenny Brown of New South Wales Police was recognised with a highly commended award in this category. Jenny played a lead role in the

formation of a Domestic Violence Support Partnership and is the longest serving Domestic Violence Liaison Officer in the NSW Police Force.



L-R Derek Tidey, Jenny Brown, Carlene York.



Crimsafe Security Systems is once again very proud and honoured to be the sponsor of the "Most Outstanding Female Practitioner" at the ACWAP Awards. The recognition of women in Policing in Australia and the Asia /Pacific region through the ACWAP Awards, provides an opportunity to celebrate the amazing achievements and contribution that women have made in serving their community. I am always profoundly moved at these awards nights listening to stories of commitment and sacrifice made by so many women in striving to deliver their best effort to solve that case, catch that offender or help another through times of adversity. I congratulate the Council on a highly successful conference and awards evening and look forward to our involvement next year.

Derek Tidey, General Manager

EXCELLENCE IN POLICING FOR WOMEN INITIATIVE

Sponsored by Tait Communications



Alice Springs Integrated Response to Family and Domestic Violence Project Reference Group.

The 2014 recipient is the Alice Springs Integrated Response to Family and Domestic Violence Project Reference Group. The Reference Group is the wellspring of community energy and commitment guiding the development and implementation of the Alice Springs Integrated Response to Family and Domestic Violence project. The project continues to work unrelentingly to increase the safety of women and their children and improve accountability of men who use family and domestic violence and support them to change their behaviour.



It was a truly inspiring night with numerous stories of incredible leaders showing the courage, strength and determination to overcome challenges and succeed. Hearing all of the wonderful nominations highlighted how important it is for Tait to be able to support and partner with members of ACWAP in the important work they do. It was also wonderful to celebrate this year in Queensland for the 150 year commemoration.



Left: QPS Assistant Commissioner Gayle Hogan with one of the local reptiles. Above: Kelsey from Australia Zoo shares the wildlife with Police Commissioner Tony Edwards (Nuie Police).

THE EXCELLENCE IN POLICING IN THE ASIA PACIFIC REGION

Sponsored by ARC Centre of Excellence in Policing and Security



L-R Rebecca Hosking-Ellis, Dr Melissa Bull, Carlene York.

The 2014 recipient is Senior Sergeant Rebecca Hosking-Ellis, Cook Island Police, who is an excellent role model, a coach, a leader, a police officer and a grandmother. Rebecca is always willing to assist the women in policing for Asia and the Pacific.



L-R Lily Joel, Dr Melissa Bull, Carlene York.

Corporal Lily Joel, who is an inspiration for women in the Vanuatu Police Force through her outstanding leadership skills, was recognised with a highly commended award in this category.



The Australian Research Council (ARC) Centre of Excellence in Policing and Security (CEPS) is part of Griffith University's criminology community. CEPS was established by ARC in 2007 to boost policing and security research capacity in Australia. A key objective was to build relationships that promote collaboration between researchers and practitioners.

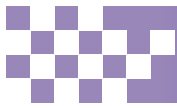
ACWAP is an important partner for CEPS. For the last five years CEPS has had the honour of sponsoring the Excellence in Policing in the Asia Pacific award. Each year the women who win this award have impressed us with their leadership and contributions that improve policing for women in the region. Each year I am overwhelmed by the depth and scope of all the award recipients and the amazing work that they do. Our partnership with ACWAP is important for us because it means that we are able to support the good work done by women in policing. It also helps us to have a better understanding of policing as a profession, and this informs and improves our research.



Australia Zoo staff were on hand with animals, including this cheetah.

THE CHAMPION OF CHANGE AWARD

Sponsored by the Queensland Police Service, this award acknowledges men's individual and/or collective influence and commitment to improving policing for women. It also acknowledges the importance of men's role in increasing women's representation in leadership within policing and how policing is delivered to women in the community. Areas of particular focus are how the champion has achieved a real change in workplace culture and mindset and empowered both women and men within



Above: L-R Inspector Dale Frieberg QPS, Det Vaivasa Wells America Samoa, Inspector Sharee Cumming QPS.
Right: QPS Commissioner Ian Stewart pets a python while Derek Tidey, General Manager for sponsor Crimsafe, looks on.



Donna MacGregor with A/C Paul Stewart.

law enforcement to advance gender equality and improve policing for women.



L-R Carlene York, Philip Green, Commissioner Ian Stewart.

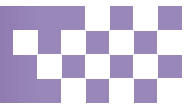
The 2014 Champion of Change was awarded to Superintendent Philip Green, Victoria Police. Throughout his career, Philip Green has displayed

an ongoing and exemplary commitment to supporting women in policing. He has challenged the behaviours and attitudes of male members in the organisation in his pursuit of gender equality. Philip Green has made a significant impact for women in a male dominated workforce and he truly is a Champion of Change.



In August this year I had the privilege of attending the 16th Excellence in Policing Awards hosted by Queensland and held at one of the most unique venues – Australia Zoo. The Awards provide the opportunity to recognise the contribution women and

men have made towards improvements for women in policing and improving law enforcement. The outstanding achievements of both men and women across Australia and New Zealand over the last year was evident during the evening as the efforts of the nominees covering 11 categories were described. This year, the QPS sponsored the Champion of Change category with the award being presented to Superintendent Phil Green of Victoria. Superintendent Green, along with every nominee on the night, should be very proud of their efforts as role models to all law enforcement officers – continuing to make a difference for women in policing.
Commissioner Ian Stewart APM



Grace Evelyn Hopkins

Her story..



Born: 1912, died 1994
Joined NSWPF: 15.4.1943
SOURCE: Extract from "Glamour Girl of the Police Force" by Sergeant Lisa Williams, *Australian Police Journal*, December, 1994
ADDITIONAL INFORMATION: Extracts from "Unusual Wedding" published on 7th October, 1944 and accessed from <http://trove.nla.gov.au/ndp/del/article/91401864> on 29/7/2014.
 Edited by Inspector Lyn Kaesler, NSW Police Force



Special Constable Grace Hopkins commenced duty at the Criminal Investigation Branch on April 15, 1944 and was one of the first nine policewomen to be uniformed.

The press made a fuss of Grace. A report in the Melbourne "Truth" (1/4/44) describes her as being 'definitely not the flat-footed female Gorgon that her title conjures up: but a colourfully attired, pink complexioned hearty and robust blonde'.

The facts were that Grace was a dedicated and compassionate person who achieved her ambition of becoming a police officer against the odds.

Grace was a talented musician from a very respectable family. She was a member of an Opera Chorus and worked for a time with the J.C. Williamson Company as an actress. Perhaps it was this skill and her knowledge of stage make-up that landed Grace one of the more unusual assignments in policing.

In 1934 the burned body of a young woman was discovered in a culvert near the southern New South Wales town of Albury. She was badly burned and her face was battered almost beyond recognition. She wore yellow coloured, Chinese silk pyjamas and became known in the popular press of the day as the 'Pyjama Girl'.

For almost 10 years the body lay in a bath of formalin at the City Morgue. Hundreds of people filed past to peer at her remains. As the remains were beginning to disintegrate it was decided that public interest should be renewed in an effort to provide a name to the battered face and, more important, catch the killer.

Grace was called upon to provide the 'Pyjama Girl' with a more 'lifelike' appearance for her public display. A very distasteful duty was completed without complaint and in a very effective manner.

Grace used face creams and sticking plaster to patch up the many gaping wounds in the face of the corpse, she then applied face powder to smooth the complexion and, finally, touches of rouge to her cheeks and lips finally gave the 'Pyjama Girl' a lifelike look.

Finally, after more than 10 years, someone was able to give the tragic 'Pyjama Girl' a true identity. Linda Agostini was the poor wretch that was brutally murdered by her husband, Tony, in 1934. He was convicted of murder and served six years in prison before being deported to his native Italy.

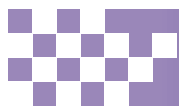
Grace was also responsible for fostering and supporting the main police witness in this matter, Lucy Collins.

Grace was commended by the Commissioner of the day for exemplary attention to her duties. All the more remarkable as Grace was a Special Constable with less than two years' experience at the time.

Grace continued her career in the Police Force and remained a favourite with the press. Her career spanned 12 years and she gathered many press clippings.

Grace was promoted to the rank of Special Constable First Class in 1952. Whilst never considered to be 'real' police officers (their service registers were marked 'temporary'), the women police of pre Equal Employment Opportunity era contributed just as much to the protection of society as their male counterparts. It took a World War to show that women, given the opportunities, can achieve in any male dominated enclave.

Women like Grace Evelyn Hopkins have "broken the ground" and made it easier for those following. Grace would have watched the New South Wales Police Force become a Service. She would have seen women being accepted into the ranks of sworn police officers in 1965 and technology taking over the work place. She would have observed women driving around in patrol cars on a regular basis, assisting the public,



even wearing appointments (guns, handcuffs). She would have seen capable women holding the ranks of Commissioned Officers and commanding police stations. I imagine that she would have felt a great deal of camaraderie with today's women police.

In 1944 Grace was involved in another rather unusual case involving the marriage of a 15-year-old girl and a 17-year-old boy in Sydney. The young couple had grown up in a small country town in rural Victoria. The young girl's mother resided in Queensland and she lived with her father in the town. The young boy was employed as a farm labourer in the town. Life seemed wonderful until the young girl's father mentioned that he might have to leave the town for health reasons taking his daughter with him. This threw the young couple into turmoil as they could not contemplate the thought of being separated. So, as young kids do, they pooled their financial resources and with £30 in their pockets decided to leave Victoria and seek out the girl's mother in Queensland.

On reaching Sydney they could not get a permit to travel to Brisbane and had to book into residential accommodation in Sydney. The girl's father came to Sydney and contacted police to help locate and manage the young couple. Detectives assisted in this regard and were aware that the young couple had effectively

eloped with the intention of marrying. Detectives duly arrested the young couple and placed them before the Children's Court. In the hearing at Court the girl's father made it clear that he had no objection to the couple marrying as they appeared to be very much in love and devoted to one another. In extraordinary circumstances, a telegram was sent to the boy's mother in Victoria and she also agreed to the marriage.

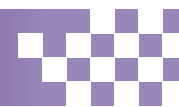
Going beyond the call of duty, NSW detectives then agreed to arrange the marriage of the couple with the Court's blessing. A ceremony was arranged and whilst the papers detailing and legalising the marriage were being prepared in the vestry of the church, policewoman Grace Hopkins, a talented actress, entertainer and musician, played the "Wedding March" on the church organ. The church was empty as the girl entered on the arm of her father. Detectives acted as the best man and groomsman for the young boy and another policewoman acted as a bridesmaid. Detectives also took up a collection at the CIB for the couple and bought them a silver cruet and silver vase as wedding presents. The Welfare Department later found them a furnished flat to live in and arranged for the groom to be employed as a horse driver. Whoever would have thought that police could be involved in such a matter to the extent that they were!



1930: Linda Agostino, 'The Pyjama Girl'.

Grace Hopkins resigned from the Police Force in April 1955 and became Grace Windross, settling into married life. She raised her family who, in turn, raised families of their own. Over 50 years after becoming one of New South Wales' first uniformed policewomen, Grace happily cradled her first great grandchild, Alexandra.

Sadly, less than one week later, Grace was dead, killed in a tragic car accident in 1994, aged 81. Her family felt the loss of their mother, grandmother and great grandmother. Her other family, the New South Wales Police Force, lost one of its "ground-breakers" and are indebted for her service.



Engendering change:

advancing the role of women in SAPOL

By Mathew Rodda

Published with kind permission of South Australia 'Blueprint'



Kate Cocks – first woman police officer South Australia Police.



Firearms Training, 1967.

Imagine having to quit a job you love just because you married the one you love. It's hard to believe but until 1973 this was the reality for women in South Australia with aspirations of a long and rewarding career as a police officer. Fast forward 40 years and women are increasingly becoming a force in a job once dominated by men.

As we reflect on SAPOL's rich and diverse 175-year history, it's important to highlight the significant contribution women have made to the development of SAPOL, and the ongoing influence women have in shaping the future direction of the organisation.

Women have come a long way in SAPOL since the South Australian Women

Police Branch came into operation in December 1915 – the first of its kind in the British Empire. South Australia's first female constables, Kate Cocks and Annie Ross, performed useful but restricted plain clothes duties, mainly dealing with matters relating to women and children.

The role of female police has altered significantly over the years. Women are now at the forefront of modern policing, a long way from the days of focusing primarily on welfare, social and family based issues.

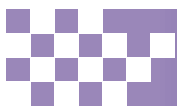
Constable Sharynne Grant's career has spanned the bulk of the last 40 years, in which time she has seen the role of female police continue to evolve at a rapid rate.

A chance encounter with a friendly female officer by the name of Beryl Blanden inspired the then 11-year-old to become a police officer – an ambition that was realised when she graduated in 1975.

"When I graduated, female officers would mainly look after children and battered women and had only just started working on patrols," Constable Grant said.

"Females proved they were a huge asset on patrols but it took a lot of hard work to be accepted by a very male dominated force. These days, females are influential from senior management and specialist positions, right through to the frontline."

Having been a Victim Contact Officer at Adelaide CIB for the past 19 years, Constable Grant has attended many



Women Police Branch, 1914.

serious crime scenes. She believes this role highlights the diversity women have brought to SAPOL.

"Women are excellent at accident scenes, caring for the injured and delivering death messages to loved ones. Their patience and compassion in a range of policing situations is a valuable asset," she said.

An increased emphasis on valuing the different qualities women bring to policing is something Assistant Commissioner (A/C) Madeleine Glynn has noticed during her 37-year career with SAPOL.

"Women bring diverse skills, knowledge, ideas and experience to the organisation," she said.

Having become the first female police officer to be promoted to the rank of Superintendent (in 1998) and four years later the first female Assistant Commissioner in SAPOL, A/C Glynn is seen as a role model for female officers.

"There are female role models at all levels within SAPOL, each providing women with encouragement to take the first step in realising their ambition. Being the 'first' is not necessarily an achievement; it's the value that you provide with the achievement that matters," she said.

"When I started in 1976 there were

less than 100 female police officers but this has rapidly grown over the years due to SAPOL's progressive approach to expanding the range of opportunities for women in policing."

At the forefront of this approach have been the creation of an Equity and Diversity Section within SAPOL and the advent of the Women's Focus Group, of which A/C Glynn is the sponsor.

"Since 2004, the Women's Focus Group has enhanced the contribution and value of women within SAPOL through leadership and development opportunities, delivering popular forums and by playing an active role in assisting women in both sworn and unsworn roles to progress their SAPOL career," she said.

FROM ADVERSITY TO DIVERSITY

The 1970s was a decade of rapid development for women within SAPOL. In 1973 the restriction on married female police officers was lifted and in 1974 the Women Police Branch was dissolved, with the role of women police integrated into the overall policing environment. In 1979, women were first allowed to join SAPOL as a police cadet from 17 years of age and serve in general uniform police roles.

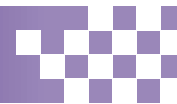
This rapid progression was not without its issues. For Retired Chief Inspector Fay Leditschke, becoming the first woman Commissioned Officer in SAPOL upon being appointed Inspector on 14 June 1979 brought about new challenges. She had to design her own uniform as no female uniform template existed at her new rank.

Around the same time, Chief Inspector Kathryn Finnigan (now retired) was well on her way to becoming a pioneer for women in SAPOL. She was the first female to be appointed to the Drug Squad and in 1982 became the first female to be made Detective Sergeant. In 1989 she was the first woman Officer in Charge of a country division (Yorke Peninsula) and achieved another first for SAPOL women by being elected as Deputy President of the Police Association.

"I did not see myself as a pioneer at the time but looking back on my career I'd like to think I was a positive role model for women in policing," Retired Chief Inspector Finnigan said.

The role of a female police officer was vastly different in 1964 compared to when the decorated officer finished her 34-year career in January 1998.

"When I joined there were around 45 women police, including women



wardresses who attended to females in the cells," she said.

"In 1964, all women police wore plain clothes and although they were sworn officers, their role was mainly social welfare duties as government agencies were not as strong as they are today. They also performed some criminal investigations.

"Some people today might think less of those early women and what they did, but those women from 1915 onwards were the real pioneers, and were my role models throughout my career."

Like many women at the time, Retired Chief Inspector Finnigan encountered challenges in forging a successful career in a male-dominated profession. However, she received valuable support from many of her male colleagues.

"Some of the older sergeants could be tough to work with at times, however, later when promoted to Inspector, I became their boss," she said wryly.

"But seriously, most men I worked with greatly encouraged me during my career. I like to say that I hit the glass ceiling but they opened a skylight for me to get through."

ACWAP would like to congratulate Linda Fellows being promoted to Assistant Commissioner in South Australia. SAPOL now has four women in the six AC roles - the highest percentage of representation of any jurisdiction in Australia.



SSIC Susan Shearer.

NO CEILING TO SUCCESS

Initiatives such as flexible working arrangements, maternity leave, measures to combat workplace discrimination and harassment, and a broad range of career opportunities have all contributed to an increase in the number of female officers serving the South Australian community. Women now comprise 27 per cent of SAPOL's sworn staff, up from 22 per cent a decade ago.

One of the additional 421 female officers who have joined SAPOL in this time is Constable Leonie Brimble. Two years ago she was studying a double degree in high school teaching and arts while managing a clothing store before deciding to embark on a career in policing.

"I wanted to make a difference in other people's lives and to my own," she said.

As one of 10 women in her 29-person cadet course, the general duties patrol member has seen any perceived barriers for women as just another challenge to overcome.

"In this industry, women are sometimes seen as not having the same strength or physical capabilities as males but these traits are just as important to operational policing as

knowledge, communication skills and emotional capabilities," Constable Brimble said.

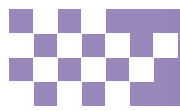
"Any good police officer is stronger in some areas of policing than they are in others, but what makes us successful as a team is that we all offer different strengths that complement each other, which makes us a diverse and well-rounded organisation.

"As a woman in SAPOL, I aim to prove my worth as a 'good' police officer, not just a 'good female' police officer."

A career-driven woman, Constable Brimble is focused on embracing the unlimited career paths and promotional opportunities now available to women in SAPOL.

"Despite the advancements in the role of female police, women across all policing organisations are still faced with the dilemma of choosing between building a career and raising a family," she said.

"However, as has been the case throughout SAPOL's history, there are many women who continue to pave the way for the rest of us so we can achieve a successful policing career while juggling life's many responsibilities."



Can policing learn anything from the experience of engineering aspirants?

By Peter Martin APM, Ph.D

Assistant Commissioner, QPS

According to the National Science Foundation, 5300 women with engineering degrees were surveyed in a three-year study. 62% remained in their engineering careers but surprisingly 11% never entered the field, 21% left more than five years ago, and 6% left less than five years ago. So, more than 40% of women with engineering degrees either never entered or left the profession.

Can you imagine the emotional, physical and financial investment in pursuing and becoming successful in gaining an engineering qualification? This is particularly so in a field numerically dominated by males. You would think that the student engineer would have identified a latent interest in this area and had real aptitude for what is a complex scientific pursuit. Given the previously mentioned investments you can also imagine the strong forces that would prevent an engineering graduate from pursuing their chosen career path.

So why would women either not take up their qualification or alternatively leave the field of engineering? The research cites two factors: (1) hostile workplaces and (2) lack of opportunity as their reasons.

It is both a shame and a wasted opportunity when women graduates leave any profession but particularly when workplaces are perceived to be, or actually are, hostile to them. What a wasted resource when a graduate leaves their new experience base because they believe that despite their best endeavours they perceive there to be lack of opportunity.



Assistant Commissioner Peter Martin with Senior Sergeant Janelle Andrews.

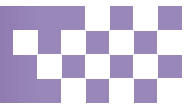
I would have thought that the one thing the field of engineering needs, and for that matter many other pursuits, is diversity, particularly gender diversity.

So what became of those that left the field of engineering – those 40% or so of women that pursued other things? Well of those who entered another industry around half became executives.

The experience of women engineering graduates serves as an important sign post for police agencies. It is important to question

why more women are not reaching executive positions and equally importantly why others do, despite the obstacles along their career path. But critically the experience of women engineering graduates encourages us to look at how receptive our workplaces are to women (the antithesis of hostility) and the opportunity for women to rise to the most influential positions within our respective organisations.

Source: <http://theconversation.com/women-with-engineering-degrees-often-leave-the-industry-30361>



It starts with us:

The Leadership Shadow

By Heather McIlwain

Executive Director – Chief Executive Women

With contribution from Simon Rothery, CEO of Goldman Sachs Australia & New Zealand

In 2010, Federal Sex Discrimination Commissioner Elizabeth Broderick established the Male Champions of Change which comprised 21 CEOs, non-executive directors and Department Heads from across Australian business and Federal Government.

Each of the male CEOs was asked to use their individual and collective influence to ensure the issues of gender equality and women's representation in leadership are elevated on the national business agenda. This includes developing insight into the barriers that need to be tackled within our organisations and broader society and to work together to identify and implement progressive, high impact actions to change the game on representation of women in executive positions and leadership pipelines.

This specifically included a focus on addressing systemic, policy, behavioural and cultural impediments and enablers. When it came to tackling behavioural change, Male Champions of Change partnered with Chief Executive Women, a group of 300 of Australia's most senior women leaders, to create *The Leadership Shadow*, which guides leaders who want their every action to send the right signal around gender diversity. To build *The Leadership Shadow*, Chief Executive Women drew on their real life experiences as leaders as well as key insights gained from undertaking CEW's CEO Conversation program (facilitated conversations between a panel of CEW members and top executive teams) and the CEW Gender Diversity Kit, available free of charge on CEW's website.

The Leadership Shadow helps leaders everywhere to listen, learn and lead by understanding the impact of their personal actions on creating gender balance – their *Leadership Shadow*. Importantly, it sets out actions and behaviours that will most likely support progress and includes a set of reflection questions for self-evaluation and feedback collection.

As leaders we need to understand our own impact. *The Leadership Shadow* enables us to consider whether the shadow we are casting is the one we intend. Change starts at the top and what we say, how we act, what we prioritise and what we measure determines what gets done. These are the four elements that make up the model.

1. WHAT I SAY

The first step in the model is fundamental. Leaders need to identify, deliver and monitor the message we send about gender balance as well as ensuring it is consistent with the culture we want to build. Employees have well developed antennae that pick up signals from the top about 'what matters around here.' How we frame issues, emphasise them and repeat them sets the tone.

2. HOW I ACT

Actions and communications give meaning and credibility to communications about, and commitment to, gender balance. When people see words translating into tangible actions, progress and change, momentum is created. The way leaders act reveal behaviours. Similarly, the symbols and nature of the relationships leaders develop support greater gender balance.

3. WHAT I PRIORITISE

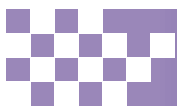
Employees notice what leaders take interest in and how we spend our time: the disciplines, routines and interactions that advance objectives. The goal is to develop and visibly lead processes that drive toward gender balance. This includes engaging senior leadership teams directly, playing a strong and direct role in key recruitment and promotion decisions and championing flexibility for both men and women.

4. HOW I MEASURE

Measurement indicates to employees what really matters. Measurement instils accountability, reward and recognition within a team. With formal reporting mechanisms now in place to track gender data, such as the ASX and Workplace Gender Equality Agency guidelines and reporting, robust and consistent measurement should now be part of our standard reporting suite. Leaders must understand the numbers and levers and set targets. We also need to hold ourselves and our team to account. Most importantly, we need to get feedback on our own leadership shadow.

For example, Simon Rothery, CEO of Goldman Sachs noted the way that he was holding gender diversity as a separate objective, not integrated with other business priorities, was giving the impression that he wasn't really serious. Simon recounts "I explicitly started to integrate its prioritisation much more into my day-to-day business. I now talk about gender balance side-by-side in conversations on profit and loss and cost."

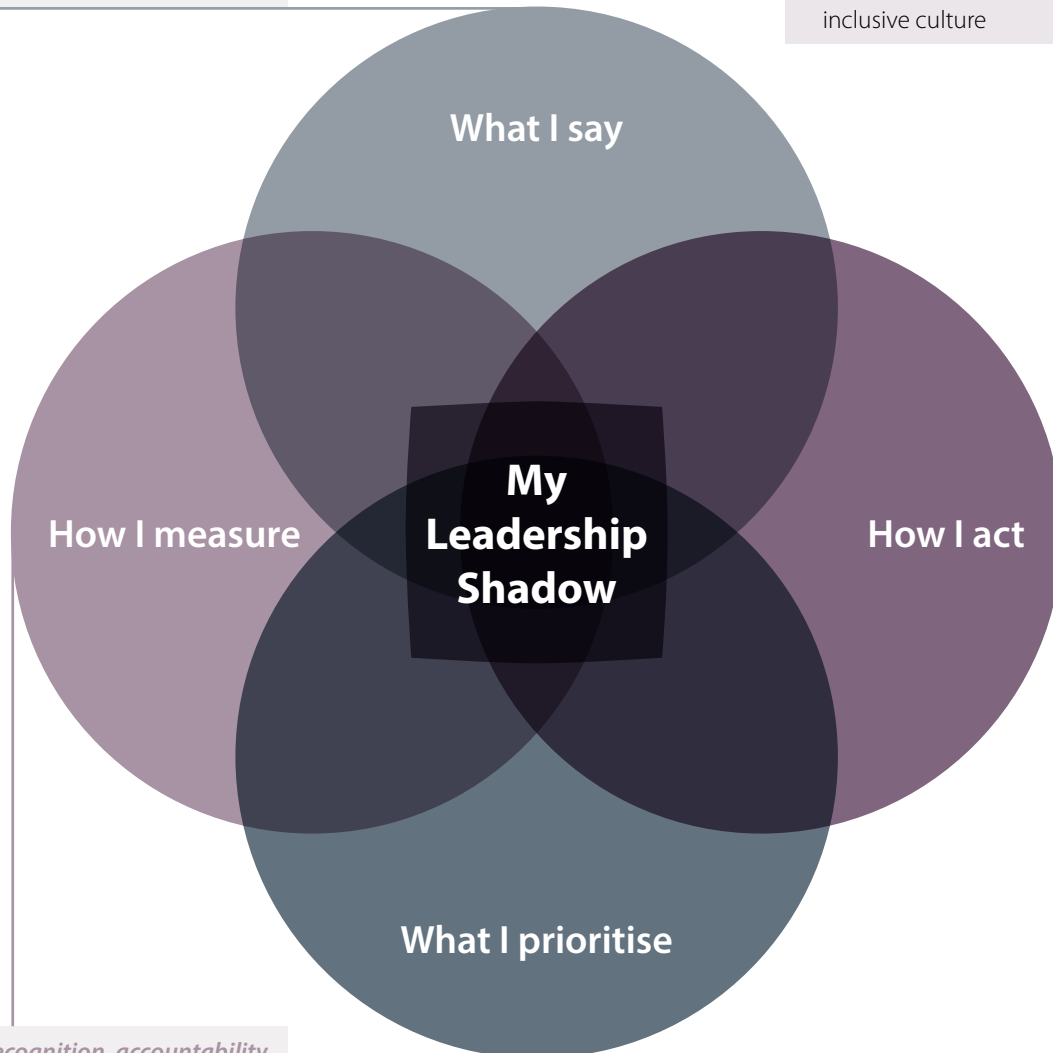
Highest ranking female police officer and CEW member, NSW Deputy Police Commissioner Catherine Burn knows only too well that leadership is about behaviour,

**Values, context setting, message repetition and emphasis**

- Deliver a compelling case for gender balance
- Provide regular updates and celebrate progress

Behaviours, symbols, relationships

- Be a role model for an inclusive culture
- Build a top team with a critical mass of women
- Call out behaviours and decisions that are not consistent with an inclusive culture

**Rewards, recognition, accountability**

- Understand the numbers and levers; set targets
- Hold yourself and your team to account
- Get feedback on your own leadership shadow

Disciplines, routines, interactions

- Engage senior leaders directly
- Play a strong role in key recruitment and promotion decisions
- Champion flexibility for men and women

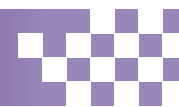
and that in order to achieve better gender balance, the police force needs to grow leaders who can lead on this issue. "Since I joined, the number of women has increased quite dramatically. In 2013 we were able to report that about 34.5 per cent of police officers and civilian staff are women. There remains an imbalance at the higher levels of the Police Force and that reflects most organisations. I am continuing to push the need to have more women throughout the whole organisation".

The Leadership Shadow is not a prescription for automatic success. But it has helped leaders better understand what they have been doing, reveal what has and hasn't worked and then adopt more effective ways of moving ahead.

It provides leaders with a structure to sharpen their approach and demonstrate how you make diversity a priority. Making progress on gender balance is not yet second nature to

many of us, but it does focus the mind on how to take a leadership position that will drive progress on what is an important social, economic and productivity priority for Australia.

We hope that this model can serve to encourage further action and that our experience can become a shared resource and be a source of assistance in the efforts of each organisation and industry to improve outcomes on gender balance.



Aspire to Achieve

Leaders Forum 2014

By Melissa Hawkins



L-R Warwick Jones AIPM, Assistant Commissioner Leanne Close AFP and Deputy Commissioner Stephan Gollschewski (QPS) on a panel discussion.



L-R Back row: Vaivasa Wells American Samoa, Rebecca Hosking-Ellis Cook Islands, Ella Napara (Cook Islands) PICP S, Lily Mawa Joel Vanuatu, Koruea Kabarara Kiribati, Jim Tabi Vanuatu, Folola Vaikona Tonga.
L-R Front row: Karen Henrikson New Zealand, Tony Edwards Niue, Pauline Rangit Cook Islands.

In August 2014, the Sunshine Coast welcomed well over 200 delegates to the Australasian Council of Women and Policing "Aspire to Achieve" leadership forum. The Queensland Police Force, celebrating 150 years of policing, hosted the forum with Commissioner Ian Stewart officially opening the seminar and showing strong support over the following two days.

The seminar was held at Mooloolaba with police and law enforcement partners from Australasia and the Asia Pacific converging on this iconic tourist destination to share

their views and their experience and to explore ideas on how best to drive improved policing outcomes for women and policing.

ACWAP was delighted to have Senator The Hon Michaelia Cash MP launch the conference as the first guest speaker. Senator Cash is the Minister assisting the Prime Minister for Women and the Assistant Minister for Immigration and Border Protection. "Women's issues are men's issues. They are everyone's issues", she said. Senator Cash highlighted the importance of the seminar and of the need to continue discussion and actions

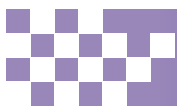


Talei Bentley with Senator The Hon Michaelia Cash, Minister Assisting the Prime Minister for Women.

that supported and assisted women moving to leadership positions.

The Hon Mr Mal Brough MP Federal Member for Fisher asked the audience to "Think about who inspires you". His message was that "with strong commitment, values and principles underpinning what you do, you can achieve anything". His advice included the importance of courage; of not being afraid to fail.

Mal Brough's message was endorsed by the Hon Fiona Simpson MP and her journey in politics to become the first woman Speaker of the Queensland Parliament.



Queensland Police Service delegates.



Victoria Police delegates - supported by Assistant Commissioner Tracy Linford (3rd from right). Detective Superintendent Rod Jouning and 2014 Audrey Fagan award recipient Superintendent Cindy Millen 3rd-4th from left front row.

Her message and her experience as a woman in a male dominated workplace was repeated time and again over the two days. Her reflection included the issue of public scrutiny being different for women – right down to how women in leadership dress.

The seminar theme included a strong focus on resilience and the need to support one another. Major Karma Rigzin from the Royal Bhutan Police Force left delegates open mouthed as she talked through the issues and achievements of women police in Bhutan. As one of 13 women in a police force of more than 4000, Major Rigzin discussed support for other women in policing as she detailed a promotional course that required her and a colleague to cover 20 km over rough terrain within three hours, while carrying an AK47 assault rifle.

Resilience in policing was given sharp focus in a panel discussion facilitated by a

long-term ACWAP friend and supporter, Mr Bob Atkinson. Now a Commissioner for the Royal Commission into Institutional Responses to Child Sexual Abuse, Mr Atkinson was the longest serving police Commissioner in Australia until his retirement from QPS in October 2012.

Commissioner Atkinson introduced 2009 Young Australian of the Year Jonty Bush and Senior Constable Shelly Walsh from the NSW Police Force. Both Jonty and Shelly

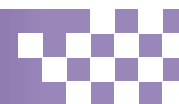
have endured incredible personal tragedy. The room remained silent as they took delegates on an emotional roller-coaster of tragic lows and inspirational highs. Their resilience and their passion for improved policing outcomes for women could not have failed to move and to impress.

Corporal Seamus Donaghue from the Australian Defence Force spoke about his participation in the 2013 'Walking with the Wounded' expedition comprising teams of

A first for ACWAP, we posted live to Facebook about each presentation at the 2014 Forum.

Going into the Queensland Forum week our follower numbers were at 235, over the course of the week it jumped up by 100 to 335 and we currently stand at a list of 357 followers.

The post showing Senior Constable Shelley Walsh and Jonty Bush at the conference had a reach of 2117 people and was given 45 likes.



Queensland Committee and supporters led by Chief Superintendent Debbie Platz.



WA Police delegates L-R: Sergeant Roberta Richardson, Inspector Tara Doyle, Sergeant Julie Pender, A/Deputy Commissioner Michelle Fyfe APM, Constable Emma Needs and Ms Santa Cardenia.

service personnel from Australia, Canada, the US and the UK. Resilience was again highlighted as Seamus shared his journey of recovery – including joining an expedition to the South Pole – showing determination, mental strength and resilience.

Deputy Commissioners Lucinda Nolan from Victoria Police and Catherine Burn from the NSW Police Force are Australia's top-ranking women police. They were joined at the seminar and Awards by Acting Deputy Commissioner Michelle Fyfe from WA Police. DC Nolan ended the first day with a candid discussion on leadership and the importance of women remaining

part of the discussion around an inclusive and respectful policing environment.

The theme for day two was 'The essential toolkit – building blocks to achieve.' Following the excitement of a spectacular Awards ceremony the night before, discussion and seminar involvement shifted to a new level.

Chris Dawson, CEO of the Australian Crime Commission, nominated reputation and finding your own 'true north' as an essential building block. His message was both familiar and valuable. 'Treat people the way you want to be treated' he said. Mr Dawson reflected



Squadron Leader Samantha Freebairn was a particularly popular presenter at the leadership forum.

on discussions and themes from day one and discussed positive aspects of his own policing career in WA that had included working through the challenges created by the Royal Commission and being part of the rebuilding process for WA policing.

A panel discussion with Magistrate Robyn Carmody, Deputy Commissioner Catherine Burn and Dr Ben Evans from Customs and Border Protection presented a diverse view on building blocks with some strongly recurring themes. Empathy, trust, respect, support and teamwork were agreed by panelists and presented through very different lenses.

Dr Evans urged delegates to learn who they are – the importance of knowing yourself. He used the Japanese poem about leaders Oda Nobunaga, Toyotomi Hideyoshi and Tokugawa Ieyasu.



NSW Police Force delegates.

Responses to the questions “What have you understood more deeply from today and what are we going to do about it?”, were written on the stick it notes noticeboard:

- Build strength in others and self awareness
- You are strong as an individual but this can be stronger with others who stand by you
- Question, ask, challenge and make informed decisions
- Knowledge is empowerment. We all need to share to empower one another
- If you see someone being treated unfairly do something immediately – don’t tolerate it.



L-R Queensland Police Commissioner Ian Stewart, Celebrity Chef Matt Golinski and ACWAP President Carlene York.

“Every person and every decision will align to one of these leadership styles” he said.

Celebrity Chef Matt Golinski reinforced support, resilience and a personal plan for the essential toolkit. Having lost his wife and children in a tragic house fire, Matt shared aspects of his road to recovery and how goals and support had guided him. His story resonated with comments made by DC Burn who told delegates that the only difference between a goal and a dream was having a plan.

Feisty and effervescent, Squadron Leader Samantha Freebairn was one of the seminar highlights. As the first mum to return to active flying duty with the RAAF, Sam highlighted the importance of support and described the ADF model for Women in Non Traditional Roles (WINTR). “There are some guys who should just not be around women” said Sam as she explained how WINTR works for women

in the ADF. This includes supporting, recruiting, retaining and progressing women to leadership positions.

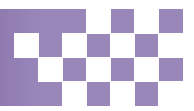
Until her recent retirement, Margaret Allison was the Director General for the Qld Department of Communities, Child Safety and Disability Services. As a senior bureaucrat, she has run countless selection interviews. She advised women to back themselves, to know who they are, and to develop a unique ‘pitch’. “Provide the selection panel with a shorthand summary of the benefit that you will bring” she urged.

Helen Conway is the Director of the Workplace Gender Equity Agency. She reminded the seminar that by definition, less than 10% of women in any field are pioneers and then encouraged the policing pioneers contributing to the seminar to share their stories and expand their support to women in policing. Helen highlighted the work to be done and

discussed the growing divide in gender inequity occurring in Australia, including some alarming statistics on Australia having slipped significantly on international rankings for inclusive and fair communities.

The seminar concluded with a final panel discussion involving Assistant Commissioner Leanne Close AFP, Deputy Commissioner Stephan Gollschewski QPS and Warwick Jones, Executive Director for the Australian Institute of Police Management. Panelists responded to a wide range of questions and showed strong support for discussion and recurring toolkit ingredients – particularly around support.

Seminar evaluations were overwhelmingly positive – and rightly so. The break-outs and the improved networks that follow leave ACWAP in no doubt that seminars for women and policing should and must continue as part of our policing future.



Police Transport Command

New South Wales Police Force



Deputy Commissioner Catherine Burn joins A/Superintendent Denby Eardley for a morning tea with the NSW Police Transport Command.

As the 100th Anniversary of Women in the NSW Police Force draws closer, the Police Transport Command (PTC) is acknowledging the contribution of women in policing.

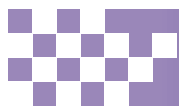
The Police Transport Command has existed since May 2012 with responsibility for policing the public transport network across the greater metropolitan region as well as the Central Coast; the Hunter and Newcastle regions; Wollongong and the Illawarra region.

Assistant Commissioner Max Mitchell said this financial year will see the Police Transport Command focus on recruiting women, particularly those with part-time requirements and those needing the work/life balance to juggle their families.

"We don't have a first response agreement like local area commands so shift rostering is more flexible. This allows opportunity for women to cover family and carer responsibilities here at the Police Transport Command", he said.

AC Mitchell goes on to say, "We are 'one team' at PTC and I encourage women at all ranks to consider this command as a great opportunity to undertake new challenges and develop your personal careers."

PTC comprises approximately 20 percent of women who perform a variety of roles. There are females occupying Crime Co-ordinator, Intelligence, Education Officer and Roster positions as well as transport operatives. Women also



are skilled as Physical Training Instructors, OSG operatives and Bicycle operatives.

Acting Superintendent Denby Eardley is the North Central Sector Commander and she is pleased to report there are a number of initiatives planned to increase recruiting into the Police Transport Command – including a recruitment day which will focus on women. She also notes that a leadership program is also being planned for 2015 with a focus of the advancement of women in the PTC.



Deputy Commissioner Catherine Burn and Assistant Commissioner Max Mitchell speak to PTC members and listen to their ideas.

A/Superintendent Denby Eardley said, "I love working at the PTC. The Command operates differently to how a LAC operates. The flexibility with shifts and hours are very suitable to our working mums. There are many opportunities for our women police in the PTC with the diverse range of different positions and roles."

Deputy Commissioner Catherine Burn recently attended a morning tea at PTC where she said, "The Police Transport Command is one of a number of Specialist Operations Commands that are actively seeking to increase their diversity and find ways of creating opportunities for women."

She went on to note "The command also presents as an ideal opportunity for policewomen who enjoy a proactive style of policing and still maintain a balance between their professional and family commitments. I encourage women to strongly consider a change in their duties for the PTC, as I believe they will be pleasantly surprised with the changes and advances AC Mitchell and the Management Team at PTC have

generated in the area of policing the transport environment.

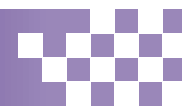
These views are supported by comments provided to PTC by frontline members who say:

"Having a particular interest in proactive and intelligence based policing, I found that work within the Transport Command had a lot to offer and I personally find it interesting and enjoyable."

"I found the work very different from general duties and not having to be tied down to the radio allowed me to proactively police within a large geographical area given the many LACs we cover."

"I am currently within the intelligence unit, expanding on my intelligence training and learning to utilise intelligence based policing to combat crime issues at many different locations."

"The PTC provides a unique and diverse proactive working environment. I have undertaken specialist training and been offered excellent career development opportunities."



Balancing policing and parenthood



By Sergeant Kelsie Henderson

Branch Manager Mackay PCYC (Queensland)

Policing runs in the family for Sergeant Kelsie Henderson and her husband (until recently also a police officer), balancing their policing careers along with a young family.

"I have been a police officer for 14 years. Most of my career has been spent working in operational roles. This meant long hours, which was hard to juggle with young children. In 2011 I swapped my role in the Traffic Branch to take up the role of Branch Manager at PCYC Mackay.

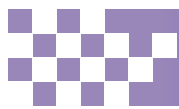
"I joined the Queensland Police Service because I wanted to have a job where I could make a difference and help people. The most rewarding thing

"I joined the Queensland Police Service because I wanted to have a job where I could make a difference and help people."

about my role at PCYC Mackay is seeing the difference you can make in young people's lives. You can see that you are helping to provide them with a better life. As an operational police officer you don't always get to see the benefits or results of the work you do.

"One of our exciting new projects is a driver training program called

'Braking the Cycle'. Mackay is a mining community and many learner drivers start out in high powered vehicles, leading to a lot of accidents and injuries. Braking the Cycle provides young people the opportunity to practice their driving with trained volunteer instructors and also helps them to get their licences in a safe way."



Professional development and promotion of women police:

Reflections on the QPS experience

Authors: Sergeant J Price (QPS), Dr JM Drew (Griffith University), Ms K Liversidge (QPS)

INTRODUCTION

The creation of effective police leaders requires officers to actively engage in ongoing education and relevant professional development opportunities. Whilst there is a vast choice of leadership training and education available both within and external to Australian police agencies, the relationship between leadership styles and policing outputs remains elusive (Drew, 2012, p. 114).

Recently, policing scholars have argued that police agencies should pursue and develop transformational leadership qualities in their leaders (see Drew, 2012). The qualities of transformational leaders include leading by example, trustworthiness, valuing input and demonstrating compassion and respect (Schafer, 2008). Research by Dobby, Anscombe and Tuffin (2004) identified that 50 out of 53 effective leadership behaviours identified by police were correlated with the transformational leadership style. These behaviours, in turn, positively impacted on officer satisfaction and organisational commitment.

The development and promotion of transformational leadership in police organisations is particularly interesting when viewed from a gender perspective. Research has demonstrated both in policing and other contexts, that female leaders are more likely to enact transformational leadership behaviours compared to their male colleagues (Eagly, Hohannesen-Schmidt, & van Engen, 2003; Silvestri, 2007).

Inspector Jason Saunders (Manager of the Professional Development

Unit, Queensland Police Service) provided a good summation of contemporary knowledge and practice regarding women police leadership and development.

“Good leaders are often described as caring and supportive; are good communicators; build relationships; and are trustworthy and ethical. It has been noted that generally, women perform much better across these areas compared to their male colleagues. However, women continue to remain underrepresented in senior police leadership ranks. Little is known about leadership within the policing context, and even less about women police leadership. Diversity is vital in senior leadership positions and given the core mission of police agencies to be a true reflection of the communities that they serve, further research is needed.”

Inspector Jason Saunders

Whilst a strong argument can be mounted to support female police leadership, barriers for women in the workplace remain. Women police face numerous organisational barriers to promotion, often resulting from inequitable access to specialist opportunities; lack of senior officer support and insufficient career guidance and training (Boni, 2005; Van Velsor & Hughes in Irving 2009).

LEADERSHIP IN THE QPS: A VIEW BY GENDER

Reflecting on the current state of gender diversity in the Queensland Police Service indicates that the police organisation during the 2000s successfully increased female representation in non-commissioned

ranks (Prenzler & Drew, 2013). However, further analysis reveals that representation of women police at commissioned officer levels during the same time period actually decreased (Prenzler & Drew, 2013). Targets set in the QPS Diversity Management Plan 2004-2007 for female commissioned officers was 6.7% but in 2008 actual representation only reached 5.9% (Prenzler & Drew, 2013). The most recent data provides some encouraging results, with 26 of the 283 (9.2%) commissioned and senior executive positions currently held by women.

The Queensland Police Service, along with its other state jurisdiction counterparts, has successfully increased women police numbers within their ranks (Prenzler & Drew, 2013). The difficulty is, as Baxter and Wright (2000) conclude, that even small, incremental gains in representation of females in senior management positions, requires significant and substantial increases in female employee numbers. Therefore, it is apparent that an existing challenge for Australian police agencies is how to further increase women leadership representation, translating non-commissioned women police into the commissioned and senior executive ranks.

CURRENT QPS PROFESSIONAL DEVELOPMENT PROGRAMS

The Queensland Police Service has taken a number of steps over preceding three decades to support women police leaders. In the post Fitzgerald era, the QPS embarked on a reform process, including gender equity compliance with the introduction

of supportive strategies for women (Prenzler & Drew, 2013).

In 2001, the QPS initiated the Leadership and Mentoring Program (LaMP), which was the first program targeted specifically to both sworn and non-sworn female QPS employees. The six-month program aims to support women into middle and senior management roles with leadership and skill development through mentoring, workshops and teleconferencing. More recently, participants are responsible for the development and implementation of a workplace improvement initiative. To date, 248 women have completed LaMP and have cited benefits such as marked improvements in confidence and organisational understanding. The Australian Institute of Police Management (AIPM) recently announced the 'Balance: Women Leaders in Public Safety' course to be conducted in 2015. This course will be specifically aimed at women in significant leadership positions.

The Queensland Police Service (QPS) also provides and co-ordinates a range of internal and external leadership development programs for all officers. At senior constable level, typically five or more years of service, officers can enrol in the Management Development Program (MDP) facilitated by the Professional Development Unit. This three-tiered postgraduate program is offered to senior constable and sergeant rank; unsworn employees at AO5 level or higher can also enrol. The program has two main streams, management and legal studies, and is linked to pay progression. Senior sergeants are offered development through the Leadership Development Section (LDS). Successful completion of the relevant level is an essential key selection criteria for rank progression.

As discussed above, professional development offerings of the Queensland Police Service represents both specific programs designed to enhance and promote women police and generic programs available to all officers. A question that does however remain largely unanswered is:

What is the right balance between focused, specific programs for women police and general professional development programs?

Reflecting on this question, Assistant Commissioner Gayle Hogan (State Crime Command, Queensland Police Service) states

"Development which helps the individual become more self-aware and understanding of their own skills and abilities is very important. It is my view there is a need for some gender specific development programs however the ultimate aim should be to ensure males and females get this development at many levels and times during our service. Similar programs have been the most valuable programs I have undertaken in my service."

Assistant Commissioner Gayle Hogan

Currently, little research evidence is available to guide organisations, particularly police agencies, in the type of approach that is likely to have the most beneficial impact on increasing women in police leadership positions. More needs to be known about impact and effectiveness of professional development opportunities for women in policing. As stated by Chief Superintendent Debbie Platz (Executive Manager, Education and Training, QPS Academy, Public Safety Business Agency) police organisations need to carefully

consider and weigh up the potential advantages and disadvantages of delivering gender-specific versus generic programs.

"Women are often more likely to have open communication and trust to delve into issues but co-ed classes are important so that each gender can hear and see the effects their decisions can make on each other."

Chief Superintendent Debbie Platz

CONCLUSIONS

The Queensland Police Service provides a good example of a police organisation that has proactively sought to develop strategies and programs designed to increase representation of women in leadership positions (Prenzler & Drew, 2013). Despite these efforts the statistics demonstrate that progress, whilst encouraging, is slow. Achieving gender equity in senior police positions must remain on the agenda of Australian police organisations. More resources and research is needed to determine how to best promote and encourage women police leaders – what is the right mix of gender-specific and generic professional development opportunities? We need to better understand how women police can achieve their career goals and how best to support them during their journey and again, once they reach their destination.

In conclusion, Chief Superintendent Debbie Platz provides sound advice to her fellow women police:

"Challenge yourself – don't pick a course because it is easy – pick one that is a challenge, educationally sound and one that can make a difference in your career."

Chief Superintendent Debbie Platz

References

- Baxter, J. & Wright, E.O. (2000). The glass ceiling hypothesis: A comparative study of the United States, Sweden and Australia. *Gender and Society*, Vol. 14(2), 275-294.
- Boni, N. (2000). *Contemporary issues facing women in policing*. Adelaide: Australasian Centre for Policing Research.
- Dobby, J., Anscombe, J., & Tuffin, R. (2004). Police leadership: expectations and impact (Home Office Online Report 20/04). London: Research Development and Statistics Office. Retrieved 2nd September 2014, from <http://collection.europarchive.org/tna/20080205132101/homeoffice.gov.uk/rds/pdfs04/rdsolr2004.pdf>
- Drew, J.M. (2012). Approaches to improving organizational effectiveness: The impact and attraction, selection and leadership practices in policing. In T.Prenzler (ed.). *Policing and Security in Practice: Challenges and Achievements*. New York: Palgrave Macmillan.
- Eagly, A. H., Hohannesen-Schmidt, M. C., & van Engen, M. L. (2003). Transformational, transactional, and laissez-faire leadership styles: A meta-analysis comparing men and women. *Psychological Bulletin*, 129(4), 569-591.
- Irving, R. (2009). Career trajectories of women in policing in Australia. In *Trends and Issues in Crime and Criminal Justice* (no. 370), Canberra: Australian Institute of Criminology.
- Prenzler, T. & Drew, J., (2013). Women police in Post-Fitzgerald Queensland: A 20 year review. *Australian Journal of Public Administration*, 72(4), 1-14.
- Schafer, J. (2008). Effective police leadership: Experiences and perspectives of law enforcement leaders. *FBI Law Enforcement Bulletin*, 77(7), 13-19.
- Silvestri, M. (2006). 'Doing time': Becoming a police leader. *International Journal of Police Science and Management*, 8(4), 266-281.

