



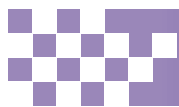
*The Journal for*

# WOMEN

AND POLICING

Issue No. 36 AUTUMN 2015





Print Post Approved: 100004991

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

**countrywideaustral**

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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](http://www.acwap.com.au), PO Box 1485, Woden, ACT 2606, email [journal@acwap.com.au](mailto:journal@acwap.com.au) or phone 0418 362 031.

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## Issue No. 36 AUTUMN 2015



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Australian Customs and Border Protection Service's Kim Eaton joins two of the 10 Pakistan Customs officials who were sponsored to attend the International Gender Responsive Policing Conference in Pakistan.

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# PRESIDENT'S *report*

**Carlene York APM** President

International Women's Day – held annually on 8 March – remains an important part of our global calendar and remains an important date for women to continue discussion on equity and equality.

8 March 2015 was particularly important for the Australasian Council for Women and Policing Inc and for the New South Wales Police Force celebrating 100 years of women in policing. How things have changed!

Celebration of 100 years of women in policing has continued throughout New South Wales since the 8 March launch including a baton relay that will visit the 9th Conference of Women and Policing being held at Sydney's spectacular Luna Park. Together with the ACWAP Committee and membership, I'm delighted that our conference delegates will be invited to celebrate this NSW Police Force milestone at a ceremonial march being held on Thursday 3 September 2015. The baton relay will end where it began – at the harbour.

The 9th ACWAP conference of Women and Policing will include the annual Excellence in Policing Awards. In the last edition of the *Journal*, I shared my excitement over the Queensland awards held at Australia Zoo on Queensland's Sunshine Coast. It was a spectacular event and provided depth and meaning to the wonderful women who were recognised for their efforts and achievements. The 2015 Excellence in Policing Awards will overlook Sydney's Opera House and Harbour Bridge. The venue and setting should guarantee a spectacular evening and I encourage you to come along and enjoy the celebration of excellence in policing and policing outcomes for women.

The ACWAP committee and membership continue to inspire me through their commitment and their efforts. As I have commented previously, ACWAP is a not-for-profit volunteer organisation that strives to work with the community, policing jurisdictions, academics and partner organisations for mutually beneficial outcomes. The model works and over the past couple of years, we've celebrated some significant successes.

In 2015, ACWAP has sponsored two women to attend the Balance program being run by the Australian Institute of Police Management (AIPM). Senior Sergeant Jane Kluzek from South Australia Police is our inaugural scholarship holder – she has an article in this edition of your *Journal* (page 25) which I'm sure you'll agree provides an endorsement of the value that ACWAP brings to a safer and inclusive society.

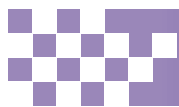
Supporting women to leadership is important for policing and for gender equity. The AIPM Balance Program is an example



*“The ACWAP Committee and membership continue to inspire me through their commitment and their efforts.”*

of positive action supporting women to leadership positions and realising leadership potential. We wish Jane Kluzek our best wishes as the inaugural ACWAP Balance scholarship winner and look forward to hearing more of this story.

There are now more women police holding senior office than at any other stage in Australasian history. Earlier this year, Deputy Commissioner Leanne Close commenced her current role with the Australian Federal Police and in May 2015, the South Australian government announced that Assistant Commissioner Linda Williams will take over from Deputy Commissioner Grant Stevens, commencing as SA Commissioner in July 2015. Supporting women into senior police leadership positions remains fundamental to progressing policing models to best service contemporary society. ACWAP is delighted to see Leanne and Linda promoted and look forward to hearing from them.



# NOTE FROM THE

# editor

**Philip Green APM** Editor

*Well*

What a year it's shaping up to be for women and policing. Leanne Close commenced her role as Deputy Commissioner (Operations) with the AFP earlier this year and in May 2015, the South Australian Government announced that Linda Williams will take over from Grant Stevens as Deputy Commissioner of our oldest police jurisdiction (SA Police). Leanne and Linda join Catherine Burn (NSW Police Force) and Lucinda Nolan (Victoria Police) as executive women police leaders – the highest number in history. It's a good start.

In Victoria, the Victorian Equal Opportunity and Human Rights Commission (VEOHRC) has commenced its review of sexual harassment, sex discrimination and sexual predatory behaviour in Victoria Police. The review is seeking input from former and current sworn and unsworn Victoria Police employees. This edition of your *Journal* includes contact details for the review – ACWAP supports your participation (page 29).

The VEOHRC review will continue for three years and report on findings, recommendations and police performance against the initial baseline. VEOHRC is an independent statutory body and will deliver its report accordingly. VEOHRC provides statutory confidentiality as well as independence which should give victims the confidence to come forward. The review is the first inquiry of its type in Australasian policing and will almost certainly impact on the broader policing community.

Support for women in leadership has been improved with a number of programs progressing around the region. In Victoria, Premier Daniel Andrews has committed to appointing at least 50 per cent women to all paid government boards and the courts for the remainder of his time in government. His speech in March 2015 included comment that our public institutions needed to represent the public. The Law Institute of Victoria and Community and Public Sector Union have supported the move.

ACWAP's 9th Conference for Women and Policing *Making History – Shaping the Future* starts on 31 August 2015 and will lead into the NSW Police Force celebrating 100 years of women in policing. On Thursday 3 September 2015, the NSW Police Force will lead a celebratory parade to commemorate this milestone with ACWAP conference delegates invited to attend. It really is an ideal opportunity to be part of making history!

The conference program is impressive with the conference organising committee confident of hosting another successful event. The speakers, conference program and venue sets a high benchmark that will take a lot to surpass. The 2015 Excellence



in Policing Awards looks like being particularly spectacular including a venue overlooking Sydney harbour.

Policing activity, service delivery, community engagement, professionalisation and police workplace profile remain in clear focus for public policy development. This edition of your *Journal* includes good examples of increased connectivity and the related benefit of participating in a global network of women in or involved in policing. The ability for policing practitioners to participate in and benefit from a global community of practice is better than it's ever been and getting better. Your *Journal* is part of this connectivity so why not use it? This edition includes news of ACWAP joining global policing discussions in Indonesia and Pakistan. This connectivity remains open to Australia and New Zealand – it's there for you and the community to use and to benefit.

Finally, after working for some years with the wonderful women and men who make up the ACWAP committee, I'm moving on from the position of Journal Editor. It's been an absolute policing highlight to have worked so closely with the ACWAP team and I commend you getting involved. The ACWAP Annual General Meeting is being held at the 9th Conference in Sydney at 4:30pm on Wednesday 2 September 2015. Why not go along, join the Council and get involved?

Feedback, stories and comments for the *Journal* can be sent to [journal@acwap.com.au](mailto:journal@acwap.com.au).



The 9th Australasian Council of  
Women and Policing Conference

## Making History Shaping the Future

Luna Park, Sydney  
31 August - 3 September 2015

**Registrations Now Open**

Early Bird closing date  
**Monday 11 May 2015**

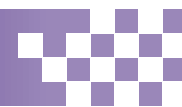
**Register now**

[www.conferenceco.com.au/acwap](http://www.conferenceco.com.au/acwap)

Conference Secretariat

Phone: 02 6292 9000 Email: [conference@confco.com.au](mailto:conference@confco.com.au)





## Australasian Council of Women and Policing Inc.

# Notice of Annual General Meeting

**Luna Park, Sydney (9th Conference for Women and Policing)**

**4:30pm Wednesday 2 September 2015**

The Australasian Council of Women and Policing Inc. (ACWAP) is an association incorporated in the ACT. Once incorporated, an association's rules must comply with all the requirements prescribed by the *Association Incorporation Act 1991*. Similarly, a company's constitution must comply with the requirements of the *Corporations Act 2001*.

Under ACWAP rules or constitution, ACWAP is required to hold an Annual General Meeting (AGM) and provide written notice. At the AGM, the Council will call for membership nominations and elect Executive Committee members as well as general Committee members. Excerpts from the ACWAP Constitution are attached setting out the rules and requirements. Forms and advice will be available prior to the AGM through the ACWAP website found at [www.acwap.com.au](http://www.acwap.com.au)

### 2. Membership qualifications

- (1) A person is qualified to be a member if the person:
  - (a) has been nominated for membership in accordance with subrule 3 (1); and
  - (b) has been approved for membership of the council by the committee of the council.

### 3. Nomination for membership

- (1) A nomination of a person for membership of the council:
  - (a) shall be made by a member of the council in writing in the form approved by the Committee; and
  - (b) shall be lodged with the secretary of the council.
- (2) As soon as is practicable after receiving a nomination for membership, the secretary shall refer the nomination to the committee which shall determine whether to approve or to reject the nomination.
- (3) Where the committee determines to approve a nomination for membership, the secretary shall as soon as practicable after that determination notify the nominee of that approval and request the nominee to pay within 28 days after receipt of the notification the sum payable under these rules by a member as the entrance fee and the first year's annual subscription.

- (4) The secretary shall, on payment by the nominee of the amounts referred to in subrule (3) within the period referred to in that subrule, enter the nominee's name in the register of members and, upon the name being so entered, the nominee shall become a member of the council.

### 4. Membership entitlements not transferable

- (1) A right, privilege or obligation which a person has by reason of being a member of the council:
  - (a) is not capable of being transferred or transmitted to another person; and
  - (b) terminates upon cessation of the person's membership.

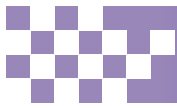
### 5. Cessation of membership

- (1) A person ceases to be a member of the council if the person:
  - (a) dies or, in the case of a body corporate, is wound up;
  - (b) resigns from membership of the council;
  - (c) is expelled from the council; or
  - (d) fails to renew membership of the council.

### 12. Constitution and membership

- (1) The committee shall consist of:
  - (a) the office-bearers of the council; and
  - (b) at least 3, but no more than 20, ordinary committee members; each of whom shall be elected pursuant to rule 13 or appointed in accordance with subrule 12(4).
- (2) The office-bearers of the council shall be:
  - (a) the president;
  - (b) the vice-president;
  - (c) the treasurer;
  - (d) the secretary;
  - (e) the journal editor;
  - (f) the public officer (must reside in the ACT);
  - (g) the assistant treasurer;
  - (h) the assistant secretary; and
  - (i) any other position that has been determined by resolution of the council.





- (3) Each member of the committee shall, subject to these rules, hold office until the conclusion of the annual general meeting following the date of the member's election, but is eligible for re-election.
- (4) In the event of a vacancy in the membership of the committee, the committee may appoint a member of the council to fill the vacancy and the member so appointed shall hold office, subject to these rules, until the conclusion of the annual general meeting next following the date of the appointment.

### **13. Election of committee members**

- (1) Nominations of candidates for election as office-bearers of the council or as ordinary committee members:
  - (a) shall be made in writing, signed by 2 members of the council and accompanied by the written consent of the candidate (which may be endorsed on the nomination form); and
  - (b) shall be delivered to the secretary of the council not less than 7 days before the date fixed for the annual general meeting at which the election is to take place.
- (2) If insufficient nominations are received to fill all vacancies on the committee, the candidates nominated shall be deemed to be elected and further nominations shall be received at the annual general meeting.
- (3) If insufficient further nominations are received, any vacant positions remaining on the committee shall be deemed to be vacancies.
- (4) If the number of nominations received is equal to the number of vacancies to be filled, the persons nominated shall be taken to be elected.
- (5) If the number of nominations received exceeds the number of vacancies to be filled, a ballot shall be held.
- (6) The ballot for the election of office-bearers and ordinary committee members shall be conducted at the annual general meeting in such manner as the committee may direct.
- (7) A person is not eligible to simultaneously hold more than 1 position on the committee.
- (8) Members shall be eligible for election to an office in the council only after they have provided the management committee with an authority to disclose the candidate's criminal record and an indemnity for such supply. Both the authority and indemnity shall be in writing. The committee shall keep the result of such disclosure in confidence,

however, may still on discovering that a person is not of fit and proper character to remain a member of the council may revoke that person's membership.

## **PART IV-GENERAL MEETINGS**

### **21. Annual general meetings-holding of**

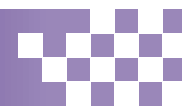
- (1) With the exception of the first annual general meeting of the council, the council shall, at least once in each calendar year and within the period of 5 months after the expiration of each financial year of the council, convene an annual general meeting of its members.
- (2) The council shall hold its first annual general meeting:
  - (a) within the period of 18 months after its incorporation under the Act; and
  - (b) within the period of 5 months after the expiration of the first financial year of the council.
- (3) Subrules (1) and (2) have effect subject to the powers of the Registrar-General under section 120 of the Act in relation to extensions of time.

### **22. Annual general meetings-calling of and business at**

- (1) The annual general meeting of the council shall, subject to the Act, be convened on such date and at such place and time as the committee thinks fit.
- (2) In addition to any other business which may be transacted at an annual general meeting, the business of an annual general meeting shall be:
  - (a) to confirm the minutes of the last preceding annual general meeting and of any general meeting held since that meeting;
  - (b) to receive from the committee reports on the activities of the council during the last preceding financial year;
  - (c) to elect members of the committee, including office-bearers; and
  - (d) to receive and consider the statement of accounts and the reports that are required to be submitted to members pursuant to subsection 73 (1) of the Act.
- (3) An annual general meeting shall be specified as such in the notice convening it in accordance with rule 24.
- (4) An annual general meeting shall be conducted in accordance with the provisions of this Part.

## **GENDER EQUITY TIP SHEET**

1. Wring hands – "The outcome was very disappointing to all of us."
2. Blame women – "We had women on all our selection committees to guard against this sort of thing happening."
3. Draw a line in the sand – "We'd love to see more women, just so long as there's no compromise on excellence."
4. Blame the system – "We're just not getting good women applying."
5. Conclude that it's a statistical anomaly – "We had twice that number of women three years ago."
6. Ask a female colleague for help – "You must know: where are all the women?"
7. Play the waiting game – "We just need to give it time. Good young women are coming up through the ranks."
8. Worry about inequity – "If we adjust the rules, good men will miss out."
9. Deny there's a problem – "These days, women have an advantage."
10. Change nothing – "We really hope women are motivated by this sort of result and start putting themselves forward more."



# Women in Profile



*Leanne Close presents at a workshop.*

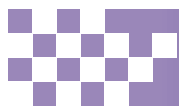
**Deputy Commissioner  
Leanne Close APM**

In December 2014, I was appointed as the first female Deputy Commissioner in the Australian Federal Police, and am now holding the position of Deputy Commissioner Operations. This role encompasses management of more 2600 staff, including Crime Operations, Serious and Organised Crime and Operation Sovereign Borders, as well as office mentor to Melbourne, Brisbane, Sydney, Perth and Adelaide.

I joined the Australian Federal Police in 1986, working in the Sydney Office from 1986 to 1996 investigating a range of Commonwealth offences including major and general frauds and serious drug importations and attained my Detective Designation. In 1996, I was promoted to Sergeant. Soon after, I transferred to the AFP College (Learning & Development – L&D) in Canberra for six years. In 2002, I moved to ACT Policing performing several leadership roles. In early 2009, I moved to the role of National Manager Protection and was promoted to the rank of Assistant Commissioner in July 2009. In 2012, I was transferred to the role of National Manager Human Resources, which I held for two and a half years. In 2014, I held the position of National Manager Aviation, prior to my promotion to the current role.

In 2005, I was awarded the Australian Police Medal. I was conferred with a Masters of Educational Leadership in 2001. I also have two Graduate Certificates in Professional Development Education and Applied Management, and a Certificate IV in Training: Workplace Trainer (Category 2).





I have enjoyed absolutely every role that I have held in the AFP. The experiences, personal growth and friendships I have gained in each role are enduring and have all significantly shaped me as a leader. From my learning ground in investigations in Sydney, to various leadership roles in L&D ACT Policing, Protection and Aviation, each opportunity allowed me to hone my skills and focus on leadership and management. I feel that I learnt and achieved the most in the role as Assistant Commissioner Human Resources.

One example of a time I am most proud of was working full time in L&D, with a small child, completing graduate studies and ultimately being promoted to Superintendent.

**Three deputy commissioners in Australia creates a new benchmark for executive women in policing. Is this important for the profession and why?**

Having women at all levels with Australian policing organisations is critical to the ongoing success of our agencies. There is so much research and commentary across Australia, and the world, right now which highlights the value of having gender diversity at all levels within organisations. Not only from a perspective of improving the bottom line, but also to ensuring much greater diversity of thought and experience that comes from having both genders and broader diversity within our leadership group. As for having three female Deputy Commissioner's across Australia, it's about time and this is just the beginning.

**What is the most important change you've seen in policing from when you joined through to now?**

The most significant change I've seen in policing, since joining in 1986, is the rapid development of technology and use of this in policing. I still remember being so excited when we were given typewriters with auto-correct, back in the late 80s. Everyone thought that was amazing new technology at the time! The explosion of personal computers, mobile telephones and social media has been phenomenal over the past 25 years. Although, while these play an important part in our policing role in society, nothing replaces good old fashioned talking to people to get the job done.

**Did you always aspire to executive leadership in policing or find it a more a case of opportunities and sliding doors?**

When I joined the AFP, I certainly never imagined being in a senior executive role. I didn't actually think I would stay in policing for 29 years either. I have never had a five-year plan, as some of the various leadership texts recommend to people. It has definitely been a case of opportunities arising at the right time, sometimes when I least expected them and some that I actively sought out myself. Another key aspect to my progression has been serious self-reflection along the way, really analysing what I've learnt and gained from each of my experiences. I've also listened to the advice of others, who steered me into a certain role or direction that I would not have thought of for myself. Roles where I've been challenged, or have



*Leanne Close at the Canberra Police memorial.*

been out of my comfort zone, have often been the most important experiences, which have greatly contributed to my leadership development.

**What's your one pearl of wisdom for women starting their career journey in policing?**

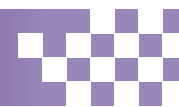
Always stay genuine to yourself and your inherent values as you go about your job – and be kind and considerate to others.

**If you could go back in time to speak to your younger self, what would you advise and what, if anything, would you tell yourself to avoid?**

I would definitely say to my younger self, don't be so hard on yourself – that inner voice of self-doubt can be a good thing but don't let it stop you doing anything. Be confident in your choices (and yes – you really can get up in front of a room of lots of people and speak confidently and articulately). Also, definitely apply for the AFP. You will never look back.

**If you were sent to the International Space Station for a year with no luggage, what is the one essential you'd insist on taking?**

The one item I would absolutely have to take is an e-reader with every book you can possibly get onto the thing. As well as some of the classics, I'd have the full works of Bryce Courtney, James Paterson, Kathy Reichs and the most important collection – the complete works of Matthew Reilly.



# NSW Police Force celebrate 100 years of women in policing



**T**his year – in an age where women can work in any area of policing, in traditional and non-traditional roles, frontline or specialist – the NSW Police Force celebrates 100 years of women in policing.

An important aspect of the centenary celebrations is sharing our achievements with our male colleagues and working with them to define policing for the future. Working together and supporting each other in the workplace is a key quality of the NSW Police Force.

This year's celebrations demonstrate the advancement the NSW Police Force has made in recognising the contributions women bring to policing, and how far the NSW Police Force has come relation to gender equality.

While there have been many pioneers who have paved the way for women in the workforce, the NSW Police Force has continued to build on the strategies to improve the experience and value of gender equality.

Such strategies include bias gender training, harassment and discrimination policies, and research on gender equality, particularly in specialist policing roles.

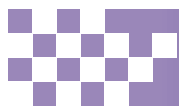
This year's celebrations are an opportunity to recognise the achievements of our predecessors, be proud of our accomplishments and look forward to future possibilities.



**Detective Superintendent  
Karen Webb APM**

Corporate Sponsor for Women in Policing,  
NSW Police Force





The NSW Police Force will be hosting a number of events throughout 2015 to commemorate the anniversary – for full details, visit [www.police.nsw.gov.au/100YearsWIP](http://www.police.nsw.gov.au/100YearsWIP)

### **Expo**

Celebrating Compassion, Courage and Strength, the Women in Policing Expo was held on 1 March 2015 showcasing the history, as well as the past and present achievements of women in the NSW Police Force. The Expo was held at Darling Harbour, Sydney and had demonstrations from a variety of NSW Police Force.

There were plenty of activities and interactive displays for all the family, including weapons displays, Q & A sessions on high profile investigations, a historic Women in Policing Uniform parade, speed tests and other fun activities for the kids.

### **Baton Relay, 8 March – 3 September**

The baton relay kicked off on International Women's Day at the Opera House in Sydney and will travel through every Local Area Command across NSW.

### **Regional Roadshow, 8 March – 3 September**

A Regional Roadshow will travel around the state with the Baton Relay, and will showcase historic displays, a sponsored vehicle and other promotional giveaways.

### **Street parade, 3 September**

A large contingent of sworn, administrative, volunteers and retired female members of the NSWPF, together with a contingent from Australasia will march through the streets of Sydney.

### **Celebration dinner, 3 September**

Current and retired staff will combine formalities and celebrations.

### **Women & Policing Conference, 4 September**

All sworn and administrative female staff will be invited to this conference coordinated by the Spokeswomen's Network.





# ACWAP farewells Ken, *a true male champion of change*



Victoria Police Chief Commissioner (retired) Ken Lay APM.

**By Philip Green APM**

Sex offending is all about power. It's about control, exploitation, ego and humiliation. It generally relates to men's violence against women or men's treatment of women devoid of dignity and respect. When good men step-up and take a stand – we should support them. When good men step-up and make a difference – we should applaud them. ACWAP applauds Ken Lay – a good man who's making a difference.

In November 2014, Chief Commissioner Lay announced Taskforce Salus to investigate sexual harassment within Victoria Police. What he may not have predicted was the unsolicited response from women police unconnected to the Salus investigation complaining of further sexual assault.

On 12 November 2014, Chief Commissioner Lay sent a global email to all Victoria Police personnel announcing he would engage the Victorian Equal

Opportunity and Human Rights Commission (VEOHRC) to conduct a formal independent review into sexual harassment, sex discrimination and predatory behaviour in Victoria Police. He posted an online video to explain his reasons and his concerns. On 13 November 2014, the Chief Commissioner sent a follow-up global email providing details to all Victoria Police employees about this work and why it was necessary. His message included comment that,

*As a Command Group we have had many conversations around this issue and how to tackle it. Engaging VEOHRC will be challenging for us as an organisation but it is, I believe, an important step we have to take if we are to drive the culture change we need to make Victoria Police a safe workplace, particularly for the women and men of our organisation that are subjected to these types of discriminatory behaviours.*

The review officially commenced in February 2015 with VEOHRC sending an email to all Victoria Police personnel providing more detailed information and a link to an anonymous survey. The messaging from both VEOHRC and Victoria Police focussed on everyone's right to a healthy and safe workplace – free from sexual harassment, sex discrimination and predatory behaviour. The message resonated with over 2000 employees responding in the first week.

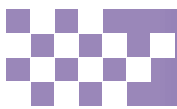
VEOHRC Commissioner Kate Jenkins, a previous contributor to this Journal, will chair an expert panel comprising former

## **Air Chief Marshal Sir Angus Houston AK, AFC (Retired)**

Ken Lay was an inspirational and innovative Chief Commissioner who has transformed Victoria Police.

Ken Lay's values-based, authentic leadership paved the way to enhanced and constructive relationships with the Victorian community. This approach was instrumental to winning community support for a more active and effective strategy to deal with the scourge of violence against women and families.

Ken Lay also laid out a vision for the future which will modernise and connect the Force with technology and innovation to enable more effective and efficient service delivery. He also confronted the issues of bullying and sexual harassment with courage and vigour.



**Dr Jonathan Spear,  
Executive Director Department  
of Premier and Cabinet (Victoria)**

Ken has been tenacious in continuing Victoria Police's leadership of awareness and change regarding violence against women. This has been coupled with honesty about the need for attitudinal change by police and the broader community that has been influential.



Ken Lay joins Fiona McCormack CEO Domestic Violence Victoria (far right) and the Hon Mary Woolridge MP (second from left) for the walk against Family Violence.

New Zealand police commissioner Peter Marshall, QUT employment relations professor Paula McDonald and retired Major General Gerard Fogarty. The panel composition is well considered. Peter Marshall was Commissioner during a three year commission of inquiry on sexual misconduct in the New Zealand led by Dame Margaret Bazley. Peter Marshall has openly credited Ken Lay for his initiative in commissioning the VEOHRC review.

The VEOHRC review is significant – for all Australian policing services. However, it is far from the only action for which Ken Lay should be credited. Federal Sex Discrimination Commissioner Liz Broderick has cited Ken Lay as one of the national Male Champions of Change and benchmarked his support for women in the workplace as well as his work towards the elimination of violence against women. He drove the 'Breaking Men's Silence' forum at Melbourne's MCG in December 2013 and has been a regular columnist advocating culture change based on dignity and respect.

On White Ribbon day 2014, Ken Lay joined the police commissioners from Australia and New Zealand on the steps of Parliament House in Canberra to make

a statement on violence against women. The commissioner's statement was widely published and opened with the following statement:

*Today we are standing together as male leaders in the Australian and New Zealand communities to take a stand on violence against women and children. It is unacceptable that many women and children continue to experience violence in the community.*

The importance of this statement and the commitment by our policing jurisdictions cannot be overstated. It was another example of a true Male Champion of Change.

Ken Lay unexpectedly announced his retirement from Victoria Police in late 2014 and finished work shortly afterwards. A telling testament to the regard in which he was held is the anecdote that he received well over 500 unsolicited emails



**Commissioner Bob Atkinson, former Queensland Police Commissioner and Commissioner Royal Commission into Institutional Responses to Child Sexual Abuse**

Ken Lay had an extensive and outstanding career. He served Victoria Police with distinction, ultimately becoming the Chief Commissioner.

He was dedicated to the fundamental aspect of a police officer's role of providing for the safety and security of the community they served. In particular, as part of that, Ken sought reforms in the areas of domestic violence and road safety. He had the courage as well to pursue what was the right thing to do at times when it was unfashionable.

Ken in my observation always seemed to strike the right balance of caring for the people who make up Victoria Police but at the same time getting the job done.

As both Deputy and Chief Commissioner he held the respect and admiration of colleagues nationally and internationally.

Ken Lay, in my view, is a role model example for those who have both chosen policing as a career and also those who aspire to achieve a role as a senior police manager.

from his workforce acknowledging his leadership and his service to Victoria Police and to the Victorian Community. It was no surprise to anyone who knows Ken, or who worked with him, that the Australian Prime Minister Tony Abbott selected Ken to head a National ice drug taskforce.

On more than one occasion following his appointment, Ken described himself as the Steven Bradbury of Police Commissioners. There are many who would not agree with this self-effacing comparison to the Australian 2002 Winter Olympic skating gold medallist. Ken has commissioned the VEOHRC review that will affect all Australian police jurisdictions. He created the newly formed Victoria Police Family Violence Command and the creation of Taskforce Salus to investigate sex crimes and predatory behaviour by police. ACWAP thinks we may hear a little more about Ken Lay.

## WHO IS KEN LAY?

Chief Commissioner Ken Lay APM was appointed on 14 November 2011 and served 41 years through to his retirement in January 2015.

Ken started work with Victoria Police in 1974 gaining significant experience in a wide range of policing roles including operational, training and corporate roles, as well as lengthy periods of service in both the rural and metropolitan areas. Prior to his appointment as Chief Commissioner Ken held the roles of Deputy Commissioner (Strategy and Organisational Development), Deputy Commissioner (Road Policing), Assistant Commissioner with responsibility for Victoria's Traffic and Transit issues, and Assistant Commissioner in charge of policing services for the north-west region.

As Chief Commissioner, he sat on numerous boards for other law enforcement agencies and bodies. Ken was the Chair of the Australia New Zealand Policing



*Ken Lay with Australian of the Year – Rosie Batty.*

Advisory Agency (ANZPAA) Board and Vice President of the Australia New Zealand Council of Police Professionalisation (ANZCOPP). He is on the Board of the Australian Crime Commission, the CrimTrac Agency, and the Australian Institute of Police Management. He is also a member of the Australian Institute of Company Directors, the International Association of Police Chiefs, the Australasian College of Road Safety, and is a Fellow of the Institute of Public Administration (IPAA).

As Chief Commissioner, Ken was responsible for the management and operations of an organisation of over 17,500 employees. Ken is the recipient of the Australian Police Medal, the National Police Service Medal, and the National Medal.

In December 2013, Ken hosted the 'Breaking Men's Silence' forum at Melbourne's Melbourne Cricket Ground and challenged police and community leaders on how we might improve our response to violence against women and girls and how we might better engage with men – to break the silence and societal taboos that have allowed violence to continue. The fact that one in three women has been the victim of men's violence is national shame. Ken Lay remains one of a few people to challenge the status quo and drive change.



*Ken Lay with AFP Commissioner Andrew Colvin and former Victorian Premier the Hon Denis Napthine MP.*

### **Lucinda Nolan, Deputy Commissioner, Regional Operations, Victoria Police**

Ken has been one of the most influential and authentic leaders in policing that I have come across in my career. His advocacy for an inclusive and equitable society is well known, particularly his championing of men's accountability to stand up against Family Violence, in all its forms. But Ken quickly realised that being a male champion of change required strong leadership not only in the community, but within his own organisation. He was very concerned that some women in Victoria Police were treated unfairly, were harassed, were denigrated, and sometimes sexually assaulted and abused. He sought a way forward that would ensure a light was shone on this type of behaviour and a way, though deemed by some to be controversial, that would ensure over the next few years, Victoria Police would be a safe, inclusive and respectful organisation. Victoria Police is a far better organisation today because of the leadership and stewardship of Ken Lay.

### **Elizabeth Broderick, Sex Discrimination Commissioner, Australian Human Rights Commission**

Ken Lay is a courageous leader and a passionate advocate on gender equality and women's right to live free from violence.

He has been extremely effective in drawing attention to one of the gravest human rights abuses occurring in Australia today, namely violence against women. Ken speaks so persuasively on this issue and takes action.

Under Ken's leadership we have seen a major shift in the way police and society are thinking and dealing with the issue of domestic violence. Ken has used his collective power and influence to create change and to help build a gender equal, non-violent Australia.





## Snapshot White Ribbon Australia

- White Ribbon Australia is a national male led primary prevention campaign successfully operating in Australia over the last 12 years.
- White Ribbon has a 75% brand awareness and is successfully engaging men, providing them with tools including advocacy to drive change.
- 230% increase in the number of White Ribbon community events since 2010.
- We reach 2 million people across social media channels per week.
- Over 157,000 people have taken the White Ribbon Oath.
- 70% of men can accurately identify what White Ribbon stands for, an increase of 12% on 2013 figure.

Men not only speak out but act to change attitudes and behaviours. We are seeing the successful results of the work of the campaign through the following primary prevention initiatives targeting youth, schools, workplaces and the community:

**White Ribbon Ambassadors:** positive male role models from all walks of life taking an active role in stopping men's violence against women.

- > Over 2,300 Ambassadors nationally.
- > 50% increase in the number of Ambassadors from 2010-2014.

**Breaking the Silence Schools Program:** an award-winning professional development program that works with school leadership to embed models of respectful relationships in school culture and classroom activities and based on National Standards for Sexual Assault Prevention Education.

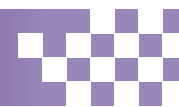
- > White Ribbon has run the program since 2009 in NSW, ACT and Victoria.
- > Over 200 schools participated in 2009-2014, reaching over 110,000 students.
- > Expected to reach additional 150 schools across Australia in 2015, approximately 82,500 young people.
- > In 2015, the program is running in Victoria, New South Wales, South Australia, Western Australia and Tasmania.

**The White Ribbon Workplace Accreditation Program:** an award-winning, world first accreditation program that supports workplaces to prevent and respond to violence against women.

- > 23 organisations from across Australia have become White Ribbon Workplaces.
- > The program has reached almost 200,000 employees, the majority of which are men.
- > 49 organisation are undergoing accreditation as part of the 2015 intake.

**Awareness raising, marketing and engagement initiatives:** key events include White Ribbon Night and White Ribbon Day.

- > 230% increase in the number of White Ribbon community events since 2010.
- > We reach 2M people across social media channels per week.
- > Over 157k people have taken the White Ribbon Oath.
- > White Ribbon has 75% brand awareness.
- > 70% of men can accurately identify what White Ribbon stands for, an increase of 12% on 2013.



L-R Commander Wayne Buchhorn with the Team Leader Forensic Operations Centre, Kylie Jones (Team Leader Document Examination, Forensics), Simone Reynolds (Team Leader Crime Scenes ACT Forensics) and other members of the AFP team.

## AFP International Women's Day celebration 13 March 2015

*"Make It Happen"*

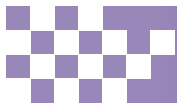
*On* Friday 13 March 2015, the AFP hosted a workshop to celebrate International Women's Day. The workshop, held in the Commissioner's Dining Room at the AFP College, was attended by over 50 women (and two men) from around the organisation. Opening the workshop, Commissioner Andrew Colvin emphasised the importance of all forms of diversity to the AFP's achievement of its objectives, and invited those present to contribute to the ongoing development of the AFP's Diversity Plan. Commissioner Colvin lamented the statistics which show that the proportion of women

in the sworn policing ranks of the AFP has not changed significantly since we commenced operations, and he is committed to trying new strategies to increase the number of sworn and unsworn women joining and remaining with the AFP.

The workshop commenced with three women – Chief of Staff, Assistant Commissioner Justine Saunders, Coordinator Criminalistics Ms Sarah Benson, and former First Assistant Secretary of AusAID and now World Bank Consultant, Ms Alli Gillies, sharing experiences and insights they've gained during their careers.

The workshop attendees then had the opportunity to share some of their own stories and experiences, and offer advice on tips and strategies to survive and thrive in the workplace. Importantly, the workshop focused on the capacity to influence, and the responsibility each of us has to use our influence to make the AFP a better workplace for all employees.

Many of the women attending commented on the value of the workshop, particularly the opportunity to step away from the day-to-day and reflect on their own careers and achievements. Several also commented on the great opportunity to meet and connect with other women from around the organisation.



Members of the AFP have attended events around the globe in celebration of International Women's Day (IWD), taking the opportunity to recognise the achievements of women and call for greater gender equality.

### IN CYPRUS

Members of the United Nations Peace Keeping Force in Cyprus (UNFICYP) held a morning tea at the United Nations Protected Area at Nicosia.

Head of UNFICYP Lisa Buttenheim acknowledged the role that women play in all UN missions and echoed earlier comments from UN Secretary General Ban Ki-moon that there was still much to be done for the UN to be seen as a leader in all areas of gender equality.

### RAMSI

In the lead up to the day, RAMSI hosted the Annual Royal Solomon Islands Police Force (RSIPF) Family Violence workshop, 'Make it Happen – Empowering Women and Girls in the Solomon Islands'.

Key speakers included Prime Minister Manasseh Sogavare, RSIPF Commissioner Frank Prendergast, RAMSI Special Coordinator Justine Braithwaite and Commander Participating Police Force Greg Harrigan.

Despite a washout of a planned IWD march in Honiara due to Tropical Cyclone Pam, an official ceremony and celebrations took place with police and members of the local community. The celebrations included food, dancing and a stall run by RSIPF Family Violence officers.



*Clockwise from top: the Commissioner addressing the room; the Commissioner with Leanne Close, myself and the facilitator, Caron Egle; the Commissioner with the panel, from left to right – Sarah, Ali, Commissioner, Justine Saunders; Commissioner Andrew Colvin.*

### PNG

Members of the PNG-Australia Policing Partnership hosted a morning tea to commemorate International Women's Day for the latest recruit class at the Bomana Police College in Port Moresby.

The recruits, currently in the early stages of their 26 week program, have already studied human rights, including a UN Development Program unit, 'Gender Studies and an Introduction to Family and Sexual Violence'.

Mission Commander Alan Scott – who attended the PNG Women's Forum earlier in the week – addressed the 261 recruits, highlighting the importance of utilising the "varied and underutilised skills of women".



### TLDPD

More than of 400 women from the Policia Nacional de Timor-Leste (PNTL) marched six kilometres along the main thoroughfare from Nicolau Lobato International Airport to PNTL Headquarters.

This year's theme was 'Lending a hand to each other to strengthen unity, peace and discipline to develop PNTL Women forward in the Security Sector'.

Celebrations included the launch of a PNTL National Vulnerable Person Unit campaign against domestic violence in Timor-Leste, which recognises domestic violence as a serious issue and encourages the reporting of domestic violence.

### SAMOA

The Samoan Police Service (SPS), the SPS Women's Advisory Network, and Samoa-Australia Police Partnership representatives joined together to celebrate the day.

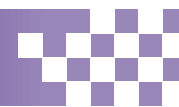
A morning tea to celebrate the work of female SPS members in their country and communities was held, following a flag raising ceremony and parade in Apia.

### TONGA

The Women's and Children Crisis Centre in Tonga organised an evening singing and dancing competition 'Fiefa Night' with a theme 'To Earn Trust'. Thirteen different women's groups from diverse community areas participated in the competition.

Thirty Tonga Police Women's Association Network members demonstrated their commitment to supporting greater equality for women.





Canadian and UAE staff attending the 2012 IAWP conference held in St John's, Canada.

# 2017 Cairns ACWAP and IAWP Conference

Every year hundreds of women and men gather to share, learn and network at the International Association of Women Police (IAWP) conference.



This year's conference is being held in Cardiff, Wales from 23-27 August. In 2016 the conference is being held in Barcelona, Spain. Earlier this year, ACWAP was successful in bidding for the 2017 conference being held in Cairns, Queensland.

Every second year hundreds of women from Australia, New Zealand and the Pacific participate in the Australasian Women and Policing Inc (ACWAP) conference series. These conferences attract overwhelmingly positive feedback and provide an ideal forum to progress ideas and actions for improved policing outcomes

for women and for improving opportunities for women in policing.

In September 2017, ACWAP is partnering with the IAWAP to host the 2017 conference: *Global Networks, Local Policing* at Cairns, North Queensland – gateway to the Great Barrier Reef.

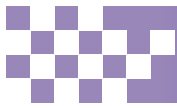
Cairns 2017 will be the tenth ACWAP conference and the 55th IAWP conference. The conference will attract participants from around the world. It will be a unique opportunity to hear from international presenters gathering from around the globe. It will be an opportunity to develop your local, national and international networks.

Queensland Police Service Commissioner Ian Stewart said the event could provide valuable collegial learning and sharing opportunities for local members.

"Because the event is being hosted in Cairns, members will be able to engage with women and men from international jurisdictions and agencies and provide insight into local policing issues" he said.

The IAWP was formed 100 years ago and has held 52 conferences in various countries around the globe. The last two previous conferences have held in Winnipeg in Canada and Durban in South Africa. Both were very successful.





Attendees at the 2012 IAWP conference held in St John's, Canada.



Christine Nixon and Sandy Langlands lead the Victoria Police contingent on the steps of the Australia War Memorial prior to the All Nations Parade marking the official opening of the 2002 joint ACWAP / IAWP conference held in Canberra.



The 2008 IAWP Conference in Darwin NT was a great place to network and make new friends – a police colleague from Timor-Leste mingles with a Canadian police officer.



SA Police colleagues join delegates before joining the All Nations Parade to mark the 2002 'Policing Globally' conference. Delegates from every continent marched down Anzac Parade and along Constitution Avenue to the Canberra conference.



NSW Police Force join the 2002 IAWP Canberra conference. Former ACWAP President Kim McPhee at far right.



NZ Police staff at the 2002 IAWP Canberra conference.

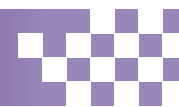
Cairns 2017 will be the third IAWP conference to be held in Australia; the first was in 2002, when ACWAP and the IAWP, in partnership with the Australian Federal Police, hosted the *Women and Policing Globally* conference in Canberra. That conference was a great success and was possibly the first time that women in policing from every continent had come together in Australia to talk about how policing could be improved for women. The second conference was in Darwin in 2008.

Planning for the 2017 conference is underway. The Queensland Police Service (QPS) has recently confirmed its support

for the conference and will officially partner IAWP and ACWAP in delivering a world class event. Information about Cairns will be coordinated by a QPS Committee including links to the ACWAP and IAWP websites.

Information about the 2015 Centenary IAWP conference being held in Wales this year is available at <http://www.iawp2015.org>

If you would like to learn more about IAWP please access the IAWP website <http://www.iawp.org> or contact the IAWP Regional Coordinator for the Australasian and Pacific region, Dorothy McPhail, email: [dorothy.mcphail.iawp@gmail.com](mailto:dorothy.mcphail.iawp@gmail.com).



ACWAP in Pakistan – L to R Kim Eaton, Carlene York and Joanne Howard.

# ACWAP connects on the International Stage – Networks in Pakistan

On 10 October 2014, Malala Yousafzai, a Pakistani girl and education activist, was the youngest person to ever win the Nobel Peace Prize. Malala was targeted, attacked and left for dead in 2012 when shot in the head by members of the Pakistani Taliban whilst travelling home on her school bus. The attack was a few hours' drive from Pakistan's capital city Islamabad.

In September 2014, Pakistan's army arrested 10 Taliban militants suspected of the shooting. The Taliban chief at the time, Mullah Fazlullah, who reportedly ordered Malala's assassination, remains at large. Malala's inspiring story underpins the importance of global cooperation to address gender inequality.

In October 2014, ACWAP's President, Assistant Commissioner Carlene York from New South Wales Police Force, along

with ACWAP committee members Senior Sergeant Joanne Howard from South Australia Police and Kim Eaton from the Australian Customs and Border Protection Service, travelled to Pakistan to attend the International Gender Responsive Policing Conference. The conference was hosted by the Pakistan Ministry of Interior in collaboration with the Gender Responsive Policing (GRP) Project. This project is jointly implemented by the National Police Bureau (NPB) and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ). The conference was funded by the Foreign Ministry of Germany and the Australian Federal Police.

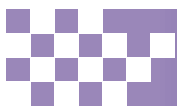
Federal Agent Leisa James is currently based in Islamabad with the Australian Federal Police. Leisa is a long-time ACWAP friend and supporter as well as being a former committee member, presenter

at numerous conferences and an Audrey Fagan Award recipient. Leisa met the ACWAP delegates on their arrival in Pakistan.

## INTERNATIONAL GENDER RESPONSIVE POLICING CONFERENCE

We joined 180 police delegates, international human rights activists, philanthropists and gender experts from Bangladesh, Brunei, Egypt, Gambia, Indonesia, Iran, Jordan, Kazakhstan, Malaysia, Maldives, Niger, Nigeria, Oman, Pakistan, Senegal, Syria, Tajikistan, and Yemen. Delegates represented the Organisation of Islamic Cooperation (OIC) countries as well as Police Officers from England, Germany, Netherlands, South Africa, USA, Nepal and Singapore. The President of the International Association of Women and Police (IWAP) Jane Townsley presented at a plenary session alongside ACWAP's President





*Delegates meet for the official conference photograph.*

Carlene York. Both presidents provided a global perspective on the importance of police networks in empowering women police. AC York identified ACWAP's achievements in advancing policing responses to women and joined an expert panel providing insights from her policing experiences in NSW.

The Australian High Commissioner HE Mr Peter Heyward joined the conference and addressed the delegates on the achievements and advancement of women in Australia and the work being undertaken to address domestic violence by the Australian Government.

Senior Sergeant Joanne Howard delivered a presentation which highlighted the importance of community engagement and using a problem solving methodology to ensure gender-based crime problems are properly identified, analysed and short and long term tailored solutions are implemented.

The theme of the International Women Police Conference addressed gender-based violence and focused on developing peaceful societies through improving responses of the criminal justice system to gender based crimes. The conference promoted gender sensitive policing practices, the need to improve the collective response for women in distress and initiated discussion on democratic and inclusive participation of women in mainstream policing. Administrators encouraged linkages with service providers to enhance delivery of gender appropriate services for women in distress.

The conference included focus on the importance of proactive media and police



*AC Carlene York (centre) and SA Pol's Joanne Howard join delegates in Pakistan.*

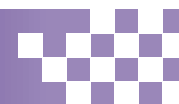
relationships to assist towards building public trust in police for creating safer and peaceful societies. Strategies for media engagement included sensitisation of the media for promoting gender responsive policing, showcasing success stories and champions of gender equality in the police, and developing guidelines on engagement with media, particularly on gender-based crimes and the use of language. The power of networking and the role of social media in changing the mindset of youth was highlighted with statistics indicating that Pakistan ranks 28th in the world for internet usage with 13.4 million Facebook and 2.5 million Twitter accounts.

Principal Adviser of the Gender Responsive Policing (GRP) Project and Conference Coordinator Dr Khola Iram emphasised that "engaging men as change agents is critical to achieving gender just policing."

Dr Iram highlighted how at the beginning of the project, women constituted about one per cent of Pakistan's total police strength. After five years almost all police organisations across Pakistan have announced an increased quota for women recruitment. She reiterated to delegates that "strong leadership is critical when addressing gender inequality within a law enforcement context".

## **BACKGROUND ON THE GENDER RESPONSIVE POLICING (GRP) PROJECT**

The GRP 5-year project was initiated in Pakistan in July 2009 as a joint collaboration of the NPB and GIZ, funded by the German Foreign Office. Led by the GRP Project Principal Adviser Dr Khola Iram, the project sought to enhance the gender sensitive orientation and capacity of the Pakistan police organisations, while working towards



*Delegates come together from around the globe.*

advancing equality of opportunity and inclusive participation of women in police as well as strengthening police response to the protection needs of women and girls.

Over the last five years the project aided the NPB to develop and implement policies to combat violence against women by strengthening the Gender Crime Center (GCC), taking into consideration the rule of law and gender equality.

The GRP Project focused on men and women police in Pakistan promoting gender sensitivity in their policing practices. The police organisations involved include provincial police as well as National Highways & Motorways Police, Railways Police and Federal Investigation Authority. The mediators for the project were NPB, Police Training Institutes and medico-legal and psychological experts, religious scholars, media, academia and other stakeholders supporting the achievement of the project objectives.

The project conducted a Gender audit in 2009–2010 to gauge the gender sensitivity of the Pakistan police organisations. The findings identified that:

- women police are sparsely represented at mid and senior level police ranks
- women are rarely represented at decision making forums
- there is a significant gender difference in opportunities, resources, responsibilities and recognition

- women's role are ill defined
- there is a distinct lack of career development and opportunities for promotion for women.

The responses also indicated that women's issues were not taken seriously and women officers often found it difficult to assert their position. At the service provision level, the audit reviewed reporting on women related crimes and violence against women and found. It found that 54% of police agreed that increasing the number of women officers and establishing more women police station would better address the needs of women in reporting, investigation, arrest, detention and prosecution. The audit also revealed gaps in Standard Operating Procedures (SOPs) on dealing with women and investigating crimes of violence against women across Pakistan's policing organisations.

### **GENDER RESPONSIVE STRATEGY OF POLICE 2012–2016: EQUALITY IN PERSPECTIVE**

The Gender audit findings were used to guide the development of the Gender Responsive Strategy of Police 2012–2016: Equality in Perspective.

The Gender Strategy articulates a set of specific actions aligned to strategic priorities. These in turn are for the use of Pakistan Police Organisations to work towards policing with an equality perspective.

#### **Goal**

Cultivate gender sensitive thinking and practice within the police processes to foster inclusive participation and access to gender just policing.

#### **Objectives**

**Policy Support** Inspire leadership support and commitment to equality perspective in organisational matters and policing procedures.

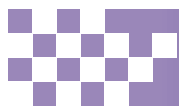
**Work Environment** Build inclusive organisational environment to motivate women and men to participate fully, progress equally and act responsibly.

**Policing Services** Improve policing services to facilitate survivors of violence against women and sensitively respond to gender specific needs of citizens.

#### **Key Priorities**

- Improve representation of women in the police
- Develop capacities and competencies of women police
- Enhance role, positioning and visibility of women police
- Cultivate gender sensitive work environment
- Assimilate gender learning into police training
- Enrich policing services with a gender equality perspective





Leisa James, Joanne Howard, Australian High Commissioner HE Mr Peter Heyward, Carlene York and Kim Eaton.

## PAKISTAN WOMEN POLICE NETWORK

In July 2012, Pakistan formally established its Women Police Network (WPN). The WPN also recognised that a group of likeminded women from different Pakistan police organisations laid its foundations in 2010. The WPN with the help of the GRP project held several events that brought women police into the limelight and created places for women in mainstream policing. Current President, DIG Helena Saeed Iqbal, encourages women police officers to come forward to act as leaders and drivers of change through the platform of the WPN.

The WPN objectives include enhancing the role and recognition of women within organisations, raising awareness and understanding of issues affecting women within police serves, contribute to professional development of female police, promote attitudinal and procedural change towards handling of crimes against women and facilitate women police liaison with the community to better understand the security needs of women.

The WPN have collected data depicting the combined strength of Pakistan Police officers in 2012 totaled 42, 5978, whilst policewomen numbers totaled 4020 or less than 1%. Since 2012 a strong commitment and focus was placed on increasing numbers of police women leading to a significant increase in female officers to 15% in the province of Punjab.

The WPN works on a two-tiered structure of a Board at the national level and Women Police Councils at the organisational level

with the National Police Bureau acting as the secretariat for the Network. The WPN opened up doors of opportunities for promoting partnerships and alliances on gender and policing, both within and outside with community groups, NGOs and other police organisations.

## FEMALE POLICE OFFICERS OF ISLAMIC COUNTRIES UNIT

In recognition of the many barriers Muslim women face both within policing and in policing response to women in the community, the first International Islamic Women Police Conference was organised by the interior Ministry of Afghanistan in 2007. This conference provided a platform for dialogue and sharing of experiences on women in policing from Islamic communities.

In 2011, Pakistan with the support of the Ministry of Interior Pakistan and NPB conducted the 2nd International Islamic Women Police Conference in Islamabad funded by the GIZ GRP. At this conference Pakistan moved the discourse to carry forward the agenda among the women police officers of the Islamic countries, to establish a united forum for promoting enhanced positioning of women in police making police responsive to the needs of citizens it serves with an emphasis on women in distress. ACWAP's Helen McDermott presented at the 2011 conference sharing with delegates ACWAP's goals, aims and lessons learnt along the way.

In 2013 Principal Adviser Gender Responsive Policing (GRP) Project Dr Khola Iram led a delegation from Pakistan to the

'Making it Happen Conference' in Adelaide, Australia. Their attendance strengthened international relations and networks with the police officers of Islamic countries.

## LAW ENFORCEMENT IN PAKISTAN

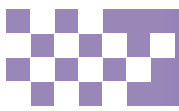
Several federal and provincial police agencies provide law enforcement across four provinces and the Islamabad Capital Territory. Each has a civilian police force with jurisdiction extending only to the relevant province or territory. At the federal level, there are a number of civilian agencies with nationwide jurisdictions including the Federal Investigation Agency and the National Highways and Motorways Police, paramilitary forces including the Pakistan Rangers and the Frontier Corps. The Police Service of Pakistan members are drawn from the most senior officers of all the civilian police forces and is a component of the civil service of Pakistan.

Pakistan, like many developing countries, is experiencing a new wave of formal gender equality. The constitution of the Islamic Republic of Pakistan cites the equality of all citizens, the right to free and compulsory education to all children from the age of five to sixteen years, and special representation given to peasants, workers and women in local Government institutions. Pakistan currently ranks third in the world's most dangerous countries for women to live after Afghanistan and Congo, due to a barrage of threats ranging from violence and rape to dismal health care and "honor killings".

Naeem Mirza, who addressed delegates at the International Gender Responsive Policing Conference, believes that there is a long way to go in Pakistan and the major challenge in the future is to see how women parliamentarians and women's rights movement ensure that women of Pakistan in all professions, groups and classes and in all age-groups, benefit from these laws and the *de jure* equality for women is transformed into *de facto* equality. She stated that more emphasis now needs to be shifted towards strict enforcement and implementation of these laws.

ACWAP would like to congratulate the Ministry of Interior Pakistan, the Gender Responsive Policing Project, the National Police Bureau and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH for hosting the 2014 International Women Police Conference in Islamabad, Pakistan and for all the work you have done and have committed to do to enhance gender responsive policing in Pakistan.





# What the Balance Scholarship means to me

**By Senior Sergeant Jane Kluzek**

South Australia Police

Three police officers walk into a bar; one is a patrol Sergeant who manages the day to day dynamics of a general duties patrol team. The second is an Inspector with more than 25 years' experience in policing. He is currently working on a corporate project that holds significant importance to the restructure of the Service. The third is a crime scene examiner who has just completed her busy shift gathering forensic and other evidence at local crime scenes. The bar is crowded and while all three officers are very thirsty it's likely to be some time before they are served.

As anticipated, they're left waiting for some time without being approached by the waiter who appears frantic in his actions and unable to keep up with demand.

The Sergeant sits patiently for the waiter to arrive, he's feeling annoyed, but as the Inspector is clearly in charge he feels unsure what he can do. Equally frustrated at having to wait and believing that the waiter is not performing his duties efficiently, the Inspector secures a menu from an adjacent table, reviews the beer options and assesses the cost of the locally brewed boutique larger versus the generic beers available on tap. Having made his decision he signals to the waiter from across the room. Recognising that the group at her table are thirsty, the crime scene examiner walks across the room to the bartender, engages him in conversation, explains her dilemma and extends a healthy tip. The bartender promptly pours three beers and she returns to the table to the delight of her associates.

In this story, the crime scene examiner ignored the social norms and restraints provided within the scenario, assessed the needs of the group and engaged purposeful actions to overcome her team's dilemma.

To me, this story typifies what it means to be a leader. Leadership does not come with the rank you hold, it comes from a person's understanding of themselves and their abilities as a leader. To acknowledge your contributions and limitations will enable a leader to adapt to a given situation and demonstrate resilience through adversity.

I joined the South Australia Police in 1993 and have spent the majority of my career in the general duties environment. In 1998 I successfully completed the Special Tasks and Rescue (STAR) selection course, being the first woman to do so in SAPOL and in this capacity I was required to respond to emergency and high risk situations such as rescues, sieges and incidents involving armed offenders. I was trained as a specialist marksman and in 2001 performed duties as the close personal protection officer for Her Majesty the Queen during her royal visit to Adelaide.

I currently hold a middle management position within a metropolitan local policing station and administer the deployment of operational police through response and enforcement strategies as well as lead and command the police response during emergencies. I have performed this function in various general policing and specialist areas for the past six years and have successfully completed the Inspectors Qualification Course qualifying me to that rank.

Throughout my career I have experienced first-hand the unique challenges for women in achieving roles of influence and responsibility. I recognise organisations such as SAPOL are built upon the foundation of a male-dominated culture, and while I believe the opportunities for women have significantly increased throughout the years, unique challenges still remain.

In light of this, when the Australasian Council of Women and Policing (ACWAP) offered a scholarship to the Australian Institute of Police Management's (AIPM) Balance program, I saw an opportunity for me to enhance my abilities and better understand my limitations as a leader.

Throughout the process of writing my application, I didn't really entertain the thought that I may be successful; and once I had submitted the required paperwork, I well and truly put the thought to rest. Upon my return from annual leave and when trawling through the hundreds of emails all awaiting a decision or some



form of action from me, I came across an email entitled 'winner letter'. I've received emails and letters like this before – where you start to read the letter and it's not until halfway down the page that the author nominates the successful recipient, followed by something along the lines of 'unfortunately your application was unsuccessful on this occasion'.

I didn't open the email straight away, but eventually the unknown got the better of me. As expected, there were three paragraphs preceding the sentence that commenced '*...the ACWAP selection panel has sat and determined that the female to receive this scholarship would be you.*'

I read it again... would be me? Really? Me? I was absolutely blown away!

For me this scholarship is about pushing the boundaries of my comfort zone and enriching my experience as a person and as a leader. Challenges faced by women serving in male-dominated professions still exist; the values and integrity of the Balance program, and the sharing and exchanging of stories and experiences with other women leaders on the course, has reinforced my commitment not only to myself but also to encourage other women to step forward and take a seat at the leadership table.

*"If we are going to see real development in the world then our best investment is women."*  
– Desmond Tutu

# Women and children's rights connect – Queensland celebrates International Women's Day

While a number of International Women's Day (IWD) Events are held in March, few include a focus on children's safety. This year Brisbane-based charity, Children's Safety Australia Inc combined the two with an IWD Children's Safety Luncheon held at the Pullman King George Square Hotel in Brisbane on 9 March.

Director and Founder of Children's Safety Australia Inc, Kim Jackson, said, "As highlighted in United Nations' report, *Women's and Children's Rights: Making the Connection*, the lives of women and children are tightly knit, as are their rights. This event celebrates the central role women play in the lives of children and young people and provides practical strategies to help keep them safe."

Kim is also a serving member of the QPS, currently an Acting Inspector with the Referral Management Project within Community Contact Command. She has long been passionate about children's safety and women's rights, providing children's safety training to police officers since 1997 and serving on the QPS Women's Network since its inception in 1996. In 2008 Kim founded Children's Safety Australia Inc, to raise the awareness of risks facing children and young people and practical strategies to maximise their safety. In 2014 she joined the ACWAP Committee.

The IWD event presented a valuable professional development opportunity for professionals and volunteers working with children and young people, including police officers and teachers. A number of QPS officers and staff members were in attendance together with Public Safety Business Agency counterparts.

Speakers included internationally renowned children's rights campaigner Professor Freda Briggs, accomplished author Tess Rowley and internet safety expert and former QPS officer, Brett Lee. The event commenced with Brett providing a range of internet safety tips including how to protect children and young people from various online dangers including cyberbullying and being approached by online predators. Eighty-four-year-old Professor Freda



Acting Commissioner of Queensland Fire and Emergency Services Katarina Carroll and former Queensland police officers Ms Karen Salisbury and Ms Anne McDonald at Parliament House for the celebration of '50 Years of Sworn Police Women in the Qld Police Service' hosted by the Queensland Government on Tuesday 31 March 2015.



Speaker Brett Lee.



Kim Jackson.



Speakers Tess Rowley and Professor Freda Briggs.

Briggs was the event keynote and shared her wealth of experience in addressing the emerging trend of children who abuse other children. Tess Rowley concluded the day providing practical strategies to keep children safe including how to build their self esteem and resilience.

The event sought to optimise Professor Briggs' visit to Brisbane to feature in a documentary being produced by Children's Safety Australia Inc about her life.

"In her 84 years Freda has worked as a police officer, teacher, social worker and leading academic and children's rights activist. It's difficult to come by someone with so much to offer and for her years,

is still as committed and hard working as ever," Kim said.

Participant feedback attests the benefits gained by those in attendance, including:

'Thank you for the wonderful eye-opening informative workshop.'

'Very special way to spend IWD with very wise and inspiring women. Thank you for sharing your stories, journey, wisdom, advice and compassion.'

'Interesting guest speakers discussed relevant topics. I enjoyed today and got lots from this event.'

'What an amazing day. Such great value with many knowledgeable and sincere people.'

'Excellent presenters. Blown away by the wealth of knowledge.'

'I can take so much away from this event – personally and professionally.'

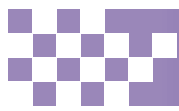
'Very relevant and great to have access to well educated, well researched experts.'

'Very informative, excellent speakers. A great event for raising awareness and continuing efforts to champion children.'

'I thoroughly enjoyed the workshop – thank you. Let's hope we can make a difference.'

For further information about Children's Safety Australia Inc visit [www.childsafety.org.au](http://www.childsafety.org.au).





# Western Australia – celebrating International Women's Day

In celebration of International Women's Day 2015, the Western Australia (WA) Police Academy hosted a morning tea with the Minister for Police; Tourism; Road Safety; Women's Interests, the Honourable Liza Harvey MLA.

The event was attended by a number of WA Police executive officers and approximately 30 women in senior leadership positions. It was a wonderful opportunity for the women to spend time with the Minister for Police and hear her speak about local challenges as well as statistics relevant to gender equity in both the agency and broader public sector.

The Minister highlighted that not only should the attending ladies strive to be champions for women in the WA Police, they should also encourage men to be champions for women.

Deputy Commissioner Brown spoke about evidence-based policing and how he has often found the women in the audiences he presents to have a greater understanding on the subject and the future direction of the agency. The event concluded with an enjoyable morning tea and networking amongst attendees.



*The Honourable Liza Harvey MLA.*

# South Australia Police join the largest International Women's Day breakfast in the Southern Hemisphere

The South Australia Police (SAPOL) Equity and Diversity Unit and Assistant Commissioner Madeleine Glynn, Sponsor of the Women's Focus Group, hosted a table the UN Women's International Women's Day breakfast to celebrate International Women's Day in Adelaide. The breakfast was attended by SAPOL sworn and unsworn men and women and three police cadets were also present.

The breakfast was again the largest International Women's Day breakfast in the Southern Hemisphere. The breakfast was hosted by Senator Penny Wong and the guest speaker was Susan Carland, a PhD candidate at Monash University who is researching the way Muslim women fight sexism within the Muslim community. Her other research and lecturing specialties include gender, sociology and the Australian Muslim experience.

In 2012 Susan was named on the 20 Most Influential Australian Female Voices list by *The Age*. She has also been listed on the 500 Most Influential Muslims in the World list, and as a "Muslim Leader of Tomorrow" by the UN Alliance of Civilizations. Susan's presentation was inspiring and well received by all that attended.

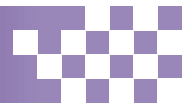


*Host Senator Penny Wong.*



*Guest speaker Susan Carland.*





# Taskforce Salus

## Shining the light on unacceptable workplace behaviour



Salus was the Roman goddess for safety and wellbeing. The name sits well with the Victoria Police taskforce responsible for identifying and investigating predatory behaviour and systemic sexual harassment and discrimination by police employees.

**T**askforce Salus is led by Detective Superintendent Graham Kent – an experienced investigator with a keen focus on justice and improved workplace standards. “Our ultimate aim is for our people and our workplaces to be safe; particularly in the context of predatory behaviour, sexual harassment and sexual discrimination,” he said.

The Taskforce is set up with investigators, intelligence specialists, welfare resources, human resource specialists and support staff to carry out criminal investigations, discipline investigations, cold case reviews and to make recommendations for change through a Steering Committee.

Investigations include notification from victims or witness from the community and/or former Victoria Police employees. Importantly, Graham notes, “We are working closely with local level managers

and specialist areas within Victoria Police to identify these behaviours, hold perpetrators to account and to support and protect victims”.

Success of the Taskforce will be heavily dependent on people taking a stand against the types of behaviour that cause harm. Graham describes the key messages for the Taskforce: “We are strongly aligned to the Victoria Police Zero Harm strategy. To achieve this we need people to have the courage and confidence to come forward and report what they have experienced and / or witnessed. Change will require our people to demonstrate values-based leadership including a commitment to safety and a commitment to challenge behaviours, attitudes and standards – to intervene to protect our colleagues in the workplace, in the same way you would out on the street if there is a threat of harm”.

Assistant Commissioner Stephen Leane is the Commander for Melbourne’s inner city and North West suburbs. Stephen is also responsible for overseeing the Salus Taskforce – a role he’s committed to and one which he sees as an organisational priority. “Chief Commissioner Ken Lay established this Taskforce and I will ensure that Graham and his team deliver just outcomes and safe workplaces” he says.

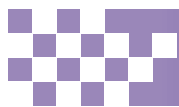
The Victoria Police intranet site for the Salus Taskforce is direct. The introduction challenges readers with this opening statement:

*As an individual, do you truly believe that the blue-code or blue-wall of silence should provide protection for the predator, the harasser, the discriminator, the bystander, the passive supervisor and/or manager?*

*Would your answer change if your friend was the victim, if a partner or family member was the victim ... if you were the victim?*

The fact that one in three women will be the victim of violence is a driving motivator for Graham’s team at Salus. Erudite and considered, Graham remains open to the lessons from the Australian Defence Force and Male Champions of Change. “The Chief of Army David Morrison’s challenge that the standard you walk past is the standard you accept is a powerful mantra,” said Graham. “We’re very aware that visible, supportive, intrusive, interventionist and effective leadership remains key to cultural change in Victoria Police.”

The ‘bystander’ effect or ‘good bloke’ policing model is not unique to Victoria Police or policing in general. Federal Sex Discrimination Commissioner Liz Broderick is widely quoted on the importance of leadership and of men having the courage to call out behaviour.



The Salus Taskforce team – ACWAP award recipient Karen Bennett fourth from left and Graham Kent fifth from left.

"It's hard. Really hard" says Graham Kent. "The easiest thing to do is to laugh along or ignore the behaviour. We're past that and need to stop our people being

harmed by the way we treat one another," he adds.

In 2013, Chief of Army David Morrison uploaded a video clip on the ADF

intranet in response to revelations by a group of sexual predatory men referred to as the Jedi Council. The clip was uploaded to YouTube and went viral. Journalist Ellen Fanning later interviewed the Chief of Army on the SBS program *The Observer Effect* and noted his passion. She described "a clenched jawed simmeringly furious Morrison" challenging behaviours and his expectation that people stand-up and say something. Graham Kent and the Salus team share this passion and this conviction.

Graham and his team at Salus welcome your contact. Victoria Police can learn more about Salus on the intranet or by these contact details:

TASKFORCESALUS-OIC@police.vic.gov.au

Internal Victoria Police Global Address List: PB EA: TASKFORCE SALUS-OIC

Contact number  
+61 (3) 8327 6845

# Victoria Police commission an independent review of sex discrimination

**T**he Victorian Equal Opportunity and Human Rights Commission (VEOHRC) is currently undertaking an *Independent Review into Sex Discrimination and Sexual Harassment, including Predatory Behaviour, in Victoria Police*.

All current and former Victoria Police staff, including public servants, are included in the scope of this review.

This review will produce an action plan to remedy any unhealthy cultural issues identified in Victoria Police. VEOHRC will then independently monitor any action plan put in place over three years.

Anyone can experience sex discrimination (which can include unfavourable treatment because of your sex, pregnancy, parental responsibilities, part time status, etc), sexual harassment and predatory behaviour. They include men and women, who may be targeted because of their age, rank, sexual preference, ethnicity or gender identity.

In addition, workplace bullying, based on your sex, is discrimination under the

Equal Opportunity Act and will also form part of this Review.

This whole exercise is about ensuring that Victoria Police is a healthy workplace built on respect, safety and fairness – with no exceptions.

It is for this very important reason that we would encourage members to participate in this review and relay any relevant experiences and observations on a strictly confidential basis.

Remember, any meaningful contribution you choose to make to this review is strongly encouraged and that all your input will be of a strictly confidential nature.

## HOW CAN YOU CONTRIBUTE?

- By taking part in a confidential interview by phone or in person.
- By sending your story by email or post.
- By participating in a focus group – check out the review website for more information.



**Victorian Equal Opportunity  
& Human Rights Commission**

All personal information collected will be kept confidential. Victoria Police will not know who participates. You do not need to provide your name or any other identifying information at any stage.

## HOW TO CONTACT THE REVIEW TEAM

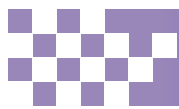
Phone +61 (3) 9032 3464 between 7am and 7pm Eastern Standard Time

Email: [independentreview@veohrc.vic.gov.au](mailto:independentreview@veohrc.vic.gov.au)

Website: [www.humanrights.vic.gov.au/victoriapolicereview](http://www.humanrights.vic.gov.au/victoriapolicereview)

Write to:

Confidential Independent Review  
Victorian Equal Opportunity and Human Rights Commission  
3/204 Lygon Street



# Victoria Police Career Expo

As part of a strategy to attract a greater percentage of female police and Protective Services Officer applicants to Victoria Police, a women-in-policing career fair was held in Melbourne on Saturday 21 February, 2015.

This was the first time that Victoria Police had staged a career day specifically targeting female applicants. The decision to hold the fair was based on analysis of current application data which provided evidence that Victoria Police employees are great employment brand ambassadors. Not only have a number of applicants indicated that they have been encouraged by current serving members to apply but others have indicated that they have seen the work that police have done in the community and been inspired to join. The career day was all about presenting a great group of female ambassadors with whom participants could interact, get to know and question about a career in policing.

The day was separated into two sessions and each session comprised of a panel discussion, expo stands and a recruitment advice seminar. The panel discussion provided participants with an opportunity to ask questions of seasoned policewomen who, between them, held over 100 years of experience in policing. Some questions focused on the challenges that women in policing face which included topics such as 'As a woman in policing do you ever find people underestimate your abilities (for example physically) just because you are not a male?' and 'What is one of the most important pieces of advice you could give a women wanting to join the police force?' and 'What advice would give to mothers who want to juggle a young family with doing shift work?'. The panel were honest in their approach and shared with the audiences some of their personal experiences – good and bad. The expo stalls featured general duty policing, Protective Services Officers and a number of specialist groups including prosecutions, detectives, search and rescue and the public order response team. The advice seminar covered topics such as what participants needed to consider about a career in policing, what



*Sergeant Belinda Cowley and Senior Constable Carlee Botefuhr give a big "thumbs up" to a police career in prosecutions.*



*Inspector Jo Dolan facilitates a panel discussion that comprised Superintendent Debra Robertson, Inspector Kelly Lawson and Senior Sergeant Jodie Buckley.*

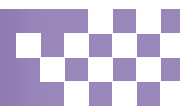
the recruitment process involved and tips for being more competitive during the selection phases.

Overall there were over 550 attendees on the day; the ages and experience of the participants varied from year 11 students to women who had raised a family or worked in a completely different field like nursing and who had decided that now was the time to start the career they had always aspired to. Some participants even brought their parents and partners which was encouraged

because as they were told on the day by Inspector Debra Robertson, the support of your family is really important if you are going to be a police officer of PSO.

The day itself was very enjoyable and it gave Victoria Police a chance to not only showcase our organisation as being positive, diverse and inclusive but to meet some really great people who will hopefully will be joining our ranks soon! For more on a career with Victoria Police, please visit: [www.policecareer.vic.gov.au](http://www.policecareer.vic.gov.au).





# ACWAP invited to Indonesia supporting the global network of women in policing

In 2014 the International Association of Women Police (IAWP) invited ACWAP to attend the 2nd Asia Regional Women Police Conference in Semarang, Indonesia.

The conference was co-hosted by the Indonesia National Police (INP) at the Jakarta Centre for Law Enforcement Cooperation (JCLEC) from 19–24 April.

Long-time friend, committee member and Excellence in Policing Award compere Talei Bentley ACWAP, represented Australasia at this important regional event.

The purpose of the conference was to strengthen, unite and enhance the roles of women police throughout the region. Primarily the conference presented an opportunity for Indonesian National Police (INP) women police officers to increase their skills and knowledge of the wider world of policing, and gain understanding about the potential to serve internationally.

All delegates were able to network personally and professionally with regional and international women police officers.

At the conference the format mirrored many of the highlights of the larger IAWP Training Conferences including an opening parade of participants. Semarang is the capital and largest city of the Central Java region with a population of approximately 2 million people. On the Sunday morning before the conference, the entire city centre was shut down while conference delegates, INP police and cadets marched through the main streets to the INP headquarters. It was a spectacle of marching bands, uniforms and traditional costumes – all in 36-degree heat and 90 per cent humidity! The locals lined the streets and ensured that all delegates felt welcomed to their city.

140 women attended the conference from numerous countries throughout the Asia region including: Bangladesh, Malaysia, the Philippines, Sri Lanka, India,

Brunei, Cambodia, Myanmar, Thailand, Vietnam and the Maldives. In addition to serving INP policewomen, a number of female police cadets were given the opportunity to observe and participate in the conference. With many of the cadets having joined the Academy in their late-teens, the experience of mixing with senior policewomen from around the region was an opportunity they relished, asking many insightful questions and engaging readily with their overseas counterparts.

The conference was officially opened on Monday morning in the Main Hall of the Police Academy by the Chief of INP, General Soetarma. The opening keynote speech was presented by the Minister of Women Empowerment and Child Protection, Linda Amalia Sari. The next three days saw presentations to the delegates on varied topics including:

- Women Leadership in Law Enforcement;
- the Role of Women Police in International and Peacekeeping Missions;
- Networking;
- Training and Career Development;
- Human Trafficking;
- International Cooperation in Handling Drug Trafficking;
- Sexual Abuse and Violence against Women and Children;
- Major Incident Operations; and
- Disaster Victim Identification.

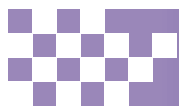
JCLEC proved to be an excellent location for the conference. Building on existing co-operation between the Australian Federal Police and the INP, a joint announcement of the Australian and Indonesian Governments in 2004 saw the establishment of JCLEC. JCLEC is an international centre of training excellence, committed to improving cooperation in counter terrorism and

transnational crime. Essentially a secure compound within the sprawling grounds of the INP Academy, JCLEC proved to be an excellent self-contained conference venue with auditoriums, classrooms, accommodation, dining areas and a pool – all within easy walking distance of each other. For some delegates, however, the ever-present armed security was a stark reminder of the fact that Central Java is home to many terrorists and that the security environment in Indonesia is far different to many of the countries within the region, including Australia.

The ever-present security aside, the INP were outstanding hosts who made it quite clear that the safety of the conference delegates was of utmost priority. Delegates were moved under full police escort whenever they left the Academy in their convoy of buses. The normal chaotic traffic of Semarang was bought to a halt while delegates were moved to various venues, in what was an obviously smooth and practiced manner by the INP. The conference organisers ensured that delegates weren't confined to the compound and provided opportunities to visit a number of historical and tourist sites throughout the city after hours.

The final day of the conference saw delegates bussed two hours south to the World Heritage Site of the Borobudur Temple. Built in the 9th century, this is the world's largest Buddhist temple and Indonesia's single most visited tourist attraction. The opportunity to visit such a culturally significant site was an honour for the international delegates, particularly given that the site was shut down specifically to allow the delegates to safely explore the temple under the watchful eyes of their ever present high-security escorts.

*continued on page 33*



# Balance Women Leaders in Public Safety Program

*By Sergeant Miltus Fomani Maliu VPF*



*Balance program participants and mentors.*



*Fitness training.*



*Sergeant Maliu with Assistant Commissioner of Queensland Police Gayle Hogan and PICP WAN Chairlady Sergeant Pauline Rangj.*

I have attended the Balance women leaders in public safety program in Manly, Sydney, Australia at the Australian Institute of Police Management (AIPM) from 2–4 February 2014. A total of 24 women leaders around Australia, Cook Islands and Vanuatu attended the three-day program.

Balance Women Leaders in Public Safety program is designed to enhance the skills and knowledge of women leaders. The program uses the concept of 'balance' to explore the unique challenges faced by women in achieving roles of influence and responsibility in the public safety organisation.

The program covers a focus on participants' strengths, challenges and workplace environments, exploring topics and themes as:

- Capacity to formally and informally influence and initiate change;

- Understanding and practical application of behaviours that make for effective Leadership;
- Understanding the field of play, identifying where the rules are changing and where they can be changed;
- Development of a game plan with effective strategies targeting my personal goals;
- Ability to recognise when to accelerate, when to place and when to respond;
- Experimental leadership approaches that directly address workplace issues and enable me to identify and achieve important goals;
- Understand of the increasing complexity of the public safety environment.

The program is intensive and challenging. Despite the hard work, it was well worth it and I now recognise the benefit and just how much I learned.

I particularly liked being surrounded by very inspirational and experienced women starting from the AIPM staff, presenters and other participants. It was a privilege to hear and learn from inspirational women in policing and hear their challenges and successes. The three-day residential program linked to three months of workplace development. I am looking forward to implementing my personal goals and tracking my plans in my reflection journal.

I like to would encourage other women to consider the AIPM Balance Program. If you get the opportunity – go for it!

Lastly I would like to acknowledge the PICP WAN outgoing Program Manager – Federal Agent Melissa Northam and Patricia Maxwell from the Australian Federal Police for the coordination and funding of my travel. Tagiotumas.

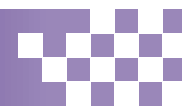
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ACWAP's involvement in conferences such as this not only benefits the profile of ACWAP within the region and internationally, but provides untold benefit to the delegates of other attending services. While policing in Australia still has improvements to make, it is sometimes easy to forget how fortunate we are in comparison to the women in many other countries. A major announcement by the Indonesian government around the same time as the conference unveiled plans

to recruit an extra 21,000 policewomen during 2014 to ensure that every police station in Indonesia has at least two female officers. Conference delegates welcomed this major announcement, however it should be noted that this will only see the numbers of females in the INP increase from three to five per cent. Of significant concern to ACWAP has been the disclosure that female INP recruits are still subject to a 'virginity test', a revelation that has now drawn international attention and condemnation and a topic ACWAP will closely watch and advocate to end.

ACWAP will continue its efforts to network with, and support women in policing throughout the region. It's hoped that continued opportunities to work with IAWP will strengthen the voice of women in policing and improve the quality of policing services delivered to women nationally and internationally. The 2nd Asian Regional Women Policing Conference provided some of the first steps on this journey.

The 2017 IAWP, ACWAP and QPS conference being held in Cairns, Queensland, provides an ideal opportunity to progress discussion, activities and global police networking.



# Disaster management and recovery

## Stories from Queensland and Cyclone Marcia

**By Kylie Tompkins**

Cabinet Legislation & Liaison Office  
Queensland Public Safety Business Agency



This is 'Kylie's story'. Kylie is an employee of the Public Safety Business Agency (PSBA) based in Brisbane. Recently Kylie volunteered to travel to Rockhampton to help the community as part of the recovery effort following Tropical Cyclone Marcia. Prior to her deployment to Rockhampton Kylie had no experience in frontline disaster management response or recovery work.

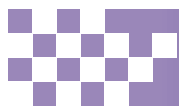
When I read the CEO's email on Monday 2 March calling for PSBA staff to volunteer for a deployment helping with Rockhampton cyclone recovery, it stirred something inside me and I wanted to help. After checking with my supervisor I replied to the email offering assistance. At the time I really had no idea what I was signing up for.

I got the call at 12pm that day asking if I could be ready that afternoon for a five-day deployment to Rockhampton. I had to be at the police academy by 2 o'clock that afternoon. Anyone who is familiar with the geography of Brisbane would know that getting from my workplace in the city to my house at Fitzgibbon and back to Oxley (not to mention my proven inability to pack lightly or quickly) would prove a challenge. I accepted the challenge and was at Oxley by 1.55pm.

So began what I would describe as – Exercise Humble Pie.

The recovery assistance team were assembled from our air conditioned offices and city-based lives of comfort and routine. We were briefed on what our role and purpose would be in Rockhampton and flown there to join the Red Cross. Our role was to process applications for food vouchers from people who had lost power for seven days or more in the aftermath of Tropical Cyclone Marcia. Our deployment





was split into three teams, with one stationed at the Yeppoon recovery centre, one at the Walter Reid recovery centre in Rockhampton. I was a part of the team tasked to the Rockhampton Showgrounds.

When you hear reports on the news that '60,000 homes have lost power', it doesn't automatically message the human cost – at least not to me. It is an impassive statistic, just a number in a newspaper headline or news grab. However, when we got to the recovery hubs in the Rockhampton area, the human cost quickly became apparent to me and the team. Thousands of those people didn't have their power restored for seven days or more. We were still processing support vouchers into March and dealing with people who'd endured over 10 days without power.

Conditions were tough at the recovery hubs for people waiting for assistance. I know at the show grounds some people waited for up to six hours in the searing heat with temperatures reaching the high 30's most days. The waiting shed had over 600 seats was usually at capacity at all times throughout the day, filled with people who each had a unique story of hardship from their brush with Cyclone Marcia.

Many of the people with their unique stories had a great impact on me. I spoke to a family at the recovery hub who drove to Gladstone to charge their phones at a friend's place so they could contact their loved ones and let them know they were okay. I spoke to a lady with very limited English who had the veranda ripped off the front of her house and left her bedroom exposed to the elements. I also spoke to a young man who had been rendered homeless due to personal circumstances after the cyclone so we processed his food voucher and arranged for him to get in touch with crisis accommodation and the Department of Housing. I spoke to a grandmother whose house had been assessed as unliveable as a result of flooding from the cyclone and was staying with family - nine people living in a three bedroom house. I spoke to an elderly couple where the lady was wheelchair bound and quite unwell. She was doubly overwhelmed, firstly by the harrowing experience of the cyclone and secondly by the difference that the food vouchers would make in helping her and her husband get back on their feet.

One person I spoke to in particular had a significant impact on me; I think because she reminded me a lot of my own mum. She was a very proud and independent middle class mother and wife with two children and someone who had never received help like the food vouchers before. This lady was very quiet when I started talking to her, obviously trying to maintain her resolve and keep some semblance of normalcy for her family while trying to rebuild their lives. She became totally overcome with emotion when I handed her the four food vouchers that she was eligible for and started crying uncontrollably. At this point, I also broke down after four days of hearing the local's unique stories of loss and struggle because I could relate so much to her story. All the locals' stories touched me; however, this lady's experience hit very close to home.

I was very fortunate to have Sergeant Jeff Hawkins as my team leader at the Rockhampton Showgrounds recovery centre. He had a great sense of humour, justice and fairness about him; as well as a natural leadership style that I had great respect for. I had to take a moment to collect myself after speaking to that lady who reminded me so much of my mum and he sat with me in the grandstand overlooking the dusty racetrack at the showground as I talked it out with him. Jeff shared stories of his experience as a police officer - attending atrocious incidents and yet keeping his faith in humanity. He was my rock and source of resilience that week. I borrowed some of his strength and fortitude and resumed my place in the centre once I'd composed myself, working with renewed vigour.

So while our core role was to process food vouchers, we ended up being part-administration, part-counsellor, part-interpreter, part-social services coordinator and part reminder to the people of Rockhampton that they weren't alone. So many people were surprised to learn that we had travelled from Brisbane to assist and were extremely grateful that we had taken the time out of our normal lives to come to Rockhampton. I know I speak on behalf of all of us when I say we felt it was the least we could do. Our days started at 6.30am and usually finished at 5.30pm, and we hardly stopped all day except for a sandwich.

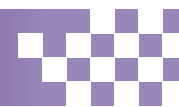
The team from my deployment were absolutely wonderful and shared a

common undeniable sense of altruism, and while I believe that none of us directly worked together, by the end of the week we had formed a close camaraderie. The choice for me to go to Rockhampton was easy; I wanted to help and I don't have a family or children of my own to consider when choosing to spend a week away from home. However, some of the people attended had families, etc and made a much bigger sacrifice than me.

Ergon crews had to repair over 1800 sections of power lines that were brought down from Marcia's wrath. She recklessly twisted trees around the power lines and made power poles bow in submission to her over 200km/h winds. Hundreds of homes were condemned and thousands were left with structural damage as she plucked rooves from houses at will. The team stationed at the Yeppoon recovery hub told us of one house there that had lost its roof and walls, and the entire contents were on display like a doll house.

Marcia rummaged through the region stealing bits of people's lives with complete disregard and left central Queensland's residents to pick up the pieces, and for many, to start again. The people put up with a lot from her. They waited for hours on end for petrol, there was a desperate shortage of ice, a widespread lack of phone and internet, obviously no electricity, and generators were stolen that were powering the traffic lights at major intersections. However, when people sat down with us to complete their food voucher application forms, they had a moving humility and whole-hearted appreciation for the help, despite their losses and the difficulty of life post-cyclone.

We so often take for granted all the gifts of convenience and the high standard of living that Australia affords us. We let little things worry us in a big way, and we get caught up on small issues at the price of losing sight of the bigger picture. I know I had a long hard look at my priorities when I got home and had a re-think about what really matters. My Rockhampton experience was humbling but heart-warming, intense but inspiring and wearying – but totally worth it. The team I was a part of (as shown in the photograph) and the people we helped, were the personification of the fighting Australian spirit and I am honoured to have been a part of it.



# Women's safety is a men's issue: men's attitudes to violence against women and what it means for men

By Dr Kristin Diemer, White Ribbon Research Series, December 2014

The White Ribbon Campaign is the largest global male-led movement to stop men's violence against women. It engages and enables men and boys to lead this social change. White Ribbon Australia is an organisation that works to prevent violence by changing attitudes and behaviours. The prevention work is driven through social marketing, Ambassadors and initiatives with communities, schools, universities, sporting codes and workplaces.

The White Ribbon Policy Research Series is intended to:

- Present contemporary evidence on violence against women and its prevention;
- Investigate and report on new developments in prevention locally, nationally and internationally;
- Identify policy and programming issues; and
- Provide options for improved prevention strategies and services.

The White Ribbon Policy Research Series is directed by an expert reference group comprising academic, policy and service professionals. At least two reports will be published each year and available from the White Ribbon Australia website at [www.whiteribbon.org.au](http://www.whiteribbon.org.au)

Title: Women's Safety is a Men's Issue: Men's attitudes to violence against women and what that means for men.

Author: Dr Kristin Diemer

White Ribbon Research Series ISBN 978-0-9871653-8-1

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## Biography

Dr Kristin Diemer is a sociologist with twenty years of research experience designing, implementing and managing both large and small scale projects. Her applied social research skills are particularly aimed toward research design, methodology and data analysis (mixed methods). Her focus has been in the area of family and domestic violence applied research.

Recent projects include mixed-methods data collection and analysis across both small case files and large hospital and governmental department databases recording family violence, sexual assault, homicide and child abuse incidents. Most recently, she was a key researcher on the National Community Attitudes towards Violence Against Women Survey with VicHealth.

ACWAP acknowledge White Ribbon's ongoing support and permission to publish the Research Series.

## INTRODUCTION

Community attitudes are an essential factor in the understanding of men's violence against women. Attitudes influence social and cultural norms, and are an indicator of the way in which we think about and engage with issues of violence. Attitudes influence early detection; inform responses to men's violence against women; determine whether violence is recognised; influence how victims are supported and whether perpetrators are held

to account.<sup>1</sup> Because the majority of violence against women is perpetrated by men, men's attitudes are pivotal to accountability and responsibility for that violence.

Encouragingly, attitudes are not fixed. They can be reshaped by exposure to new perspectives through peer groups, organisations and social institutions such as education<sup>2</sup> and media. Legislating to eliminate men's violence against women is another way to influence attitudes while simultaneously

guiding action and behaviour.<sup>3</sup>

The National Community Attitudes Survey on Violence Against Women 2013 (NCAS) is one tool for taking stock on attitudes, beliefs, knowledge and understanding about men's violence against women.<sup>4</sup> The survey works as a barometer of social norms and identifies misinformation, myths and stereotypes.

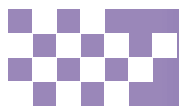
This paper examines some key findings from the NCAS, specifically focusing on men's attitudes.

1 Newby-Clark, McGregor, and Zanna (2002, p. 101); Flood and Pease (2007)

2 For example, the White Ribbon *Breaking the Silence Schools Program* and the White Ribbon Workplace Accreditation Program

3 Flood and Pease (2007)

4 The NCAS survey uses the general term 'violence against women' (VAW). It is well established that only about 10% of violence against women is perpetrated by other women and therefore this paper will reference 'men's violence against women'. See Australian Bureau of Statistics. (2013) *Personal Safety Survey Australia*. (Cat. No. 4906.0). Canberra: Australian Bureau of Statistics

**Table 1: ABS Personal Safety Survey 2012: experience of violence in lifetime by gender or survey respondent (since the age of 15)**

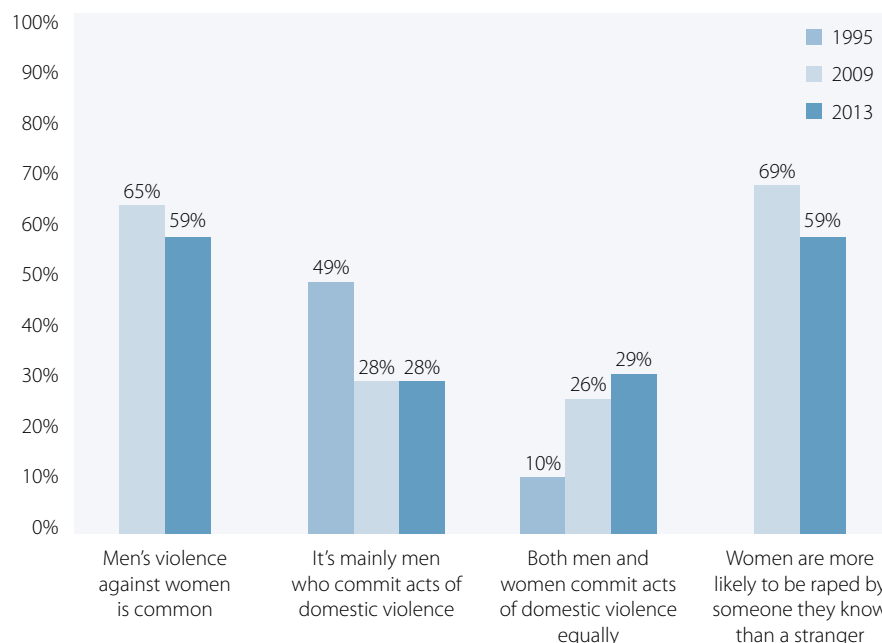
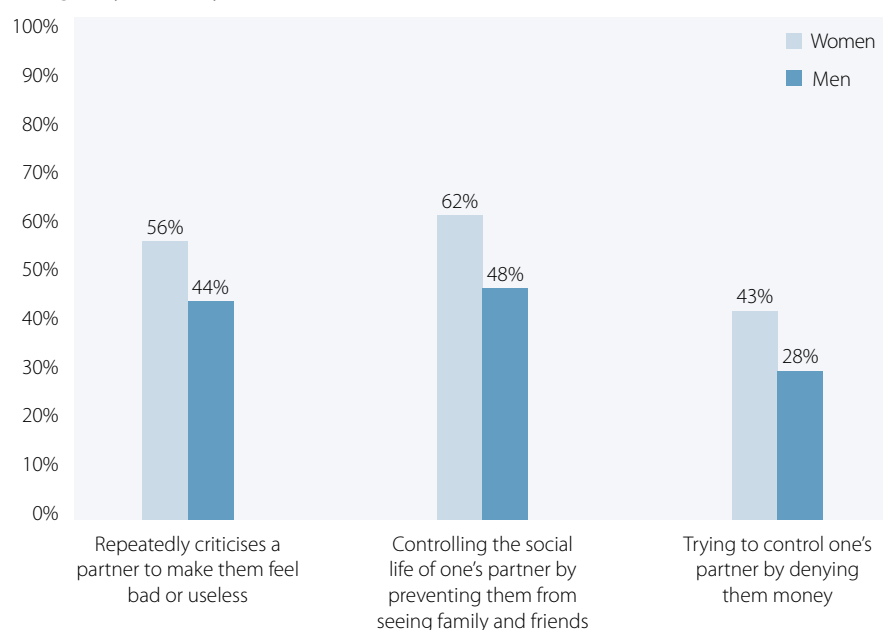
ABS Personal Safety Survey data item <sup>1</sup>	Women	Men
Lifetime experience of violence (physical or sexual assault) from the opposite gender (since the age of 15)	39%	14%
Lifetime experience of violence (physical or sexual assault) from an opposite gender <u>partner</u> in their lifetime (since the age of 15)	17%	5%
Experience sexual violence from a known person	16%	3%
Experience sexual violence from an unknown person	5%	2%

Note: Figures cannot be added together and results do not equal 100% as they are taken from different tables from the ABS Personal Safety Survey.

## FINDINGS FROM NCAS: WHAT'S CHANGED?

Since the survey was first conducted in 1995 responses for many questions have remained stable. On one hand, this is a positive result indicating a sustained and clear recognition about some behaviours which make up men's violence against women including physical and sexual violence and some forms of emotional and psychological abuse.<sup>5</sup>

On the other hand, despite national efforts to increase awareness about men's use of violence against women, men have become somewhat less informed. Evidence is clear that violence against women is common and gendered (Table 1). However, decreasing proportions of men understand that it is mainly men perpetrating violence against women.

**Figure 1: Men's knowledge about violence against women and change over time (% agree)<sup>6</sup>****Figure 2: NCAS: Forms of emotional & psychological violence<sup>7</sup> (% agree yes, always a form of violence)**

In addition, the 'monster myth' remains with a decrease in men recognising that women are more likely to be sexually assaulted by someone they know (Figure 1). Finally, men increasingly believe that both men and women commit acts of violence equally.

## FINDINGS FROM NCAS: THE KEY DIFFERENCES BETWEEN WOMEN AND MEN'S ATTITUDES

### *Understanding of women's experience of violence*

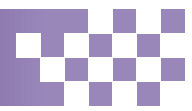
Throughout the survey, men scored consistently lower than women in terms of knowledge and understanding of men's violence against women. There were particularly greater differences between the two in recognising forms of emotional and psychological violence, or actions which manifest as power and control (Figure 2).

<sup>5</sup> Webster et al. (2014)

<sup>6</sup> McGregor (2009, pp. 45, 47 & 68); Webster et al. (2014, pp. 28, 30 & 32)

<sup>7</sup> Webster et al. (2014, pp. 16, 18, 20)



**Table 2: NCAS: Trivialising, denial, myths and stereotypes**

Men, as compared with women, more often <sup>2</sup>
Rate all forms of violence as less serious
Deny the barriers women face to leaving an abusive relationship
Believe that domestic violence is a private matter which should be sorted out within the family
Hold the view that claims of abuse are false or exaggerated (Figure 3)

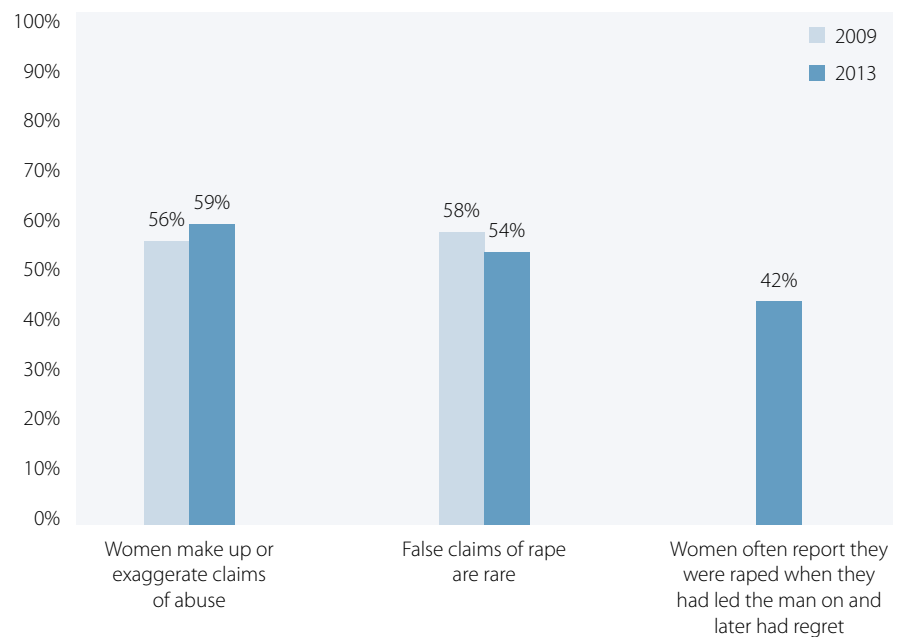
Emotional abuse generally consists of a range of behaviours to generate fear, win arguments, or insert dominance. These behaviours occur over extended periods of time and are not as often documented and recorded as compared with single incidents of physical or sexual violence.<sup>8</sup>

The actual experience of emotional violence may offer insight to help explain different levels of understanding. Men are less likely than women to experience these forms of partner violence (14% for men and 25% for women)<sup>9</sup> and report associated anxiety or fear (72% of women compared with 35% of men)<sup>10</sup>. Subsequently, they may be also less likely to understand these forms of abuse.

### **The myths about women's experience of violence**

In addition to decreased understanding of experience and forms of abuse, men were more likely than women to reinforce myths and stereotypes of violence, as well as minimise, trivialise and deny the impact of violence.

Minimising, denying and trivialising women's experience of violence is common and has shattering implications on the likelihood that women will seek assistance for abuse or be able to leave a violent relationship.<sup>11</sup> The myth of false allegations produces a legal and justice system which fails to support women and children subjected to violence.<sup>12</sup> In reality, false allegations of rape<sup>13</sup> or domestic violence in the course of family law proceedings are uncommon<sup>14</sup> and a review of the literature shows that mothers are more likely to have unsubstantiated allegations made against them and fathers are more likely than mothers to make unsubstantiated allegations.<sup>15</sup>

**Figure 3: NCAS 2013: Men's belief that violence against women is exaggerated<sup>16</sup>**

### **Violence supportive attitudes**

Much of what has been discussed in this paper has been interrogated and combined to form constructs of understanding of violence against women and violence supportive attitudes (Figure 4). Violence supportive attitudes do not openly endorse violence, but serve to support men's violence against women through views which justify, excuse, trivialise, deny and minimise violence.

One of the strongest 'take home' messages is that knowledge and understanding of violence against women, as well as views on gender equality, have the greatest impact on violence supportive attitudes. That is, holding violence supportive attitudes is more likely to occur among:

- people with less understanding of violence against women,

- people who endorse gender inequality (that is, the belief that women and men are not equal).

It is when these items combine that we see a significant impact on men's attitudes toward men's violence against women. Individual traits such as age, gender, socio-economic factors, cultural background and where people live, are not in and of themselves consistently associated with violence supportive attitudes. However, some groups are more likely to score low on all of these scales. This is the case for men.

While simply being a man does not automatically mean that a person will hold violence supportive attitudes, men with less knowledge about violence against women, less understanding of the dynamics of violence as well as less support for equality between women and men, are also more likely to hold violence supportive attitudes.

The results therefore provide a guide for areas where effort can be placed to increase men's knowledge and understanding.

8 Stark (2007); Caldwell and Swan (2012)

9 Australian Bureau of Statistics (2013) Cat. No. 4906.0, Tables 32 & 33

10 ABS Personal Safety Survey customised report cited in Webster et al. (2014, p. 101)

11 Flood and Pease (2007); Jaffe, Johnston, Crooks, and Bala (2008); Kelly (2011)

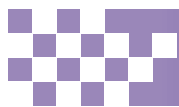
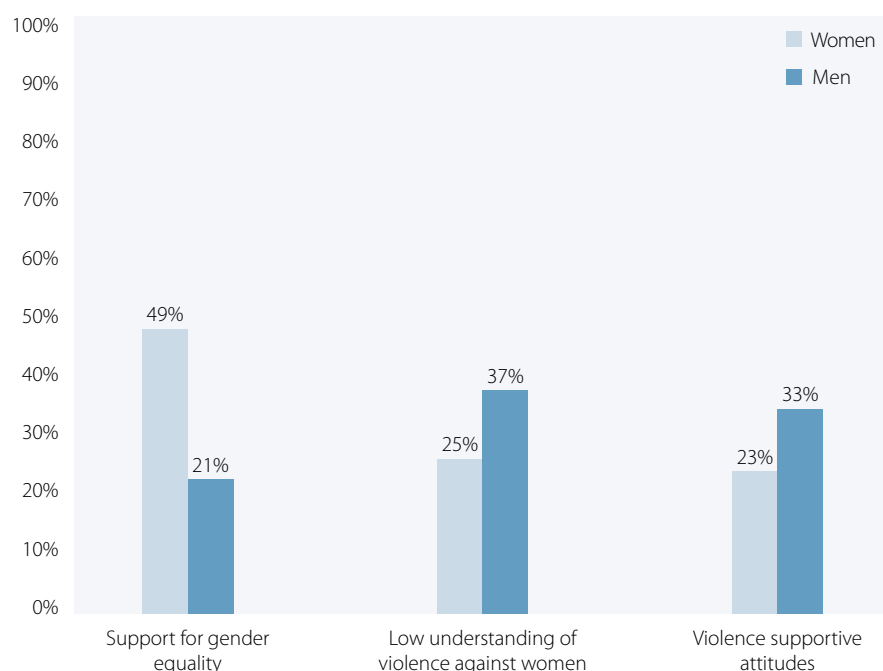
12 Felson and Paré (2005); Gondolf (2002); Haselschwerdt, Hardesty, and Hans (2011); Lievore (2005)

13 Kelly (2010)

14 Brown (2003)

15 Webster et al. (2014, p. 121)

16 McGregor (2009, p. 65 & 68); Webster et al. (2014, pp. 108, 110 & 102)

**Figure 4: NCAS 2013: Overarching construct of violence supportive attitudes<sup>17</sup>**

## MEN CHALLENGING VIOLENCE SUPPORTIVE ATTITUDES AND GENDER INEQUALITY

Overall, the results from NCAS demonstrate a disappointing backwards step in attitudes that minimise violence against women, displace blame onto victims and excuse perpetrators. Yet there are many and varied examples of constructive ways that men can and do take action to challenge problematic attitudes, whether as leaders in the community or in their organisations, among their male peers, or in their families.

Men can publically challenge harmful misconceptions of violence against women in the broader community. One particularly prominent illustration is the example set by Irish-Australian man Tom Meagher whose wife Jill was assaulted and murdered by a stranger in Melbourne on 22 September, 2012. Tom bravely appeared in the media to remind audiences that “We must not forget that most violence against women is perpetrated not by a stranger, but by men they know” thereby helping to dispel the ‘anonymous monster myth’.<sup>18</sup> Tom has since become involved as an ambassador with White Ribbon

Ireland and continues to work with the media to raise awareness about men’s violence against women. Indeed, news media reporting on violence against women is itself an opportunity where men, who are often over-represented in positions of decision-making and management, can take the lead in influencing responsible media coverage of domestic and sexual violence.<sup>19</sup>

There are many other examples where male leaders, whether holding positions of public office or corporate leadership all the way to coaching the local football team, can harness their influence to challenge violence and promote respectful relationships. A recent prominent example is the advocacy of Wellington Shire Deputy Mayor Patrick McIvor to challenge the use of council operated spaces for events that were contrary to the values of an inclusive and respectful community. McIvor publicly challenged his fellow councillors to stop a proposed men’s only stripper night that was to take place in a community hall. After generating much media coverage he was successful in having the event cancelled. The action has gone further to embed gender equality

into future community hall agreements as they are renewed. Council will be adding general statements of principle including that they must be safe, accessible, welcoming and promote respectful relationships, which will prevent situations like this occurring again.

Other examples include Will Irving, Group Managing Director of *Telstra Business*. Irving has championed Telstra’s involvement and accreditation as a White Ribbon Workplace; leading action to respond to and ultimately prevent violence against women. Tod Stokes meanwhile, a men’s worker with *Kornar Winmil Yunti* (a not-for-profit organisation that supports Aboriginal men and families in South Australia), uses his community connections, particularly those through Australian Rules Football, for the prevention of men’s violence against women in indigenous communities. Finally, Mick Doleman, Deputy National Secretary of the *Maritime Union Australia* and 2011 White Ribbon Ambassador of the Year, recently led 1400 members of the International Transport Workers Congress in taking the White Ribbon Oath.<sup>20</sup>

Through the ambassadors’ and workplace accreditation programs White Ribbon Australia supports male leaders to take a public stance against men’s violence and to be instigators of change in both their own organisations and the broader community.<sup>21</sup> But this is not a top-down movement, White Ribbon invites all men to take an oath never to commit, condone or remain silent about men’s violence against women. There are many practical ways that all men can help end violence against women in our community: listen to women and learn about their experiences of violence; challenge the problematic attitudes and behaviours of men around you; take action in your workplace, community and family; and get involved with men’s movements to end violence against women such as White Ribbon.<sup>22</sup>

*continued on page 40*

17 McGregor (2009, p. 65 & 68); Webster et al. (2014, p. 130)

18 For a copy of Tom Meagher’s article, visit: <http://www.abc.net.au/news/2014-04-18/meagher-the-danger-of-the-monster-myth/5399108>

19 For useful information and reporting guidelines, visit: [http://www.ourwatch.org.au/News-media-\(1\)/Reporting-Guidelines](http://www.ourwatch.org.au/News-media-(1)/Reporting-Guidelines)

20 A video of the event can be found here: [http://www.mua.org.au/itf\\_congress\\_take\\_oath\\_to\\_end\\_violence\\_against\\_women](http://www.mua.org.au/itf_congress_take_oath_to_end_violence_against_women)

21 For a full list of White Ribbon Australia Ambassadors, visit <http://www.whiteribbon.org.au/find-ambassadors>

22 For more information about what men can do to prevent violence against women, visit: [http://www.whiteribbon.org.au/uploads/media/updated\\_factsheets\\_Nov\\_13/Factsheet\\_4\\_what\\_can\\_men\\_do.pdf](http://www.whiteribbon.org.au/uploads/media/updated_factsheets_Nov_13/Factsheet_4_what_can_men_do.pdf) 23 Formerly the Women’s Safety Survey (ABS, 1996)

## THE KEY FINDINGS OF NCAS AND THE 'TAKE HOME' MESSAGES FOR MEN

As a community Australians have come a long way from violence against women being seen as a 'women's issue' or a 'private matter' in the home, and men's increasing participation in movements to address and prevent violence is evidence of this shift. Nonetheless, despite active awareness-raising at local and national levels, the actual lifetime prevalence of men's violence against women has not changed significantly in almost 20 years of the ABS Personal Safety Survey.<sup>23</sup> What is encouraging in the results of the NCAS is that most Australian men have good knowledge about the explicit forms of violence against women (such as rape, punching and hitting) and consciously do not support them.

However, men's awareness and understanding of the more subtle and nuanced forms of men's violence against women have, on many measures, gone backwards. Increasing numbers of men deny and trivialise men's use of violence against women as well as reinforce myths and stereotypes: attitudes which lead to reduced accountability for perpetration of, and responsibility for, eliminating violence against women. It is in recognising and challenging these subtle yet deeply held violence supportive attitudes in our community where the difficult work now needs to happen.

23 Formerly the *Women's Safety Survey* (ABS, 1996).

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