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Issue No. 38



Front cover

Sergeants Michelle O'Rielly and Susan O'Connor with Senior Sergeants Joanne Howard and Sharon Walker Roberts celebrating 100 years of sworn women in policing in South Australia with a parade through the streets of Adelaide.

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President's Report

Debbie Platz
President

When I hear of ongoing sexual harassment and predatory behaviour in policing jurisdictions I sometimes shake my head and wonder 'have things really changed since the first female police officers were inducted in 1915?'. I have no doubt things have. We have seen change but every time we take a step forward to stopping this behaviour, more incidences occur and it almost seems like one step forward, three steps back.

In 2013 the Australian and New Zealand Police Advisory Agency (ANZPAA) published a paper titled 'Women in Policing: A Business Priority'. This paper stated in no uncertain terms that women "increase corporate performance, contribute to good governance, enhance organisational reputation and play an important role in the overall success of business". ANZPAA took a step to recommend, some would say bravely, that women are good for business and made seven recommendations that jurisdictions could follow. One recommendation was that the Australian Institute of Police Management would consider all possible avenues to develop women and I commend the Institute for their work in this space. By now I think all women have heard of their BALANCE program which receives overwhelming positive evaluations and is being delivered not only at the Institute but in Victoria and Queensland. Sadly, however, I notice that

some of these recommendations have not been followed. I hope that shortly all of them are completed in a timely manner.

In November 2014, all of the police commissioners from Australia and New Zealand met in Canberra to join the Governor General and Prime Minister and present a powerful and very public commitment to end men's violence against women. Around this time former Victoria Police Chief Commissioner Ken Lay engaged the Victorian Equal Opportunity and Human Rights Commission (VEOHRC) to conduct an independent review into sex discrimination and sexual harassment, including predatory behaviour, among Victoria Police personnel. The review and recommendations were published in late 2015.

The VEOHRC findings are significant. The review found the cumulative impact of 'everyday' experiences of workplace sexism – such as sexist jokes and remarks – can impair personal and occupational wellbeing as much as incidents that are less frequent but more severe in nature. The evidence of harm and related responsibility for employee safety will remain central to the profession's response to ongoing workplace reviews.

The VEOHRC review aimed to identify actions to promote safety and equality in Victoria Police. The promotion of safety, support, respect and inclusion provide effective pillars for future model development.

The Australian Federal Police and the South Australia Police have followed in Victoria's footsteps and announced reviews to determine any issues that exist and find solutions to them. I applaud them, and ACWAP recognises the courage and leadership demonstrated in the reviews being commissioned and the ongoing commitment by these commissioners to driving effective workplace cultural change to deliver improved safety outcomes for women in policing.

Another milestone in policing is the new 50/50 gender strategies in recruiting announced by the Federal, South Australia, Northern Territory and Queensland services. Whilst this has mixed reviews, I hope that women will be encouraged to join our ranks. Of course, we all know that recruiting alone will not ensure a greater diversity in policing – work around retention strategies is critical.

Many officers are looking forward to the next ACWAP development seminar and the 2016 Excellence in Policing Awards in Melbourne. In conjunction with the Victorian Police I am proud to be involved in "Leaders of Today. Leading for Tomorrow.", and I look forward to seeing many of you there. For further details see our website at www.acwap.com.au

I hope you enjoy this edition of the *Women and Policing* journal.

Take care, Debbie.



The adage 'a picture is worth a thousand words' is true for our journal cover which tells many stories and is an amazing cover for the 38th edition of *The Journal*. In the course of compilation I bore witness to many amazing photographs submitted for inclusion in *The Journal*, each telling their own story.

The cover photo invoked such an emotional response in me, and I am sure that you will have a similar experience when you see the pride in service and professionalism resonating from this image and many others within *The Journal*. These images bear homage to the opportunities and careers that exist for women within our law enforcement agencies nowadays.

The South Australian Police celebration of 100 years of sworn women in policing is a significant milestone, one that can initially be attributed to the tenacity of purpose of our women pioneers across all jurisdictions. The journey, for some, has not been without adversity and hardship and these celebrations are symbolic of how far women and law enforcement have come. Law enforcement organisations should be seen as employers of choice for both women and men, being contemporary

inclusive and diverse workforces that reflect the communities that we serve and protect.

Many of us feel a great deal of pride and satisfaction in the legitimate service that we provide to our organisation and the communities that we serve and protect. This is an honour that is bestowed upon us and in continuing to achieve great things both personally, and as an organisation, we all need to work together inclusively, supporting one another whilst embracing diversity and all of our differences. This is how we stand out and make a difference.

Various jurisdictions are committing to reviewing inclusion and diversity strategies to increase gender parity and the way that we approach our recruitment and engagement processes. Contemporary recruiting campaigns and marketing have seen traditional methods replaced with strategies that cast a wider brush across the community in an effort to attract career changers.

We are enthusiastic about ACWAP's and Victoria Police's professional development seminar '**Leaders of Today. Leading for Tomorrow**', incorporating the '**18th Excellence in Policing Awards**' to be held in Melbourne, 11-13 September, 2016.

We look forward to providing a back brief on the seminar and the outcome of these awards in the next edition of *The Journal*. For more information please go to our website at www.acwap.com.au

Melbourne is the springboard for the next big event - the 2017 *International Women and Law Enforcement Conference* to be held in Cairns, Australia, 17-21 September, 2017. ACWAP encourages you to consider this great opportunity and spread the word amongst your colleagues and organisations (see pages 6 and 7). Register your interest at 2017.IWLEC.com.au

The Journal is how readers maintain connectivity with what is happening across our Australasian law enforcement agencies and the communities we protect. I invite you to submit stories, articles and photographs of events happening within your sphere and any information on the significant achievements of women within your organisation.

Please contact me if you would like advice offering useful hints on the content and style of your submission. Submissions for *The Journal* can be sent to journal@acwap.com.au.

I hope you enjoy *The Journal*. Jules.

AUSTRALASIAN COUNCIL OF WOMEN AND POLICING INC. NOTICE OF ANNUAL GENERAL MEETING

Arts Centre, Melbourne
100 St Kilda Road, Southbank 3006
1:30pm Tuesday 13 September 2016



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 *Associations 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.

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.
- (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.

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.



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VICTORIA POLICE

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.

2017

**INTERNATIONAL
WOMEN
& LAW
ENFORCEMENT
CONFERENCE
CAIRNS**

17-21 September 2017

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2017.IWLEC.COM.AU**





Looking forward to the 2017 International Women & Law Enforcement Conference, Cairns

From 17 September to 21 September 2017, the International Association of Women Police (IAWP) and the Australasian Council of Women and Policing (ACWAP) with the support of the Queensland Police Service (QPS) will co-host the 2017 International Women & Law Enforcement Conference in Cairns, Queensland, Australia. These three organisations are proud to contribute to the success of the 2017 conference, which for the first time will be held in Queensland, Australia.

The conference will combine the 55th IAWP Annual Training Conference including the Annual Recognition Program, the 10th Biennial ACWAP Conference and the 19th ACWAP Excellence in Policing Awards. It will bring together experts from national and international law enforcement agencies, family and community agencies, legal representatives, policy analysts, academics, researchers and other industry groups. This year's theme of "Global Networks: Local Law Enforcement", highlights the importance of partnerships and celebrates the cooperation that exists locally, nationally and internationally.

We look forward to engaging with you to develop new ways to ensure the safety and security of our communities.

A word from our Patron

G'day,

I am so excited to be the Patron of the 2017 International Women & Law Enforcement Conference being held in Cairns, and together with Bindi and Robert, we are delighted for Australia Zoo to be the Ambassador of the conference.

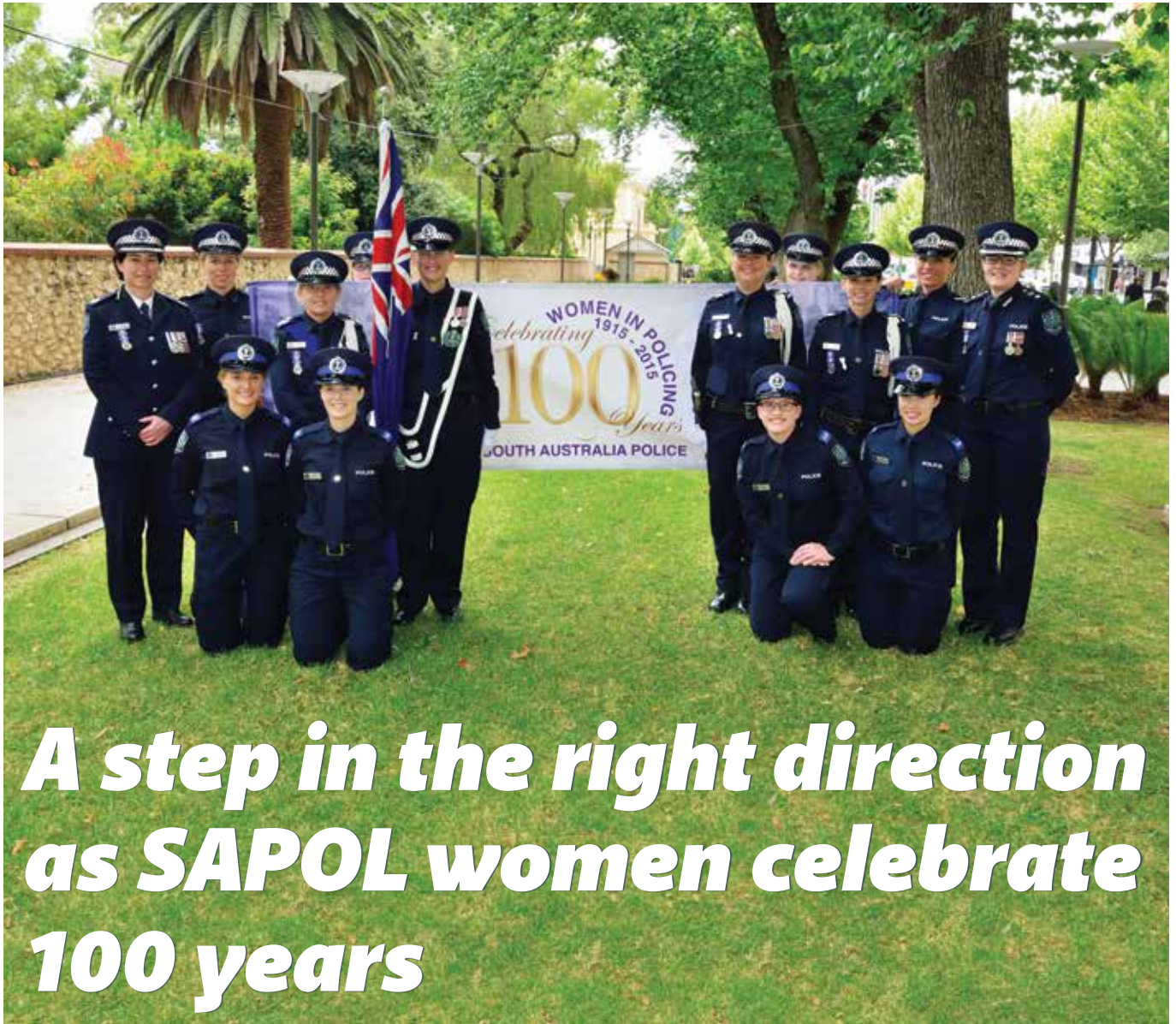
I have always supported our law enforcement and emergency services both locally, nationally and internationally. The contribution that each and every one of you make to the safety and security of your communities is commendable and we are honoured to be able to support this very important conference.

I do urge you, while you are visiting the beautiful state of Queensland, to take the time and explore the beautiful rainforests together with the incredible Great Barrier Reef and experience all of our awesome wildlife.

We are looking forward to welcoming you to Cairns in September 2017 and personally thanking you for the great job you do.

Terri, Bindi and Robert Irwin





> Assistant Commissioner Linda Fellows accompanied by sworn members and cadets.

On 1 December 2015 South Australia Police (SAPOL) celebrated 100 years of sworn women in policing in South Australia with a parade through the streets of Adelaide.

Mathew Rodda

South Australia Police

Photos courtesy of South Australia Police

Despite the overcast weather, nothing was going to rain on the historic parade as hundreds of women police officers were joined by retired female colleagues, cadets, unsworn staff, protective security officers, and women from the Police Volunteers Program. The parade was supported by the Band of the South Australia Police, Mounted Operations Unit, a female flag party and Historical Section.

Members of the public lined the streets to wave on the parade of around 425 women, which moved from SAPOL Headquarters around Victoria Square and down King William Street to Government House. School children enthusiastically waved flags as the parade passed, while many onlookers personally thanked some of the women police officers for their service to the community.

A formal reception followed at Government House and the Governor

of South Australia Hieu Van Le and Commissioner Grant Stevens both expressed their pride in seeing so many SAPOL women participate in the parade.

Other parade participants met at the Police Club where they were treated to refreshments and boutique cupcakes specially designed for the celebrations. The parade was strongly supported by Police Health, Police Credit Union and the Police Association of South Australia.

>



> Above: Celebrating 100 years at the Government House Reception, (L-R) Constable Sharynne Grant (1974 uniform), Commissioner Grant Stevens, Sergeant Sue Lock (1990s uniform).

The parade was the largest of several commemorative events held throughout 2015 to mark this significant milestone. As part of the celebrations, an 'Anniversary Book' and a free-standing Women in Policing display travelled to each Local Service Area headquarter station in South Australia over a six-month period. Members of the public and police were encouraged to write their comments and reflections in the book of the role women have played in policing.

Constable Sharynne Grant wore the first female uniform (introduced in 1974) during the parade.

"Being the longest serving female officer in SAPOL and first to achieve 40 years, the parade was a very emotional and extremely rewarding experience for me," she said.

"It made me reflect on the amazing progression of the role of women in policing in recent decades."

Sergeant Kathy Roberts marched in her khaki uniform which she wore many

years ago during an enjoyable regional stint in Port Pirie.

"It was fantastic to see such a strong female presence representing SAPOL," she said.

"The parade was a really proud moment for all of us. I enjoyed marching and seeing so many children and families who had lined the streets to watch."

Senior Sergeant Joanne Howard, Chair of the SAPOL Women's Focus Group,



hailed the centenary celebrations as a great success.

"It's been a privilege to deliver the 100-year anniversary events for SAPOL. The response from our people and the community has been astounding," she said.

"Acknowledging and celebrating the women and men who have helped shape policing for women in South Australia is an important part of valuing our past but we also need to drive the future. We are now looking to the next 100 years to make sure we leave a legacy to be proud of."

Since the 100-year celebrations, Commissioner Grant Stevens has taken up the mantle by introducing gender parity in the recruitment of sworn staff.

"This initiative might push the boundaries for some men and women, however change and gender equity is needed if we want policing to remain relevant, inclusive and reflect the community we serve," Commissioner Stevens said.

"Gender parity does not mean lowering of our standards, nor does it mean that 'good men miss out'. It means we are working to attract women to policing and increasing the number of female applicants.



> Above: Joyce Richardson OAM SAPOL Service 1944 to 1979, Principal of the Women's Police Branch from 1965 to 1974. Joyce participated in the parade in a historical police vehicle.

"Gender parity is only one part of our focus as we review a range of HR policies and practices to ensure SAPOL is an employer of choice for women and men."

To deliver a workforce with a greater participation of women, Commissioner Stevens acknowledges that offering a safe environment for all members is essential. He has invited the Commissioner for Equal Opportunity to

commence an Independent Review into Sex Discrimination, Sexual Harassment and Predatory Behaviour in SAPOL.

"I can tell you that this decision has not been prompted by any event or issue. Whilst I can't pre-empt what the review might find, I do know one thing – we will be a healthier, safer and more inclusive and productive organisation having gone through this process together," he said.



Engendering change in police recruitment

Karina Loxton

Marketing and Communications Manager, South Australia Police
Photos courtesy of South Australia Police

The 2015 celebrations marking 100 years of women in South Australia Police provided a great opportunity to consider the past and future role of women in policing. In a bold move aimed at shaping the role of women in policing in the years to come, South Australia Police Commissioner Grant Stevens announced an ambitious initiative to seek greater gender representation in police recruiting.

"If we want policing to remain relevant, inclusive and to reflect the community we serve, then greater gender diversity in policing is a critical strategy that we must pursue," Commissioner Stevens said.

"While the gender ratio in the wider community sits at about 50/50, South Australia Police's ratio for police officers is currently 70 per cent males, 30 per cent females.

"This plan allows SAPOL to position itself for the future and explore opportunities for a more diverse workforce."

The commitment to greater gender parity is underpinned by evidence based research that strongly suggests women increase corporate performance, contribute to good governance, improve organisational reputation and play a vital role in organisational success.

SAPOL's early recruiting campaigns targeted those who were already interested in a policing career; our last campaign *See Yourself in the Uniform and Achieve More* cast the talent pool wider and focused on attracting career changers; and our next campaign will cast the net further to specifically talk to women.

"SAPOL is focusing on recruitment and engagement strategies aimed at changing the traditional thinking of policing as a male-dominated field and encouraging more women to consider a policing career,"



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BECOME MORE
ACHIEVE MORE
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EQUAL PAY, EQUAL OPPORTUNITY FOR PROMOTION, A SUPPORTIVE CULTURE AND OVER 40 ROLES TO CHOOSE FROM – SOUTH AUSTRALIA POLICE IS AN EXCELLENT CAREER CHOICE FOR WOMEN.

To find out more in relation to the recruitment process and fitness requirements visit www.achievemore.com.au or phone (08) 732 23353.

South Australia Police (SAPOL) supports a healthy work life balance with paid maternity leave, opportunities for flexible working hours and six weeks' recreational leave per year. This means your career as a police officer will let you keep doing the things you love like spending time with family, travelling, playing sport or socialising.

SAPOL values equality and offers a diverse range of professional career options to choose from, so no matter who you are or what your interests may be, SAPOL has a position for you. Career pathways include:

| | |
|--------------------------|-------------------------|
| Crime prevention | Dog/Mounted Operations |
| Youth programs | Prosecution Services |
| Human Resources | Crime Scene examination |
| Training and Development | Criminal Investigations |

Benefits include paid training, competitive salaries, opportunities for personal development and career progression together with opportunities for flexible working hours and working arrangements.

Commissioner Stevens said.

"SA Police is positioning itself to be an employer of choice for women."

An interim strategy was rolled out shortly after the announcement as plans were made to initiate a brand new campaign specifically tailored to women. Post campaign research of our Achieve More campaign found that

the campaign had been successful in creating interest in a policing career with SAPOL; applicants believed that a SAPOL career is appealing and achievable because it encompasses a skill set they use in everyday life, and the advertising was well recognised amongst potential recruits (with high tagline recall compared to industry standards).



“This research showed that the premise of our creative resonated well with the general audience so we used this to form the basis of our interim strategy, but tailored it more towards women where possible,” Commissioner Stevens said.

Existing creative that used female talent was modified by replacing the male voice-over with a female voice-over, the script and key messages were tailored to address some of the appealing and discouraging factors for women identified in our research, and media selection was targeted at female audiences.

To support this interim campaign, SAPOL has undertaken a number of other activities to attract more women to a SAPOL career.

“We ran an advertising feature in The Advertiser’s *Career One* as part of International Women’s Day, profiled five female officers on social media and online platforms, and held a Women in Policing Information Session which was attended by 120 women,” Commissioner Stevens said.

SAPOL is also reassessing all recruiting processes to remove any



unconscious bias that may be inherent in the system.

“We are also currently building a ‘bank’ of innovative and contemporary strategies and ideas that we can explore to continue to attract quality female police applicants,” Commissioner Stevens said.

“These activities are already reaping benefits. Prior to the announcement, the percentage of female applicants was running at around 30 per cent

which was reflective of the overall intake. Since the announcement, the percentage of female applicants has increased to 42 per cent and this has created an overall increase in the number of applicants.

“My commitment to gender balance in recruiting does mean we need to think differently and do different things. We are already making some significant headway, and it can only benefit the community in the long run.”



Australian Border Force officers Protecting our border and the community



> Top row, left to right: ABF College Safety Management Supervisor Kim Eaton, ABF Maritime Tactician Andrea Moran, ABF Superintendent Mandy Sinclair.
 > Middle row, left to right: Tactical Response Officer Luanna Geagea, ABF Acting Inspector Wendy Maney, ABF Officer Julie Spranklin.
 > Bottom row, left to right: ABF Officer Joeline Arentz, ABF District Commander Åsa Jarven, ABF Officer Cheyenne Chong.



The Australian Border Force (ABF) is the operational arm of the Department of Immigration and Border Protection. We manage the flow of people and goods across Australia's border to maximise travel, trade, prosperity and social cohesion, while minimising threats to community safety and national security.



Kim Eaton

Supervisor of the ABF College Safety Management System, Australian Border Force
Photos courtesy of Rebecca Ellis

ABF officers work closely with the community and other government and international agencies to detect and deter the unlawful movement of goods and people across the border.

The ABF provides a diverse range of career opportunities for its employees across a range of operating domains undertaking a broad variety of functions, including highly trained and specialist roles.

Some of our female officers in the Cairns region have recently been recognised for their efforts. ABF officers Superintendent Mandy Sinclair, District Commander Åsa Jarven and Tactical Operations Officer Joeline Arentz received ABF Operational Medals acknowledging their involvement in sensitive, difficult and complex operations.

They are three of many female law enforcement officers playing key roles in protecting Australia's border and in national security in the far north.

Superintendent Mandy Sinclair currently leads the North Queensland ABF Area Command. Her command stretches from Saibai Island, Torres Strait, on the border with Papua New Guinea (PNG), as far south as Bowen on the Central Queensland Coast.

Superintendent Sinclair has been with the Department for more than 10 years, and has worked in various management roles during this time in Canberra, Brisbane, Cairns, PNG and Thursday Island. Superintendent Sinclair leads the team in the Far North through her inclusive, calming yet decisive leadership style, acknowledging she relies upon "the impressive range of skill sets and experience of my team and the complementary manner they work together and with other local agencies".

"Our teams in North Queensland work closely with other law enforcement partner agencies and these strong professional relationships are essential for us to collectively protect the Australian community," Superintendent Sinclair said.

"It never gets boring; there are so many opportunities, and I work with an awesome group of people every day," Officer Maney said.

If Acting Inspector Maney's career isn't enough to make a university undergraduate's eyes light up at the

"It never gets boring; there are so many opportunities, and I work with an awesome group of people every day." – Officer Wendy Maney

Originally from Scotland, Superintendent Sinclair has enjoyed the diverse range of career paths and opportunities the Department offers.

"The diversity of the work we do, and locations where we do it, provides enormous variety and experiences for our officers," she said.

Superintendent Sinclair's observation about the variety of roles and responsibilities in the ABF are supported by the diversity in taskings assigned to women employed as border protection officers.

For example, the current Acting Inspector Aviation Cairns North Area Command is Officer Wendy Maney, who currently oversees operations at Cairns International Airport. Cairns International Airport experienced the highest passenger growth rate in 2015 of all Australian airports, servicing nearly 600,000 travellers last year.

Officer Maney highlights the graduate programme as a stepping stone to a stellar career in the ABF. After completion of the graduate programme, Officer Maney was initially attached to the Maritime Unit policy development area, but has since experienced a variety of roles with the ABF, each one offering a new challenge.

prospect of a career in the ABF, District Commander of Cairns District Office Åsa Jarven shares her experiences of managing 15 officers within four teams in Cairns and Weipa.

District Commander Jarven and her teams provide a border response for the far north through a range of activities that include land and maritime patrols, cruise ship clearance, and intervention and search of merchant vessels, pleasure craft and foreign fishing vessels. District Commander Jarven's teams also conduct investigations and joint operations, execute warrants, issue infringement notices, and prosecute breaches of Australian legislation. They stand ready for deployment to other Commands and work groups as a mobile rapid response team.

Originally from Sweden, District Commander Jarven credits her experiences with the ABF in Queensland and Western Australia with altering her DNA; "the red dirt is now part of my metabolism even though I'm from a European background," she chuckles. My work has taken me to some amazing places that few people would get the opportunity to visit." >



> ABF Far North Queensland Officers.



Also up north, North Queensland Area Command Maritime Tactician Andrea Moran continues to excel in her career, one that started over 20 years ago in the Australian Customs Service. Maritime Tactician Moran was recently nominated for the 2016 'Most Outstanding Female Practitioner' Excellence in Policing award. She was nominated for her resilience and tenacity and the professional way she carries out her duties, providing support to the region on the delivery of portfolios through interagency liaison and operational strategies throughout the Command.

She has worked in a variety of roles including aviation, maritime,

training and intelligence fields, both in Australia and the Pacific. Whether working in her own agency, as part of a multi-agency team or working as a guest of an overseas administration, Maritime Tactician Moran's upbeat and positive attitude coupled with her skills and ability improves the quality, communication and effectiveness of any team. Her work in a remote part of Australia, together with that undertaken in neighbouring countries, has demonstrated that women in the ABF and law enforcement have many career pathways available.

Tactical Operations Officer Joeline Arentz is another woman whose role

in the ABF is to liaise with Queensland Police and the Australian Federal Police to jointly achieve operational outcomes. Tactical Operations Officer Arentz joined the then Australian Customs Service as a trainee in 2006. She left her home in Melbourne for a laidback lifestyle in Cairns. However, kicking back swiftly became remote area patrols up the Cape, flying in helicopters along the coastline doing surveillance, and undertaking deployments to Christmas Island, Cocos Island and the Torres Strait. She believes the training provided through the ABF College such as Remote Area, 4WD, Vessel Crew Training, Boarding Vessel at Sea and



Operational Safety, and the skills that she has developed through her working experiences, have equipped her to perform her role in such a unique work environment.

Officer Julie Spranklin joined the then Department of Customs and Immigration in 2000 as part of the third group to be trained in Cairns. Officer Spranklin spent her initial seven years working in Aviation at Cairns International Airport managing detained goods such as prohibited items detected at the border. Since 2011 Officer Spranklin has been attached to the Waterfront Operations, Cairns District Office. For this role she was required to complete the Operational Safety Training

in the 'Use of Force', various ship search courses, 4WD training, and remote area training.

"This was a complete change from the administration roles that I had previously been involved in. Undertaking defensive tactics and firearms training was challenging but very rewarding," Officer Spranklin said. "I am proud to say I achieved, and now maintain, this qualification."

A former Queensland Police Officer, Supervisor Eaton's experience includes a number of deployments to PNG working in the field of international development addressing gender-based violence and gender equality with the PNG Australia Law and Justice Programme and the UN Women Safe Cities Global Programme.

The newest team member of ABF North Queensland Area Command team is Cheyenne Chong, a 19-year-old

[Andrea Moran's] work in a remote part of Australia, together with that undertaken in neighbouring countries, has demonstrated that women in the ABF and law enforcement have many career pathways available.

Tactical Response Officer Luanna Geagea is another graduate of the Customs Training Programme. Having graduated in 2002, Officer Geagea initially performed various duties at the Cairns International Airport until 2011 when she moved to the Cairns District Office in an Administration Support role. Officer Geagea undertook the role of Training Aid Coordinator (TACO) for the Detector Dog Unit (DDU) from 2012 to 2014 and completed the Operational Safety Training in the 'Use of Force' in 2013. Shortly after, she commenced a role in Waterfront Operations, which saw her boarding and clearing vessels and passengers arriving and departing Cairns.

Many of the females we have heard from here have attended the ABF College to undertake training. Kim Eaton currently leads the College Safety Management system.* Supervisor Eaton joined the former Australian Customs Service in 2007 although she has worked in the field of law enforcement for some 17 years. Based in Cairns, she initially provided Operational Safety Training in 'Use of Force' nationally for enforcement, maritime unit and investigations officers. She is responsible for the implementation of, and compliance with, a positive safety culture in training.

One of her main aims is to strengthen the ABF College Work Health Safety (WHS) duty of care, injury prevention and health and safety risk management through the analysis of WHS incidents to identify root causes and remedial action to prevent recurrences.

Indigenous apprentice and proud Waanyi and Kalkadoon woman from the Gulf of Carpentaria. Cheyenne joined the ABF in November 2015 through the Australian Government Indigenous Apprenticeship Programme that feeds into the Department's Indigenous traineeships. The programme runs for 12 months and on completion of the course, Cheyenne will have a nationally-recognised diploma qualification in government.

Since commencing in November 2015, Cheyenne has completed the Primary Line Officers (PLOs) course, enabling her to process passengers and undertake document and impostor detection techniques at the border. Cheyenne says that "the highlight of my short time in the ABF has been my time in the Thursday Island District Office where I experienced the complexity of the work in the Torres Strait. Since being a part of ABF I have also made lifelong friends and connected with many networks."

*Kim Eaton has been a committee member of the Australasian Council of Women and Policing (ACWAP) since 2003 and is proud to be the current ABF ACWAP representative. She is a member of the organising committee for the 2017 International Women & Law Enforcement Conference to be held in Cairns, from Sunday 17 to Thursday 21 September 2017.



Ending violence against women in the Solomon Islands

Landmark Family Protection Act comes into force

The journey to end violence against women in Solomon Islands took a big step in April this year, with the commencement of the country's milestone Family Protection Act 2014 (FPA).

The Australian High Commission, Solomon Islands

This milestone is an inspiring achievement by the Solomon Islands Government (SIG) in combating violence against women, after a 2009 survey found that two-thirds of women experience intimate partner violence in their lifetime.

The FPA is a clear statement that domestic violence is unacceptable in Solomon Islands.

The FPA creates a new offence of domestic violence, and establishes a system of police issued safety notices, court issued protection orders, referrals to support services, and an overall Advisory Council.

The Australian Government, through the aid program, supported SIG to draft the legislation, conduct community consultations, and hold training sessions for lawyers and court justices.

In order to be effective across the country's 900 islands the FPA is designed for administration by police officers and local court justices and empowers police and health workers to refer survivors to counselling, medical and legal services.

Officers of the Royal Solomon Islands Police Force (RSIPF) are leading the

campaign to change attitudes towards violence across the country.

The RSIPF delivered a program of public education workshops across all provinces. The workshops were designed to enhance community confidence in the RSIPF, as well as encourage victims of family and sexual violence to report incidents to the police.

Striving for long-lasting change, the FPA targets the pervasive culture of silence where the community has been reluctant to interfere in domestic violence matters. The 2009 survey found that three-quarters of women believe



> Above: RSIPF Deputy Commissioner Matanga meets other female officers at FPA training in 2015. Photo courtesy of RAMSI Public Affairs.

> Left: High Commissioner Andrew Byrne (L) and Australian Ambassador for Women and Girls Natasha Stott-Despoja (R) with Solomon Islands football and rugby players at the launch of Red Cardem Vaelens in November 2015. Photo courtesy of Australian High Commission, Solomon Islands.

a man is justified to beat his wife. Only one-third of survivors told anyone about the violence and less than twenty per cent sought help from formal services.

With support from the Regional Assistance Mission to the Solomon Islands (RAMSI), the RSIPF has seen a strong increase in the level of reporting of family violence cases over the past few years. However, given large-scale underreporting, this needs to be a continuing focus. With the introduction of the FPA it is hoped that more survivors feel safe to seek support and recourse.

Australia is supporting the campaign to change community attitudes to violence against women through a number of partnerships with World Vision, Oxfam, Live & Learn and the Solomon Islands Government's Ministry of Women, Youth, Children and Family Affairs.

In Temotu and on the Weather Coast of Guadalcanal, World Vision uses a faith-based methodology known as 'Channels of Hope', which positively transforms people's beliefs, attitudes and behaviours regarding gender relations through analysis of Christian texts.

The Safe Families program, run by Oxfam, has established coalitions between civil society groups, services providers, churches and government agencies to support community-level action to prevent family violence in remote Malaita and Temotu provinces.

The Red Cardem Vaelens project with Live & Learn provides leadership

RAMSI also continues to provide support for the RSIPF's "Naf Nao" program, a community awareness program aimed at eliminating family violence, and published a children's book "The Adventures of Sammy and Susie in the Happy Isles" to teach children about how to deal with family violence.

Australia is supporting the campaign to change community attitudes to violence against women through a number of partnerships with World Vision, Oxfam, Live & Learn and the Solomon Islands Government's Ministry of Women, Youth, Children and Family Affairs.

training and mentoring to young sports players in Guadalcanal and Malaita (the two most populous provinces in Solomon Islands) to be role models and champions for promoting an end to violence against women.

Earlier this year, RAMSI's Participating Police Force delivered a week long training course for RSIPF trainers. The RSIPF trainers have since held a number of two-day in-house courses to ensure officers are aware of their new >



> Women gather in Lata, Temotu at the Launch of Seif Ples Temotu in December 2015. Photo courtesy of Australian High Commission, Solomon Islands.

responsibilities under the reforms and will invoke their new powers appropriately.

The RSIPF has also been supported to improve the gender ratio in its staffing profile, through changes to recruitment, leadership and the development of women in the organisation. Two of the RSIPF's seven senior executives are female; one Deputy Commissioner and one Assistant Commissioner.

In order to increase the number of female recruits, the RSIPF has set a target of 25% for each recruitment course. In 2015, the first tranche of recruits met the target

while the second course missed due to an insufficient number of suitable applicants. The RSIPF has used the lessons learnt from this experience to shape its recruitment strategy for 2016 and beyond.

As well as explaining the reforms to the public, the police's major new responsibility is to issue police safety notices and to support a domestic violence survivor application for a court-issued protection order. The police safety notice is valid for 21 days and can impose conditions on a perpetrator's access to, and contact with, the alleged victim.

The requirements and penalties of a court-issued protection order follow the safety notice, with the exception that the duration is at the court's discretion. The maximum penalty for a breach of a safety notice or protection order is a \$30,000SBD (\$5,000AUD) fine and/or a three year imprisonment.

The provision of formal support services both in Honiara and across the provinces is a fundamental challenge to the successful implementation of the FPA. Solomon Islands faces unique challenges due to the remoteness of its population. Around 80 per cent of people reside in rural and remote



communities across over 300 inhabited islands. In comparison, over 85 per cent of Australians and New Zealanders live in urban areas.

In Honiara, Australia provides support to Seif Ples and the Family Support Centre, which provide critical treatment, legal and referral services. Following publicity of the FPA, Seif Ples crisis support centre has reported a large increase in calls to its hotline.

The goal of this multifaceted partnership is to improve gender equality and empower women and girls to improve growth and stability across the country.

Central to Australia's approach is an absolute commitment to work with the people of Solomon Islands, SIG, RSIPF and other partners to end violence against women and advance gender equality.

The goal of this multifaceted partnership is to improve gender equality and empower women and girls to improve growth and stability across the country.

The organisations work closely with SIG and church funded Christian Care Centre, which provides longer term emergency accommodation for domestic violence survivors.

While services in the provinces are limited to work of RSIPF officers and community groups, Australia is working with the Ministry of Health to expand rural service delivery models.

The speed in which the SIG has acted to introduce these reforms is testament to its leadership in striving to improve support and recourse for survivors of domestic violence.

Australia is working with the Solomon Islands through a ten-year \$34.8 million program on gender equality, which prioritises ending violence against women, promoting women's economic empowerment, and fostering women in leadership.

The commencement of the FPA is one step in the journey to ending violence against women in Solomon Islands.

It is vital that all partners resolve to assist SIG, the RSIPF and the people of Solomon Islands with implementation issues, and work together to address challenges as they arise.

The Regional Assistance Mission to Solomon Islands (RAMSI) is an Australian majority-funded and led partnership between the people and government of Solomon Islands and 15 contributing countries of the Pacific region. Since July 2003, RAMSI has been helping the Solomon Islands lay the foundations for long-term stability, security and prosperity.

Three facts about Solomon Islands

In 2016,
Australia's total
ODA to Solomon
Islands is
\$162 million.



555,000
people live

on over
300

inhabited
islands

The lingua franca is Solomon Islands Pijin and many people also speak one or more of the 63 distinct indigenous languages.

Over
90%

of Solomon
Islanders

identify as
Christians.



A QPS response to the *Not Now Not Ever* Report

With the release of the *Not Now, Not Ever* Report in 2015, Queensland is undertaking the biggest changes to policing domestic and family violence since the release of the *Behind These Walls* Report of 1988.

Domestic, Family Violence and Vulnerable Persons Unit, Queensland Police Service



Domestic and Family Violence Workshop 2015

> QPS DFV Forum 2015. Photo courtesy of QPS Media and Public Affairs.

That first report was the catalyst for the creation of the first domestic violence specific legislation and it also saw the creation of the first domestic violence specialist policing positions in Queensland. Whilst amendments have increased the eligibility and protections available for victims of domestic and family violence over the past 27 years, the recommendations from the *Not Now, Not Ever* Report presents the Queensland Police Service (QPS)

with the opportunity to review its policing practices, improve practices and improve our delivery of services to Queenslanders.

Recommendation 140 of the *Not Now, Not Ever* Report calls for a review of the current *Domestic and Family Violence Protection Act* to incorporate the intent of the other 139 recommendations. Of particular interest to the QPS were recommendations around improving evidence gathering methodologies

and investigative practices, with the ultimate aim of increasing our ability to hold perpetrators of domestic and family violence (DFV) to account for their actions. In a positive move, the QPS has been proactive in approaching its members to explore what improvements they'd like to see made in improving policing DFV.

In the second half of 2015 senior police travelled around the state conducting workshops with general duties and other specialist police

working at the coalface of DFV. Officers from the rank of Constable through to Deputy Commissioner were involved in the roundtable discussions in which feedback was invited in an open environment. The purpose was to ask police what changes they'd like to see to help improve the efficiency in responding to DFV and what practical steps could be taken to increase protections for victims. The workshops did highlight some areas of concerns for operational police, but it also provided districts the opportunity to showcase successes, both operational and organisational.

One of the areas in which the *Not Now, Not Ever* Report was complimentary of the QPS was the role that our Domestic and Family Violence Coordinators (DFVC) play in the police districts. A limited resource, with only 25 state-wide, these officers are an asset to their districts and provide an overarching coordinating role between the QPS and government and non-government agencies who provide the other vital services that families dealing with DFV need.

Not only do they provide a monitoring function, ensuring compliance with legislation and policies, but they also take responsibility for training and service delivery improvement in the area of DFV. In order to improve the consistency of approach and coordination of effort, the role of State Coordinator for DFV was reinstated as a result of the *Not Now, Not Ever* recommendations. The State Coordinator currently heads the Domestic, Family Violence and Vulnerable Persons Unit (DFV&VPU), a temporary unit which oversees the implementation of the *Not Now, Not Ever* recommendations and coordinates the QPS activities in relation to DFV.

One of the first activities conducted by the DFV&VPU was a DFVC workshop in July 2015. This was the first time in almost five years that the DFVC from around Queensland came together in one room to discuss DFV developments and network with external agencies. Whilst many of our DFVC have been in the role for well over five years, it provided an opportunity for newer DFVCs to talk face-to-face with peers and discuss their

needs and requirements with the State Coordinator. It is envisaged that this will be an annual occurrence designed to meet the needs of the DFVCs.

In order to support the DFVC network and enable them to perform their role more effectively, a state-wide consultation process occurred in April/ May 2016. Members from the DFV&VPU travelled the state to interview each DFVC and their District Officer to gain an understanding of the different challenges faced by each DFVC, their workload and their priorities. This has provided the QPS with a holistic snapshot of where the Service can improve its support to individual DFVCs and police districts. The DFVCs took the opportunity to provide suggestions and identified creative solutions they had employed, providing an opportunity to share their successes with other districts. The initial results of this consultation process were presented at a subsequent District Officer's DFV workshop. The reception was positive and the DFV&VPU and the QPS look well positioned to implement the range of *Not Now, Not Ever* recommendations.

Central Australian Women's Legal Service, Women's Safety Package launch

Melinda Edwards

Assistant Commissioner Jeanette Kerr, Northern Territory Police, recently spoke at the Central Australian Women's Legal Service (CAWLS), Women's Safety Package launch.

The event was held to announce two Commonwealth funded initiatives – the Health Justice Partnership (HJP) and the Specialist Domestic Violence Unit (SDVU) – which are aimed at developing domestic violence services in the Alice Springs region. They will focus on services for victims of domestic violence and building strong referral pathways and collaborative relationships between organisations.

Other speakers at the event included The Honourable Justice Jenny Blokland, Supreme Court of NT; Minister for Defence, The Honourable Marise Payne; Deputy Leader of the Opposition, The Honourable Tanya Plibersek; White Ribbon Ambassador Russell Goldflam; and CEO of the NPY Women's Council, Andrea Mason.

"Northern Territory Police respond on average to about 18,000 intimate partner violence disturbances a year. Indigenous women are overwhelmingly the victims in 83 per cent of these crimes, while in Alice Springs about 89 per cent of the offenders are intoxicated," Assistant Commissioner Jeanette Kerr said in her speech.



> Front row (L-R): CEO of the NPY Women's Council Andrea Mason, CEO of CAWLS Janet Taylor, The Honourable Justice Jenny Blokland, Supreme Court of NT, NT Police Assistant Commissioner Jeanette Kerr and The Honourable Tanya Plibersek. Back row (L-R): Chair of the CAWLS Board Belinda Pearson, White Ribbon Ambassador Russell Goldflam and Minister for Defence The Honourable Marise Payne.

"The approaches most likely to be effective are integrated and restorative, tailored to individual, family and community needs.

"Northern Territory Police will be standing side by side with CAWLS on these initiatives and will continue to provide ongoing support to enable the success of the programs," she said.



What women need for leadership success

Working as an executive coach, I meet leaders and people on a leadership pathway from a variety of sectors, including policing professionals.

Reyna Matthes

Director, Executive Central Group

In thinking about what women might need for leadership success in the Queensland Police Service, my mind went back to the lessons I've learnt about leadership in general. Yes, there are some special characteristics and challenges for women in policing and I make no claim to being the expert with this. But in some ways I think women everywhere share some challenges and needs, on their journey to leadership.

So it's those needs that I want to focus on in this article. And to be honest, I think it's important that women have these conversations across industry and sector boundaries. So – what *do* women need for leadership success?

I characterise the ingredients for leadership as 'top down' and 'bottom up'. Structural changes led by current senior leadership are important, and so is individual leadership/skill development. A recent Harvard Business Review paper stresses the importance of preparing the individual woman for leadership at the same time as structuring the pipeline for success. Otherwise we are preparing people to fail (Ibarra, Ely & Kolb, 2013).

VISIBLE BUY-IN FROM SENIOR LEADERSHIP

Leadership starts at the top. Senior leadership must be seen to address conscious and unconscious bias at every level. The recent EO/HR Commission Review into sex discrimination and harassment in Victoria Police, commissioned by Chief Commissioner Ken Lay, signals a clear leadership commitment to gender equality and prevention of violence against women. In the armed forces, the then Chief of Army Lieutenant General David Morrison's famous video message, telling transgressive personnel to 'get out', was another powerful message with

1.6 million views to date. These public messages aren't everything, but they count for something. I believe they need to be followed up with structural and cultural change, driven from the top.

DEVELOP CURRENT LEADERS

It's important that those championing women's advancement understand the issues and opportunities at a deep level – sounds simple but isn't always so. The Male Champions of Change Program, initiated by the then Federal Sex Discrimination Commissioner Elizabeth Broderick, has provided attitudinal and behavioural support for current leaders. A recent article in your Journal – *It starts with us: The leadership shadow*, by Heather McIlwain, is worth revisiting on this one.

SPONSORS, MENTORS, COACHES AND ROLE MODELS

The lines between these functions are fairly blurry; we need all of these roles in place. Here's my take on the differences.

A sponsor invests some of their reputation in whatever/whoever they are sponsoring – whether an individual or a program. Like any investor, they take a risk and expect a return: they expect you to represent the organisation effectively. A mentor, on the other hand, has industry experience and may or may not be in your organisation. He or she wears various hats, including professional friend, advisor, sounding board, sometimes morphing into a sponsor.

A coach, internal or external, helps develop performance, through identifying and utilising strengths and confronting blind spots. This is generally a more structured engagement. And role models – well, we all need them, and the relationship might be simply one of observation and admiration from a distance.



> Reyna Matthes, Director Executive Central Group.

DEVELOP YOUR LEADERSHIP STYLE

Another previous Journal article – *Reflections on the QPS experience* – discusses the importance of a transformational leadership style in making a positive impact as a leader. Qualities include 'leading by example, trustworthiness, valuing input and demonstrating compassion and respect' (Price, Drew & Liversidge, nd). The authors said that 50 out of 53 effective leadership behaviours identified by police were correlated with a transformational leadership style, and that women were more likely to enact them than men.

The only thing I'd add here is that I think that flexibility in leadership style is important. The fact is, there are times when a 'command and control' leadership style is exactly what's needed. The other thing to consider is that for women, we don't want to be corralled into what might be seen as a 'feminine' stereotype of 'caring and compassion' (read 'not strong').



In our Executive Central coaching practice we use a leadership model called ECOS, which helps people unpack and flex between different styles of communication and leadership.

NURTURE YOUR NETWORKS

This is one of my major areas of work with women. In a dominant masculinist culture, networking has long been a kind of 'secret men's business' that women find frustrating and intimidating. I have two things to say about this: I think it's important to a) demystify networking and empower yourself, and b) build strong women's networks. It's true that we do it differently, and we need to celebrate this. I have so much fun networking with women!

Connections are everything in organisational life. And you don't have to be an extrovert – some of the best networkers I know are introverts. There are always opportunities to get together for leadership learning and fun. And of course you can always create a networking event yourself.

PREPARE FOR LEADERSHIP

I believe that we need to prepare ourselves for leadership, via reading, training, coaching etc. We need to learn to ask for what we want, we need to think about being a leader wherever we are in our career journey, we need to develop a lifelong learning orientation, we need to develop the quality of *presence* so that people take notice when we walk into the room.

Many women need to make that fundamental shift to seeing themselves as leaders (Ibarra et al., op.cit.). 'People become leaders by *internalizing a leadership identity* and *developing a sense of purpose*.'

This list of ingredients for leadership success is not exhaustive, and I'd love to get feedback from readers on their views. As I said at the beginning, I think that we have to find the things we have in common and help each other move forward.

Further reading

Ibarra, H., Ely, R., & Kolb, D. (2013) Women Rising: The unseen barriers. *Harvard Business Review*, September.

Price, J., Drew, J., & Liversidge, K. (2014) Professional development and promotion of women police: Reflections on the QPS experience. *The Journal for Women and Policing*. Issue #35, Spring 2014. Australasian Council of Women & Policing.

McIlwain, H. (2014) It starts with us: The leadership shadow. *The Journal for Women and Policing*. Issue #35, Spring 2014. Australasian Council of Women & Policing.

EO and HR Commission Independent Review into sex discrimination and sexual harassment in Victoria Police <http://www.humanrightscommission.vic.gov.au/index.php/our-projects-a-initiatives/independent-review-victoria-police>

Male Champions of Change Project
<http://malechampionsofchange.com>



> Deb Platz and Dorothy McPhail beside an Abu Dhabi Police vehicle.

Highlights from the 3rd Regional Conference of Women Police 2016, Abu Dhabi

Dorothy McPhail

ACWAP Committee Member and IAWP Regional Coordinator for the Australasian Region



> Deb Platz and Dorothy McPhail promoting the Cairns conference in Abu Dhabi.

The opportunity to meet police women from the Middle East region at the 3rd Regional Conference of Women Police was a highlight for Australasian Council of Women and Policing (ACWAP) President Debbie Platz and ACWAP Committee Member Dorothy McPhail. The three-day event, held in April this year in Abu Dhabi, was organised by the Emirates Women Police Association (EWPA) under the patronage of Lt. General HH Sheikh Saif bin Zayed Al Nahyan, Deputy Prime Minister and Minister of Interior.

The conference attracted wide international participation, with female police members representing countries from 26 regions including the United Arab Emirates, Tunisia, Egypt, Qatar, Bahrain and Palestine.

The theme of the Conference was 'Women Police... The Leadership of Sustainable Development', a theme that set the stage for a lively series of exchanges in a world experiencing unprecedented change and increasing professional demands upon policing.

The opening of the conference featured Abu Dhabi Police women in an array of uniforms that highlighted the varied and specialist roles to which they may be deployed. Keynote speakers Colonel Mona Abdel Rahim, Director of the Women's Police Directorate in the Kingdom of Bahrain, and Margaret Shorter, President of the International Association of Women Police (IAWP), then shared their experiences about women police leaders and their role



- > Top: (L-R) Sherma Maynard-Wilson (Trinidad and Tobago), Terry Muttayi (Kenya) and Montserrat Pina Martinez (Spain) attending the Abu Dhabi conference.
- > Above, left: Dorothy McPhail with Qatar policewomen.
- > Above, middle: Colonel Mona Abdel Rahim (Bahrain) presenting at the Abu Dhabi conference.
- > Above, right: Abu Dhabi policewomen who carry out specialist roles.
- > Below, right: (L-R) Fabian Brown (San Francisco) and Deb Platz wearing the abaya while visiting the Sheikh Zayed Grand Mosque in Abu Dhabi.

in sustainable development.

The remaining conference agenda reflected the challenges confronting police worldwide as speakers presented a broad range of topics including the development of creativity and innovation skills, combating corruption in organisations, and the impact of synthetic narcotics on national economies.

Like many of the delegates, Debbie Platz was intrigued to learn the extent to which women police from different countries faced challenges in common in spite of cultural differences including a Palestinian police woman from Bethlehem, who was attending the conference.

Preceding the conference was an IAWP Board of Directors meeting.

The meeting was held in the United Arab Emirates, the first Arab country to host the Board of Directors' meeting. It was well represented by Board members from across the globe, including Dorothy who is a member of the IAWP Board of Directors and the IAWP Regional Coordinator for the Australasian region.

In her capacity as ACWAP President, Deb presented to the Board on the preparations for the upcoming 2017 International Women & Law Enforcement Conference themed Global Networks, Local Law Enforcement, to be held in Cairns, from Sunday 17 to Thursday 21 September 2017. IAWP and ACWAP, with the support of the Queensland Police Service, will co-host the conference.



Inside Story: How the AFP tracked down an Australian predator engaged in global child trafficking



Ingrid Kuster

Superintendent, Crime Operations (Melbourne Office), Australian Federal Police
Photos courtesy of Australian Federal Police

In November 2014, a Europol Victim ID taskforce brought together worldwide child exploitation images seized from the internet (TOR/dark net) in order to identify and rescue victims and prosecute offenders.

The taskforce identified a series of images possibly originating from Australia.

AFP Federal Agent Rachelle Heath was seconded to the taskforce to assist in identifying the school uniforms of two female children depicted in the cropped images.

Once the school was identified, it was possible to identify the children. The AFP promptly launched Operation Aqueous, and commenced an investigation into the family.

Curiously, a search warrant failed to produce any evidence of child exploitation material at the family home. Parents of the young female children were interviewed and were able to provide a timeline relating to the images, thereby identifying adults who were present when the images were taken.

As a result of this information, the paternal uncle of the female children and his wife became suspects. In December 2014, a search warrant was subsequently executed at the premises of the aunt and uncle in regional Victoria.

In excess of 10,000 child exploitation images and videos were located on electronic devices at that property. More than 1,000 of these images depicted the uncle abusing his two young nieces since 2009 (when they were aged four and five).



The offender pleaded guilty to 38 charges, including two of child trafficking, a first in Victoria and the AFP, 20 of incest, and 11 of producing, accessing or transmitting child abuse material. The investigation established the offender had been interested and involved in accessing, possessing and

AFP Melbourne Office Digital Forensics and Crime Scenes, and Victoria Police member Detective Senior Constable Susan Collins.

Presiding County Court Judge Susan Cohen viewed a sample of the child abuse images produced by the offender. She later said, "The fear I saw in the eyes

On 19 May 2016, the offender was sentenced to 22 years imprisonment with a non-parole period of 15-and-a-half years.

THE NET WIDENS

The investigation established that the uncle had surrogate daughters, born overseas earlier in the year using his sperm, a donor egg from the Ukraine, and a surrogate mother in a third country. It then transpired that this predator had also been abusing his surrogate daughters, abuse that commenced only days after their arrival in Australia when they were only 27 days old.

The babies were removed from the home on the day of police action and have only been recently reunited with their mother after more than 18 months in the care of the Department of Human Services.

distributing child exploitation material for more than 20 years.

On 19 May 2016, the offender was sentenced to 22 years imprisonment with a non-parole period of 15-and-a-half years.

Although Operation Aqueous was conducted by members of the AFP Melbourne Office Child Protection Team, in particular Federal Agents Jessica Gilmore, Carolyn Jolly and Judy Goldsmith whose tireless effort and tenacity led to the successful prosecution, they acknowledge contributions from many areas including the Canberra-based AFP Victim Identification Team, in particular Federal Agent Rachelle Heath, AFP Sydney Office Child Protection Team;

of an unknown very young child...made a deep impression on me that will be hard to forget."

This is the first time in the State of Victoria and for the AFP, and only the second time, that 'child trafficking' charges have been successfully prosecuted in Australia.





ACWAP 2015 Conference paper on witchcraft generates a little magic of its own

A riveting presentation to the 2015 ACWAP Conference by Royal Papua New Guinea Constabulary (RPGNC) Senior Sergeant Clare Rambu on the topic 'Sorcery/Witchcraft-related Violence in PNG' has been credited with the potential to strengthen the fight against community violence and reinvigorating the RPNGC Women's Advisory Network (WAN).

Photos courtesy of Australian Federal Police

Sergeant Rambu's presentation introduced the majority of delegates in the audience to a crime not normally experienced in other jurisdictions. It also highlighted the challenges faced by Royal PNG Constabulary members in addressing this crime type.

Sorcery in remote PNG generated media headlines throughout the world in 2014 when superstitious villagers intended to stone to death several women falsely suspected of using sorcery to cause the deaths of a number of children. The deaths in question were found to be attributable to a measles outbreak.

Inspector Elizabeth Tibam assisted Senior Sergeant Rambu in addressing many questions raised by the 2015 Conference audience on the subject of sorcery in PNG. On returning to Port Moresby, Inspector Tibam submitted a post-activity report to the RPNGC Commissioner on behalf of the PNG Conference delegates including Cathy Rimbao (Lae), Lynette Bomai (Bougainville), and Clare Rambu (also of Port Moresby).

That report recommended the implementation of globally-recognised Best Practice and Lessons Learned, an initiative deriving from knowledge the delegates gained from papers delivered to the ACWAP 2015 conference by presenters from other jurisdictions.



> Deputy Commissioner Leanne Close APM (AFP) meeting RPNGC Inspector Elizabeth Tibam.

THE WAY AHEAD

The post-activity report submitted to the RPNGC Commissioner's office for information and consideration tabled the following recommendations:

- to seek approval for the affiliation of the RPNGC with the IAWP
- to promote and enable the

participation of more women officers in the bi-annual ACWAP and annual IAWP Training Conferences

- to conduct a review of a Commissioner's Directive and the Terms of Reference for the establishment of a RPNGC Women's Network (WAN) and



- to advocate for the RPNGC WAN President to play an advisory role to the Commissioner's Office, not only on matters pertaining specifically to women police but also on other issues that impact RPNGC members and the wider PNG community.

Inspector Tibam sees the reinvigorated RPNG WAN as having tremendous potential to generate a range of benefits for the force in general, and women officers in particular.

"We believe that affiliation with the ACWAP and IAWP will afford opportunities for localised training, networking, mentoring and social activities. The network may effect change and resolve issues that a single individual may not be able to accomplish.

"Furthermore, the affiliation has the potential to inspire the establishment of, and participation in, community service projects likely to promote positive public opinion and improve positive visibility of police officers within the PNG community."

Inspector Tibam wishes to express her gratitude to the Australian Federal Police PNG-Australian Participating Police (APP) for funding the travel for the four RPNGC members and one PNG-APP Advisor to the 2015 Conference.

The next ACWAP conference will be held conjointly with the International Association of Women Police (IAWP), supported by the QPS, and is scheduled to be held in Cairns, Australia during the period 17-21 September 2017.

For further details about upcoming ACWAP and/or IAWP events, please refer to the websites located at www.acwap.com.au and/or www.iawp.org



> Above: Inspector Elizabeth Tibam, RPNGC, parading the PNG flag at Luna Park, Sydney for the 2015 Conference.
> Top: (L-R) Australian Federal Police PNG-APP advisor Tina Westra, RPNGC member Lyn Bomai and retired Victorian Police Commissioner Christine Nixon APM.



Royal Papua New Guinea Constabulary: first policewoman admitted to the bar!

David Terry

Inspector, RPNGC Media for the Pacific Islands Chiefs of Police (PICP) Women's Advisory Network



> Senior Constable Judith Lapila Pauls.



> Senior Constable Judith Lapila Pauls surrounded by her family.

Forty-six-year-old Senior Constable Judith Lapila Pauls has created history by becoming the first RPNGC policewoman to be admitted to the bar after graduating with a Bachelor of Law from the University of Papua New Guinea. Judith, who hails from Magarida Amazon Bay of the Central province, is also probably one of the first women in this part of the country to qualify as a professional lawyer.

This mother of four children who also has a passion of caring for orphans was sworn in as a qualified lawyer on 26 February at the Supreme Court of Papua New Guinea.

In 1987 Judith worked as a civilian clerk with the Constabulary's Firearm Section, before her recruitment into the uniform branch in 1989. After a stint in frontline policing, Judith acquired some paralegal training and by 1996 she worked as a Prosecutor with the Constabulary's Prosecutions Directorate.

"While working as a Prosecutor, I developed a passion of becoming a lawyer, but my dream seemed unattainable because of the psychological gap. I was just a simple policewoman and the stakes seemed quite high for me but I took one step at a time to arrive at the bar," she said.

Judith attributes much of her success to former Police Lawyer the late Chief Inspector Thomas Taian who persuaded her to enrol at the University of Papua New Guinea.

"Taian was like a father figure to every one of us working in the Prosecutions Section at Boroko Police Station. He was my mentor, he was intelligent, forthright and serious, but more often funny and humorous," Judith said of the late Thomas Taian, who passed away recently.

In 2007, Judith enrolled as a full-time Diploma student at the University of Papua New Guinea and graduated two years later in 2009 with a Diploma in Law Prosecution (DLP). For her, the light was now beginning to glow at the end of the tunnel but she still had to juggle her work, and the responsibilities of looking after her children including several orphans adopted by Paul and Judith.

"Our family home at the Gordon Police Barracks is being frequented by homeless children who roam the streets of Port Moresby. They come unannounced just to be fed," she said while revealing some of her personal commitments outside of her official duty as a policewoman. Judith also attributes her milestone achievement to God and her own sheer determination and personal sacrifice.

"There were moments where I felt distracted and was on the verge of giving up because I lived in a crowded and unconducive environment at Gordon Police Barracks."

She is also thankful for her family, especially her husband Paul and their four children, for their patience, support and



understanding, which she said helped her to achieve her ultimate dream.

"It was difficult but I persevered through the challenges because I wanted to set the example for the other young policewomen to follow so they can make a difference in their lives."

"It was difficult but I persevered through the challenges because I wanted to set the example for the other young policewomen to follow so they can make a difference in their lives."

Judith's remarkable achievement is a testament of faith and courage, retold so many times before. When relating her success, Judith said Papua New Guinea now has countless women who are now practising law within the legal fraternity. She said many others have become successful in their own rights as intellectuals and professionals in the business sector and various other fields.

Today's trend is a stark contrast to the PNG society of yesteryear where men were once considered to be superior because their status as a father, husband and bread-winner of the family was naturally inherent. Soon after PNG gained its independence in 1975, male chauvinism had taken a foothold leaving females little or no space for recognition or advancement despite the fact that many females were becoming academically qualified in various professions.

"This cultural stigma remained unabated for some time because of many factors including our cultural practices but today this psychological phenomena is beginning to peel off because the world is becoming more globalised," Judith said in this exclusive interview with the Police Media Unit.

For now Judith has no intention of leaving the Constabulary with the pledge that she will assist in the dispensation of legal issues confronting the Police Department.

When asked why she had no intention of leaving to pursue a career elsewhere within the legal fraternity, she said "because the Police Department paid my salaries and allowed me to study law until I reached the bar."

Moving forward...RPNGC WAN

The RPNGC recently held the Ninth National Policewomen's Conference in Lae, Morobe Province, PNG in May 2016. The conference, themed 'Embracing modernisation, empowering women and forging ahead', was the opportunity to revive the RPNGC WAN which had not met for nine years. It attracted more than 370 RPNGC women from around their nation with the majority raising their own funds to attend the conference, demonstrating a strong commitment towards professional development and leadership.

The goal of the RPNGC WAN is to seek solutions to issues impacting on women in policing in PNG.

Commissioner of Police Gari Baki, a strong advocate of gender equity, accompanied a number of senior members of the RPNGC Executive (all men) to the conference, demonstrating their support and commitment to the RPNGC WAN. Commissioner Baki spoke at the conference about his commitment to integrating PNG's Gender Equity and Social Inclusion (GESI) Policy with the existing RPNGC Equal Employment Opportunity Policy to formulate a new and contemporary GESI policy for the constabulary.

Commissioner Baki has maintained his support for the RPNGC, addressing family and sexual violence since as early as 2007. This sentiment is shared amongst other high ranking male officers who are respected and influential with the RPNGC and will be critical in achieving change and influencing attitudes towards such behaviours.

Susan Ferguson, Counsellor for the Gender Program at Post and keynote speaker at the conference, highlighted that global evidence demonstrates "women in leadership positions are likely to improve development outcomes for all, and in particular, women advocates are more likely to bring about improved protection of women and children."

Susan promoted the new DFAT policy on Gender Equality and Women's Empowerment, encouraging the continued efforts of the RPNGC support of women's leadership. The conference itself is an example of initiatives that support women's leadership and the difference it can make to developing countries, such as PNG.

Assistant Police Commissioner for Human Resources, Ivan Lakatani, spoke of past initiatives that have progressed

the advancement of female officers to specialised roles or units and the ongoing support of the senior executive for the RPNGC WAN to participate in international conferences such as Pacific WAN. There has been growing support for female police officers being provided opportunities for promotion within RPNGC.

In 2015, Joanne Clarkson, current Deputy Police Commissioner to the Autonomous Region of Bougainville, was the first woman to be promoted to Assistant Commissioner of the RPNGC. Since then three more female officers have been promoted to the rank of Chief Inspector and two others to the rank of Senior Inspector.

Motivational guest speaker, AFP Superintendent Toni Christmas, highlighted the need for women to have formal and informal networks that provided the opportunity to share experiences and ideas and seize opportunities to provide guidance and advice, championing their own talents. Superintendent Christmas closed her address, encouraging officers to believe in themselves, be courageous and respectful, not to give up and, importantly, support each other.

International Association of Chiefs of Police '40 Under 40' Award Recipient



Her commitment to her role is also reflected in her efforts to instil core values and attitudes in less experienced staff. At the cornerstone of her work life are ethics, professionalism, personal drive and self-growth.

Sergeant Doneena Henry of Coomera Police in the Queensland Police Service (QPS) made a choice to become a Queensland Police Officer because she wanted to be challenged and to acquire a large repository of knowledge and skills.

Samantha Sanderson

Inspector, Queensland Police Service

She was always excited at the prospect of being able to make a difference and keep the community safe and secure, while moving through a range of work roles and responsibilities. Her commitment to being a leader in the QPS and community will be recognised by the International Association of Chiefs of Police at the annual conference in San Diego in October 2016. Under their award program of '40 under 40', Doneena was chosen from a broad pool of worldwide nominees to be named as a winner. The award program specifically recognises officers from around the world who 'demonstrate leadership and exemplify commitment to their profession'.

Among her achievements in the QPS was the planning, coordination and execution of the QPS response for the 100th Anniversary Anzac Day 2015 service at Currumbin. This required collaboration with a range of federal and state departments and community groups. The service was the largest in Queensland, and second largest in Australia, occurring whilst the nation's threat level was at HIGH. Sergeant Henry also personally developed and delivered a highly successful 'Female Professional Development Course' for young and junior female officers which was implemented on the Gold Coast in 2015. This course concentrated on mentoring and modelling to enhance the strengths of women as future leaders and encourage self-belief in their value and ability to succeed and contribute to the QPS organisation.

Sergeant Henry enjoys her life as a QPS Sergeant and attributes her motivation to being able to see the positive effects of her work in the community. She is driven by the ability to make a difference in people's lives, particularly when they are at their lowest points or when they are experiencing times of hardship and trauma. Her commitment to her role is

also reflected in her efforts to instil core values and attitudes in less experienced staff. At the cornerstone of her work life are ethics, professionalism, personal drive and self-growth.

Sergeant Henry said that she was humbled at being nominated for the award and was overwhelmed when she was announced as a winner. Her nominator, Inspector Owen Hertz, described Sergeant Henry as a fine role model for other female officers and this outstanding achievement is recognition of her abilities at the international level. This international award follows Sergeant Henry's 2015 ACWAP award in the category of Most Outstanding Female Practitioner.

Sergeant Henry's Assistant Commissioner, Brian Codd, said, "she is an outstanding example of a motivated, enthusiastic, professional high performing member of the QPS. It is not just what Sergeant Henry achieves that is laudable but how she achieves. Sergeant Henry demonstrates genuine leadership which is based on a selfless commitment to developing, supporting, guiding and coaching those around her and to creating a work environment that encourages others to reach their potential. I am delighted to see Sergeant Henry deservedly recognised through this award."

Sergeant Henry said that policing is one career that allows you to have a profound impact on individuals' futures and she intends to continue her work to provide positive outcomes for the QPS.

This award program is designed to recognise 40 law enforcement professionals under the age of 40 from around the world that demonstrate leadership and exemplify commitment to their profession representing the law enforcement Leaders of Today as well as the Leaders of Tomorrow.

> Left: Doneena Henry. Photo courtesy of David Leporati, QPS Photographic Section.



FIFO policing offshore Western Australia

A unique person working in a unique place, doing a unique job – that's the only way to describe WA Police's Senior Sergeant Rhonda Copeland's tenure on Barrow Island as Australia's only female FIFO OIC.

Peter Field

Media and Corporate Communications, Western Australia Police

Senior Sergeant Copeland has just returned to a role in Perth, but rates the experience of working on Barrow Island as a highlight in her varied career – and she was required to call on every bit of her experience at one time or another while there.

"The island is located around 80kms off the Pilbara Coast in the state's north," she said. "It's a 'Class A' nature reserve and home to one of the largest natural gas plants being constructed anywhere in the world.

"From a policing point of view, the position really was as unique as the location. Despite suggestions from a few of my colleagues that I would have nothing to do but fish, it was a very busy place to work – and the international and interstate component of the workforce added to the challenges presented.

"Few of the 20 or so sub-contractors providing labour to the project required their personnel to undergo police checks, meaning there were a number of outstanding matters relating to VROs and other previous offending which required our attention. Day-to-day, the two biggest issues to contend with centred around stealing and drugs. None of the island's facilities were fitted with CCTV cameras, and so the theft of electronic devices and other valuables required attention – and plenty of ongoing crime prevention education.

"The island's population swelled to around 7,000 construction workers at the project's peak, creating a community which experienced all of the same things which can happen anywhere. While it's not uncommon in a policing role to have to inform someone of a family death for example, what was different about this on Barrow Island, was the physical isolation. The island had medical staff, psychologists and support personnel, so we would carefully manage the welfare of the worker,



> Senior Sergeant Copeland working in remote Barrow Island.

"But, what was really different from the point of view of being a female police officer, was I could take these big burly men who had broken down in tears and give them a hug – I'm a girl – I could get away with that."
– Senior Sergeant Copeland

and arrange for their transportation off the island as soon as we could.

"But, what was really different from the point of view of being a female police officer, was I could take these big burly men who had broken down in tears and give them a hug – I'm a girl – I could get away with that," Senior Sergeant Copeland said.

"From a personal point of view, I actually coped with the fixed roster well. Myself and my constable (there were always two of us on the island) worked 23 days on, five days off. We were back in Perth in just over two hours, and the police presence on the island resumed when we returned after each period of leave.



"With a large country such as ours, I now believe there's a place for FIFO policing in Australia, and a lot can be learned from the WA Police experience. In saying this, however, planning, consultation and how police personnel are supported and supervised in this environment are absolutely vital to ensure a mentally healthy workspace. Honest communication, realistic goals and genuine discussion and collaboration with all interested parties are the keys to success in a venture such as this.

"The most noticeable difference to working anywhere else, was that once you were on the island there was no anonymity. The old adage that as a police officer you're on duty 24/7 couldn't have been truer in this environment. In or out of uniform, everyone knew who the police officers were, and wouldn't hesitate to approach you with their concerns, or for a chat, at any time. When I compare this to my time working in other country locations, I found it was much more difficult to separate out any off-duty time.

"In addition to bringing our policing skills, like all island inhabitants we were required to be experts in safety and

quarantine procedures. This included helicopter underwater escape training and a number of other prerequisite inductions prior to taking up the position. Safety in the workplace and around the island was a particular focus from Chevron and extended to the greater workforce on the island. Education about how to protect the island's flora and fauna was part of the culture which was firmly enforced and similarly embraced by all.

"WA Police will withdraw their presence from Barrow Island as the construction phase of the project is completed and only a small permanent workforce is left behind. To this end, I did a lot of recruiting while I was on the island, encouraging workers whose employment was coming to an end to consider choosing a career in policing.

"I left the island feeling that all of the challenges associated with such a unique placement – both personally and professionally – were met. I have some incredible networks now with people from all over the world, hold the title of 'Barrow Island's Strongest Woman' and am proud of the way WA Police was perceived by the men and woman on the island."





Western Australia policewomen in profile

Western Australia Police marks 100 years of women in policing in 2017 and will celebrate the many achievements of that agency's women police officers.

Two inspirational female officers being showcased in this edition are Commander Jo McCabe APM and Detective Sergeant Laura Russ APM.



> Commander Jo McCabe APM.
Photo courtesy of WA Police.

Commencing her career in WA Police in 1988, Commander Jo McCabe has served in both metropolitan and country locations and had a stint in Specialist Crime as an investigator. She has a broad range of experience in a number of areas including General Duties, Crash Investigations, Traffic, Detectives, Domestic and Family Violence Unit, Crime Prevention, the State Operations Manager for Police and Community Youth Centres, and has been the Officer-in-Charge of Fremantle Police Station.

She was promoted to commissioned officer rank in 2010 which saw her appointment as Assistant Divisional Officer at South Metropolitan District, before taking on other roles including staff officer, Police Transit Unit and Continuous Improvement Team. During this time she completed a Graduate Certificate in Public Sector

Management and later completed her Master's in Public Sector Leadership.

In March 2014 Commander McCabe was promoted to Superintendent and accepted the role of Pilbara District Officer, taking on the responsibility for over 200 officers spread over an area covering more than 500,000 square kilometres. During this time she coordinated the policing response to several emergency management incidents including three cyclones, a helicopter crash and the search and recovery of a missing fishing trawler. She was promoted to the rank of Commander in December 2015 and is currently the Commander of Reform and Business Improvement.

Commander McCabe is a positive female ambassador for WA Police and a role model for more junior officers. She was awarded an Australian Police Medal in June 2011.

She successfully juggles a demanding police career, is a wife and mother of two children whilst also taking on responsibility for her sister's two children. Last year she was nominated for an ACWAP award and received a commendation for 'Leadership.'

Detective Sergeant Laura Russ APM joined WA Police in June 1991 and worked in a variety of metropolitan and country police stations, both in uniformed and detective roles, particularly within Major Crime and the Child Abuse areas.

She served as a detective at Wheatbelt Detectives Office before her promotion to Family Protection Coordinator at Wheatbelt District Office. She then headed to the Kimberley District as part of the Crime and Intelligence Coordination Unit before becoming Officer-in-Charge, Burringurrah Multi-Functional Police Facility in 2013.

Detective Sergeant Russ has worked with various government agencies



> Detective Sergeant Laura Russ APM.
Photo courtesy of WA Police.

to deliver services to remote and challenging communities. Her leadership and exemplary interpersonal skills have created a professional policing presence in a community working towards reducing alcohol and drug harm, mental health and domestic violence. Her current position is at Wheatbelt Detectives.

Detective Sergeant Russ's passion and unrelenting dedication to WA Police and the community she serves deemed her a worthy recipient of an Australian Police Medal which she was awarded in January 2016.

Outside WA Police her commitment is equally as demanding as she is a wife and mother of two young children, one of whom has special needs, while the other is an avid pony club member and BMX enthusiast which sees her consumed in both of these activities on a regular basis.



A fresh twist on breaking the cycle of domestic violence

Queensland Police Service (QPS) Crime Prevention Officers from South Brisbane District, together with staff from the Police Citizens Youth Club (PCYC) Mt Gravatt, have joined forces to support and encourage women to 'get physical' as an aid to personal recovery from domestic and family violence.

Janelle Andrews

Senior Sergeant, Queensland Police Service



Health professionals have long recognised that exercise is a powerful antidote to depression and through a coordinated program, physical fitness is now assisting women to rebuild their confidence and recover from abusive relationships.

The catalyst for a new partnership between Crime Prevention Officers and the PCYC was a meeting earlier this year between Ms Darcia Ondrovik, a young woman raised in an unhealthy family environment and Senior Sergeant Janelle Andrews, Officer in Charge of South Brisbane District Crime Prevention Unit.

After hearing Darcia's experiences growing up in a family where repeated violence was the norm and the struggles she endured in breaking the cycle of violence, it was evident to Janelle Andrews that Darcia had much to offer other women. Darcia's drive to help others to not only survive but to thrive and break the cycle of abuse and violence could significantly benefit those suffering abuse.

Following that meeting, Darcia was invited to become a volunteer with the RUBY (Rise Up Be Yourself) Program at the Mt Gravatt PCYC.

The RUBY Program is designed to help women to make positive changes in their lives and to empower them through



> Above: Darcia both physically and mentally fit. Photos courtesy of Trav Cooper.
> Left: Darcia climbing to overcome adversity. Photo courtesy of Trav Cooper.

physical activity to build self-esteem and break the cycle of violence, just like Darcia.

The RUBY Program has been substantially strengthened through Darcia's willingness to share her own personal journey of triumph over adversity and her commitment to helping others facing similar personal and family challenges.

As a result of Darcia's commitment to positivity through fitness, she was rewarded when she qualified for the World CrossFit Games held in California in July 2016.

Any enquiries regarding the RUBY Program should be directed to Ms Jeanette McGhee, PCYC Mt Gravatt: 07 3420 4655.



Fit for duty; esprit de corps

Naomi Graham

Australian Federal Police

Leading Senior Constable (LSC) Angela Graham knows and understands the importance of keeping fit for duty and being prepared to handle the physical and mental stress associated with the job.

She has been a serving member of the NSW Police Force for over 13 years including in the Local Area Commands (LAC) of Bankstown, Lismore and currently Lake Illawarra. She is passionate about her job and enjoys the challenges and satisfaction of frontline community policing.

LSC Graham has maximised her opportunities to stay fit for duty through

a number of avenues. To maintain her fitness she gets out and runs a gruelling 12km undulating track several times a week along the coast. However it's her team sports which forges her commitment and discipline to maintain her fitness for duty. Not only does she play soccer with her local community every season but she is a regular team

player in her LAC touch football team.

Although fitness is the individual officer's responsibility LSC Graham admits it can be challenging to keep motivated, especially as a shift worker. LSC Graham assures us there's no shortage of competitions, teams and charity matches to keep you motivated and her experiences speak for themselves.



2015 GOLDEN BOOT

LSC Graham was part of the winning Illawarra Lions Team who won the Championship. LSC Graham said "these matches are my favourite, you know at the end of the day that despite who wins, the winners on the day are the charities we support and raise awareness for. It doesn't matter if you win, lose or draw, it's a great day, a great way to keep fit and the camaraderie of charity matches is something I value." Although the time on the field is tough, fast paced and physical - the satisfaction of a win is nothing short of satisfying and triumphant. Not too dissimilar from frontline policing, and physically challenging at times, the hard work



> Above: 2015 Golden Boot winning Illawarra Lions Team. LSC Graham far right front row.
> Left: LSC Graham hung up the boots and donned a wetsuit to represent Illawarra LAC at the 2015 NSW Police Games. Photo courtesy of Senior Constable Rochelle Blue, NSW Police.

pays off in the end to get a good result which benefits so many others in the community. The Golden Boot Touch Football Carnival is run every year in Narrandera to raise funds for various charities. In 2015 they raised money for NSW Police Legacy and Soldier On.

are held annually, usually in March at venues throughout the Sydney Metropolitan Area, however in 2015 the Games for the first time in their 31 year history were moved to a regional area – Wollongong. The Games involve some thirty-plus different sports, and

LSC Graham assures us there's no shortage of competitions, teams and charity matches to keep you motivated and her experiences speak for themselves.

2015 NSW POLICE GAMES

LSC Graham hung up the boots and donned a wetsuit to represent Illawarra LAC in the surfing comp. This was LSC Graham's first surf comp and although she didn't place in the heat, the physical endurance and mental stamina to power through the relentless waves and shape up to strong competition time and time again sets her up for immeasurable benefits on and off the job. LSC Graham said "Surfing is my meditation and to be given an opportunity to compete, raise money and do something I love is awesome!"

Lake Lions also won gold medals for touch and Austag over consecutive days, at the same Police Games, of which LSC Graham was also a valued member. The NSW Police Games

is an event staged by the NSW Police Council of Sport and affiliated sports clubs for the policing and emergency services community.

The fitness for duty requirements of a police officer are critical to their roles for a number of reasons including:

- being a more capable officer
- prevent injury to themselves and others
- maintain a healthier mental state of mind
- portray a good public image
- provide more options to carry out a wider range of duties

If you're looking at ways to stay motivated and increase or maintain your fitness for duty, then look into your local area charity matches, competitions and other police and emergency games and bring your esprit de corps to the game!



Patricia Anne Brennan Award

This year, for the first time, an Indigenous woman has been presented with the prestigious Patricia Anne Brennan Award.

Reprinted from Northern Territory Police, Fire and Emergency Services magazine, *The Drum*



> Above: Francine with her award.
> Top: Acting Deputy Commissioner Jamie Chalker with Francine.
Photos courtesy of Northern Territory Police, Fire and Emergency Services magazine, *The Drum*.

A boriginal Community Police Officer, Francine "Frankie" Elsegood, received the award in front of family, friends and media representatives on International Women's Day, recognising the significant contribution she has made to women in the NT Police, Fire and Emergency Services.

Francine's mother is from the Tiwis and her father an Arrernte man. She has seven sisters and two brothers as well as three children of her own – two boys and a girl.

"Without the support of my children and family, I would not have been able to pursue this career that I love so much," she said.

"Throughout my years of policing, I have worked in all of the major centres of Darwin, Katherine, Tennant Creek and Alice Springs and forged great friendships and experience with

both my colleagues and the wonderful communities that I serve."

Frankie's compassion, genuine care and commitment to do more for her community saw her acknowledged with this award. The work she does both as a policewoman but also supporting community groups outside of her policing role, is commendable.

She is a role model for the whole community.

Humble in her acceptance of the Patricia Anne Brennan Award, Frankie merely stated that "I accept this award on behalf of my colleagues and peers. I applaud you for your tireless work and dedication to the job.

"As a female Indigenous woman, I hope that this inspires more young Indigenous women to join the NT Police Force and make a difference in your community," she said.



Officer granted prestigious honour

Constable Sharynne Grant's 40 years of distinguished service with South Australia Police (SAPOL) has been recognised in the 2016 Australia Day awards with an Australian Police Medal (APM).

Mathew Rodda

South Australia Police



> Constable Sharynne Grant with her Australian Police Medal.



> Constable Sharynne Grant with Commissioner Grant Stevens at Government House.

Constable Grant joined SAPOL in 1975 and worked in a range of operational areas before becoming a Victim Contact Officer in 1994.

For the past 20 years she has been committed to providing outstanding services to victims of crime and persons affected by trauma. Constable Grant brings to the role a passion for service to victims and an empathy for them that goes beyond mere words of comfort. She has created special bonds, particularly

with vulnerable victims, and made herself available, at work and in her own time, providing practical and emotional support to families and victims of crime.

Constable Grant's knowledge of procedures, processes, and services to victims and her commitment to assisting has been invaluable to investigators.

"I'm thrilled and honoured to receive the APM," Constable Grant said.

"I've been passionate about assisting victims throughout my whole career,

so this is the greatest reward I could ever achieve for my work.

"Many of the victims I have helped over the years have contacted me to share their kind words and excitement about my award recognition, which makes it even more special."

SAPOL's longest ever serving female officer, Constable Grant has previously been nominated for the South Australia Police Officer of the Year award and been awarded life membership by Victim Support Services.



Conquering barriers

Queensland has a long history of women in policing, stemming back more than 100 years. This article explores some of that record to provide context for the remarkable career of Senior Sergeant Robyn Hanly, who retires this year as the state's longest serving policewoman.

Virginia Nelson

Visiting Fellow (QPS), Australian Institute of Police Management

In 1911 the National Council of Women Queensland (NCWQ) first lobbied for women to become part of the police force. Despite the then Commissioner Cahill remarking, "I am quite unable to indicate how women could be advantageously employed", the NCWQ continued to petition for women in policing. The NCWQ were joined by other advocates in trying to persuade various governments of the merit of having women in policing, escalating the push for women to join the police force.

Irene Longman, who was NCWQ President from 1921 to 1925, was the first female Member of Parliament when she won the seat of Bulimba in Brisbane in 1929 and in 1930, after a submission to cabinet, the proposal was finally supported. After 20 years of lobbying, on the 16 March 1931 the first women were appointed to the Queensland Police Force.

In the 1960s Commissioner Bischof was a significant advocate for women, writing to the Minister to seek equal pay and superannuation. He also advanced the argument to allow women to serve as officers, and on 31 March 1965 the first policewomen were sworn into the Queensland Police Service. In 1970 equal pay was finally granted to policewomen.

'Equality may soon rear its pretty head in Queensland's police force'
Courier Mail headline, 1957

In 1974 when Robyn joined as a cadet, women made up 8.5 per cent of the Queensland Police Force. Sworn in on 14 November 1975 as PW374, then Constable Robyn Chalmers was appointed to Brisbane CIB Counter.

Commissioner Whitrod has been credited with opening the doors of policing to women in the early 1970s and these officers were described as Whitrod's princesses or Whitrod's dolly's women. Needless to say they worked hard to fit in and advance their professional careers.

Robyn, like other women at that time, endured the infamous terror campaign of 1978 that involved the interrogation of policewomen about lesbian relationships. Tim Prenzler's 2015 book, *100 years of Women Police in Australia*, documents the intimidation and threats toward policewomen and ongoing discrimination both overt and covert. In the book he describes a conference held by former Commissioner Lewis with senior officers regarding a policy on policewomen living in de facto relationships. Despite these challenges Robyn progressed through her career, marrying husband Terry Hanly, also a police officer, and having a son, Brett, now 27.



> Sworn in on 14 November 1975 as PW374, Robyn was appointed to Brisbane CIB Counter.

Not one to shy away from a challenging career, Robyn only briefly served in Brisbane, preferring to opt for regional and remote locations to expand her knowledge and offer something different to the communities of Queensland.

Robyn was the first policewoman stationed at Kingaroy, the second policewoman stationed at Biloela and in her early career was the only female officer at most of her stations. Robyn paved the way for other women to work in country stations and was recently acknowledged with the Trailblazer Award at the Queensland



> Senior Sergeant Robyn Hanly.

Police Service Women in Policing Awards on International Women's Day.

While there are many stories and interesting anecdotes about Robyn's career, one aspect that lends itself to trailblazing revolves around her work at the Brisbane CIB. Well before modern forensic support Robyn played a key role in a re-enactment of the last steps of two murder victims. She was in costume in various locations around Brisbane as part of the investigative strategy and contributed to filming of a Channel 0 (now Ten) program called *Police File*.

Whilst the longevity of her career lends itself to recognition as a trailblazer, Robyn has been courageous in advocating for women and in shifting the traditional way of thinking.

Recently she has been establishing, coordinating and developing the agenda for the Central Region women's forums. She has carefully crafted agendas that challenge and engage with key presenters aimed to influence and create discussion on women in policing and gender equality. These forums also provide an opportunity for women to share experiences and develop their own sense of leadership in the Queensland Police Service.

A 1977 review of women in policing found the average length of service for policewomen in Queensland was 2.24 years, so Robyn's four decades of policing are extraordinary and indicative of a woman who has conquered barriers and paved the way for other women.



Meegan channels a rewarding career

Karina Loxton

Marketing and Communications Manager, South Australia Police

With a 1260-strong workforce within SAPOL, women are influential from senior management and specialist positions, right through to the frontline. The role of female police continues to evolve at a rapid rate. SAPOL now has female role models at all levels within the organisation, each providing women with encouragement to take the first step in realising their ambition.

An increasing number of women are seeing policing as a career offering significant opportunities, with many joining SAPOL after working in other industries.

One such officer is Senior Sergeant Meegan Brougham. After a 20-year career in the television industry spanning a diverse range of roles at Channel 9, ABC and Channel 7, she decided to embark on a new challenge.

"After two decades I felt that I had accomplished all that I could within the media industry. I was in my late 30s and a mother of three children so I found myself in a position where I could pursue my interest in joining SAPOL," Senior Sergeant Brougham said.

As someone who didn't enjoy school, Senior Sergeant Brougham found her cadet course at the Police Academy to be an interesting time.

"The course was challenging as there was so much to learn in terms of legislation, incident management, how to handle people in conflict and personal safety techniques," she said.

"I always felt supported by my course mentors and developed friendships with fellow course mates. It was also great to be paid while learning as I had family commitments which were another consideration when applying.

"Throughout my career SAPOL has accommodated my family commitments and offers flexible working conditions enabling me to work part-time for several years."



> Meegan Brougham.

Now the Operations Manager for SAPOL's Media and Public Engagement Section, Senior Sergeant Brougham's career has come full circle.

"Overall, I have found policing demanding at times but at the end of the day I have a profound sense of achievement and am really proud of attaining the rank of

sergeant within a decade," she said.

"When I look back on my accomplishments I realise that I always had what it takes but at times I just didn't really appreciate that. I would recommend anyone who has the desire and opportunity to join SAPOL to do so as it is never too late."

People and places:



Courtesy of Police Bulletin, Queensland Police Service



Old uniforms continue to serve and protect



> Above: When old becomes new again.

> Left: hard at work at her sewing machine. Photo courtesy of Senior Constable Chris Heather, Sunshine Coast District Scenes of Crime.

Old police uniforms are finding new life in the hands of the ever creative and resourceful Yvonne Pattinson of Cooroy, mum of Acting Assistant Commissioner Deb Platz, People Capability Command.

Police shirts and trousers that once identified a person as an upholder of the law and bore witness to the best and worst of society are being disassembled and recreated as sweet little dresses, skirts, shirts and shorts for children in remote communities.

A lifelong sewer, Ms Pattinson said the idea was hatched between her and her daughter about 18 months ago.

"I had a friend visiting an orphanage in Borneo and decided to make up some little dresses for her to give to the children. Around the same time, I had a heap of Debbie's old police shirts that I was cutting down into little police shirts for pre-schoolers to use as dress-ups," Ms Pattinson said.

"When Debbie saw the little dresses, she thought it would be a great idea to use the uniforms to make children's clothing for Australian communities."

Since then, discarded police shirts have been pouring in and Ms Pattinson

has made hundreds of items of clothing, all thoughtfully designed to be individual but still related to policing.

"The blue is a beautiful colour and you couldn't get better material to work with. I've never made two items the same. Each one is unique, with different coloured buttons or trim or a motif to make them a bit different. I try to make each one of equal value so nobody feels like their dress is not as nice as another child's."

Ms Pattinson's clothes have found their way to many remote communities including Coen, Weipa, Napranum and Mapoon as well as Papua New Guinea's Saibai and Boigu islands. Sergeant Lisa Damman of Woorabinda Station said she was delighted to deliver a box to the Woorabinda Child Care last August.

"The staff were grateful and amazed at the transformation of the police uniforms and the kids couldn't wait to try them on. Each child modelled the clothing for a class photograph. The child care now keeps them as spares for the children when they need a change of clothing," Sergeant Damman said.

Acting Assistant Commissioner Platz said it was a sensational way to make good use of a valuable resource.

"We have to destroy the uniforms when we are finished with them so people were chopping them up or burning them, but the material is too good to just throw out," Acting Assistant Commissioner Platz said.

"Once Mum had used up my old uniforms other police started donating theirs and staff from across the QPS and PSBA donated ribbons, beads, buttons and other items to help turn the clothes into designer outfits."

"I mentored a policewoman from the Western Australia Police as part of the Balance Program, and they thought it was such a good idea they also got Mum to make about 100 outfits for them using their discarded uniforms. It received lots of publicity in the WA media."

"The clothes are a real treat for kids who don't have a lot, and it's a good way of strengthening relationships in disadvantaged communities. And it keeps Mum off the street," she said.

Unconcerned about the many hours invested and lack of financial incentive, Ms Pattinson said the work had its own rewards.

"It's great fun and very satisfying. I like sewing anyway and I have the time. It's never a chore," Ms Pattinson said.



AUSTRALASIAN COUNCIL OF WOMEN & POLICING INC. (ACWAP)

ABN: 35 250 062 539

MEMBERSHIP APPLICATION/RENEWAL



I, _____

of (Postal Address) _____

_____ Postcode _____

Phone _____ Fax _____

E-mail _____
(please mark applicable)

☐ seek to renew my membership with ACWAP; or

☐ wish to apply for new membership and agree to be bound by the rules of the council.

Payment is made by ☐ cash ☐ cheque ☐ EFT ☐ money order for (in AUD):

☐ \$50 – Annual Membership

☐ \$90 – Biennial Membership (2 years)

☐ \$300 – Life Membership

☐ \$300 – Corporate Membership

If paid by direct debit/EFT please insert date of payment and reference details:

Signature of Applicant: _____

Date: _____

For enquiries please contact Ingrid Kuster (02) 6131 3000 or email membership@acwap.com.au

Please make cheque/money order payable to the

Australasian Council Of Women And Policing Inc (ACWAP)

and post to: Treasurer, ACWAP, PO Box 1485, WODEN ACT 2606.

Payment by Direct Debit/Electronic Fund Transfer (EFT) to Commonwealth Bank:

Name: ACWAP BSB: 06 4003 Account No. 10049179