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Issue No. 39



Front cover

From left to right: Superintendent Phil Green (Victoria Police and ACWAP Executive Committee Member), Second Rank Police Constable Christine McCallum (Brantford Police, Ontario), Ms Anne Macdonald (retired Chief Superintendent Queensland Police Service and ACWAP Executive Committee Member).

Inset: International Flags for the Parade of Nations.



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Opportunities and challenges ahead in 2017

New Year is always a timely opportunity to look forward to a year filled with promise and fresh challenges. It is also constructive to look back on the past year's achievements, and 2016 was undoubtedly a big year for both the Australasian Council of Women and Policing (ACWAP) and for me personally.

ACWAP membership and reach has continued to grow, together with the number of jurisdictions, media and non-government organisations that contacted us for assistance, comment and advice. Our social media presence expanded significantly, and we now have Facebook, Twitter and webpages. This has helped ACWAP to extend its reach and capacity to influence people and organisations for the benefit of women in law enforcement as well as women in the communities we serve.

Last year the beautiful city of Melbourne hosted our biggest-ever awards ceremony and development seminar, and I am taking

this opportunity to thank the members of Victoria Police who organised an outstanding event. The stories of initiatives and people inspired us all to do better to help other women. Some of the stories were so powerful that ACWAP secured sponsorship from a company that had never heard of our organisation. We welcome the sponsorship of dba Property and CoffeeFruit.

On a personal level, I was honoured to receive the "Officer of the Year Award" at the 2016 International Association of Women Police Conference in Barcelona. I wish to congratulate all award winners throughout 2016, acknowledging that awards are granted in recognition of hard work and commitment. In most cases, recipients have had to stretch beyond their comfort zones in order to seize opportunities and succeed.

The Barcelona Conference was a wonderful opportunity for networking and sharing experiences, and I urge you

to register early to secure your place for the 2017 International Women & Law Enforcement Conference in Cairns (see www.2017IWLEC.com.au).

In 2016 I made a difficult decision to leave the Queensland Police Service to join the Australian Federal Police. This will be a fresh challenge for me as I take up my new position.

It has been my pleasure to serve as your President and I look forward to continuing my association with ACWAP in the future as it continues to grow and extend its reach.

In the meantime, I am confident you will find inspiration in the pages of this edition of *The Journal*, and I encourage each of you to take up a new challenge or opportunity in 2017, no matter how small, because collective action can result in positive changes in our workplaces and communities.

I wish you a happy, healthy and inspirational 2017.



Note from the Editor

Julie Crabbe
Editor

Hola! Fresh from the excitement and colour of the *54th IAWP Barcelona Training Conference 'Equality and Security'* in Spain, this edition of *The Journal* is brimming with images of women receiving awards for their commitment to law enforcement agencies around the globe.

It's inspirational to see so many women stepping up as leaders and role models. But spare a thought for those women in our ranks who, while they may possess the skills, knowledge and ability to be leaders, lack the self-confidence to propel them into the professional stratosphere.

This reality underpins the theme of this edition of *The Journal* – *Switching Your Career ON* – a theme inspired by a contribution from Senior Analyst Naomi Whitfield, State Crime Command of the New South Wales Police Force. Naomi suffered from a crippling lack of confidence that could have been an obstacle to opportunities, had it not been for a mentoring program that turned her life around.

So, while this edition reflects the atmosphere enjoyed by delegates

attending the Barcelona Conference and publicly acknowledges many women deservedly recognised for being trailblazers in law enforcement, I suspect it will be Naomi's mentoring story on page 30 that will inspire more women to take those first faltering steps up the work-life ladder.

Mentoring is a growth industry. One only has to look at the relatively small number of women in executive management roles, not only in law enforcement but also in other agencies and professional spheres. There is much in favour of a first-rate mentoring program. It may cost, it may take time to take root and flourish, and it may not be the solution to nailing a top job for everyone. Then again, not everyone aspires to promotion but still wants to be an effective leader within their field.

Many junior women may find themselves needing to find an alternate pathway if they are to switch on their work-life. Many will turn to mentoring and leadership programs. There are many in the marketplace, offering a range of different products and programs, some recognised for their excellence

such as the AIPM Balance Program (page 32), which was recently a finalist in the prestigious Australian Human Resources Institute Awards. Being a participant of this program myself, a deserved accolade.

I also hope that you will join me in applauding the recipients of awards in this edition, and start to think about our colleagues who may be worthy of nomination for the **2017 Excellence in Policing Awards** which will be open for nominations from *Monday 6 February 2017*.

I am also excited to be able to advise that for the upcoming 2017 International Women & Law Enforcement Conference in Cairns, an additional award category 'Most Outstanding Female Intelligence Practitioner' will also be included in the Excellence in Policing Awards Program.

Refer to www.ACWAP.com.au for further details regarding the Excellence in Policing Awards and make sure you register to attend the **2017 International Women & Law Enforcement Conference** as early bird registrations close soon. Don't miss out!!!

Take care. Jules



New Zealand Police celebrate 75 years of women in police

Acknowledgement: New Zealand Police Ten One Magazine



On 3 June 1941 ten women entered a Wellington training depot, launching a new era of policing in New Zealand.

Celebrating the 75th anniversary of women in New Zealand Police, in June 2016 Police staff set off on a relay which started at both ends of the country, to meet in Wellington. In the north, the relayers set out from Cape Reinga after a sunrise ceremony. In the south, they hit the road in Bluff in glorious sunshine after a lunch reception.

Each group carried a specially commissioned torch and used modes of transport including a waka, police launch, motorcycle, horse, steam

train, helicopter and even tuk-tuk. A huge variety of events held in conjunction with the relay included a display by the Armed Offenders Squad, kapa haka, morning teas, fashion shows and a bungee jump.

The relay culminated in a national parade through Wellington to Parliament on 1 August. Hundreds of staff and a large contingent of retired members paraded from Civic Square, to applause from spectators along the way.

At the front was a patrol car in which 1943 veteran Marie Storey and Constable Melissa Curtis carried the two torches which had journeyed from Cape Reinga and Bluff.

At Parliament Marie and Melissa joined the torches to form one taonga, before Police Commissioner Mike Bush and then Police Minister Judith Collins addressed the crowd.

Ms Karen Jones, Deputy Chief Executive Public Affairs for New Zealand Police, said the relay and associated events

> Left: A feature of the celebrations was a display of historic police garb from the pre-uniform 1940s through to today's operational uniform.

> Clockwise from above: Relayers at Cape Reinga; Celebratory cake; New Zealand Police holding the ACWAP flag at Parliament in Wellington at the conclusion of the 75th anniversary parade; Staff avoided getting their feet wet when the baton was passed from Helensville to Kumeu.



generated a real buzz and enthusiasm within Police and in our communities.

"The torches have been on an incredible journey around New Zealand," she said.

"The event has achieved its objective – showcasing policing as a career for the talented young women of today while recognising and celebrating the achievements of the trailblazers of the past."

A feature of the celebrations was a display of historic police garb, from the pre-uniform 1940s through to today's operational uniform. The historic uniforms were also depicted in cartoon form on T-shirts. All female staff members were given a keepsake commemorative badge.

Celebrations continued with an exhibition at the New Zealand Police Museum at Porirua, near Wellington,

profiling some of the women of New Zealand Police. The exhibition tracked the progress of female officers from the first intake through to today, with women now excelling in every area of police work including the Armed Offenders Squad, Maritime Unit and Dog Section.

Museum Director Rowan Carroll highlighted how the exhibition used photographs, videos and interviews

> Clockwise from top left: Relayers ready to set off from Bluff; The relay baton goes by kayak to the landmark Split Apple Rock, in the Abel Tasman National Park; A police car carrying the torchbearers led the parade to Parliament; Relayers take to the water in Auckland Harbour; Constable Melissa Curtis and veteran Marie Storey with the joined torches; By gondola with Rotorua's Skyline.



> Above: Historic uniforms on show as the relayers tackle notoriously steep Baldwin Street, Dunedin.
> Right: Brave staff members add bungee jumping to the modes of relay transport.

to tell the stories of some of the women who have helped make New Zealand Police the organisation it is today. "Several current policewomen are profiled, and their stories are a celebration of their careers in police and the amazing experiences they

have been able to have in the job," said Mr Carroll.

Videos featuring women in New Zealand Police can be also be viewed online at <http://www.police.govt.nz/about-us/75-years-women-police/celebrating-our-current-staff/75-years-video-gallery>



ONCE IN A LIFETIME!

2017 International Women & Law Enforcement Conference Cairns Queensland – 17-21 September 2017

Join us in supporting law enforcement from over 150 countries.

Step up, stand out, learn, network and connect.

This is your chance to represent your organisation with those from around the world in the Parade of Nations, through the streets of Cairns.

Share stories, learnings and experiences with people from Australasia, Canada, the USA, the UK, Europe, Africa, Asia and beyond.

This international conference may never be repeated in Australia and is an opportunity that comes along once in a career – don't miss out.

Early bird registrations closing soon
don't miss your chance.

For further details visit:
www.2017IWLEC.com.au
17-21 September 2017



2017 International
Women & Law Enforcement
CONFERENCE
Cairns, Queensland, Australia
17-21 SEPTEMBER 2017



A personal journey throughout the times

There will be a woman Commissioner one day. "It will happen," says one of our first women police officers, Rosalie Sterritt. But thank goodness she hasn't been holding her breath waiting for it.

Acknowledgement: New Zealand Police Association Police News



> Rosalie (date unknown).



> Rosalie in 1985.



> Recent photo of Rosalie.

Rosalie is ninety-one. She joined the New Zealand Police in 1948, in the fourth intake of women police and has never been under any illusion about the difficulties of choosing that career. Right from the start, she says, "it was quite obvious that the men didn't want us there."

The main problem was "they didn't really know what to do with us. Some thought we were glorified matrons. We manually recorded files and did telephone switchboard duties. When we were deployed, we didn't have a uniform, but we had to wear hats – some of us wore berets – even though it wasn't the style at the time, and we stuck out like a sore toe!"

The first women police officers had to quietly battle for acceptance. "There were no equal opportunities. The belief was that policewomen were not really capable."

That attitude didn't deter Rosalie, however. As a young woman in Kaikoura,

she had never intended a career with Police, even though her father was the senior of two local police officers there. She was working in the office at the Kaikoura Hospital in 1948 when the junior constable persuaded her to put her name down as an applicant for Police. The junior constable had said "You probably won't be called up for years!"

But, after visiting Christchurch for a medical examination, she received word within the month that she was to report to Wellington to be trained as one of sixteen women police (the first group of eight had been trained in 1941).

The three-month long training was held at Police National Headquarters in Wellington (male recruits were trained at the Police Training School with barracks in Wellington).

In those days, unless there were exceptional circumstances, recruits were not posted back to their home towns. Rosalie, then 23 years old, was sent to Auckland with five other women.

They were temporary constables for one year before being permanently appointed. Rosalie notes that there was never any mention of those early policewomen in the *Police Gazette*. That didn't happen until they went into uniform in 1952, which seemed to coincide with preparations for the impending royal visit in 1953.

Being in Auckland suited Rosalie. It was the best place to gain wide policing experience, although, as she noted in an essay she wrote in 1975 for the British Police and Commonwealth Essay competition (in which she was placed fourth), "some of the duties irritated us, for we had joined to be policewomen, not clerks".

She was talking about some of the more mundane tasks such as dealing with office records and telephone switchboards.

Even when they did get out the office women police weren't permitted to drive – they had to take a tram or a bus.

Among their duties were catching



> Rosalie (L) with a police colleague.



> Rosalie.

illegal Sunday traders. It involved going out with a male constable and buying groceries or cigarettes from dairies. "It was a job we detested," Rosalie recalls. "Even if the male constable was junior to us in service, he was always the 'senior' officer."

Other duties included making "venereal disease inquiries" for the Health Department and raids on opium dens – often the two went hand in hand. "The sergeant made us sniff burning opium, and one never forgot the aroma."

It wasn't till the women officers went into uniform that the public really saw policewomen for the first time, says Rosalie. Duties started to become more varied and people were able to see that policewomen were not the "big, stern and officious" females that some had been led to believe.

Rosalie admits she was a bit of a "country bumpkin" when she joined the police. Even though her father was a police officer he had never discussed the "seamy side of life" with her.

"When I encountered some jobs, such as doing a ship raid to bring off women prostitutes, who were often arrested as idle and disorderly persons, I was indeed seeing the other side of life – with a vengeance!" she wrote in her essay.

There was no PCT (physical competency test) in those days, although, as Rosalie says, they all had good general fitness. In 1950, when she was searching for a missing mental patient on Auckland's One Tree Hill,

she injured her spine. She had grabbed a tree branch to climb higher and the branch gave way and she fell.

She realised she had hurt her back but, as she was going on leave the next day and travelling home to Kaikoura, she didn't wait to see the police surgeon, instead seeing the local doctor when she got home.

She had sustained a serious injury that would affect the course of her career. She ended up in body plaster twice and was granted a transfer to Christchurch. In 1957 she had spinal surgery which involved a large bone graft and a long recovery of more than a year which included wearing a neck brace for several months as a complication of the original injury.

When she returned to work, she wasn't able to do full duties and was allocated to office work and other sedentary tasks.

Then, after enduring all that physical hardship and a long recovery, Rosalie ended up at the sharp end of police bureaucracy. In 1959 there was a push to "board her out" as medically unfit. Rosalie found herself in the daunting position of taking on the Commissioner to save her job.

"I realised that if I did not fight, other police members who had been injured on duty, and who were on sedentary or office duties and were doing good work, could also be threatened."

She pursued Supreme Court action "knowing that I may not be able to save my job, but I had to try to save others – married men with children who could

also lose their jobs".

Rosalie won her case, and she kept her job. The decision was successfully appealed by the Commissioner, but no further action was taken against Rosalie or any other police officers who may have been at risk of losing their jobs.

Eventually she became an inquiry officer and then an inquest officer. It was work she found rewarding. A superintendent once asked me if I found my job depressing, to which I replied, "No sir, it gives me a chance to help next of kin when they need help in a time of distress".

Rosalie's practical skills also came to the fore. "I found that there were no health safeguards for police staff dealing with bodies. I made up a hygiene kit in a case and made sure that staff dealing with bodies had the right equipment to take with them on jobs."

Rosalie became a senior constable in 1979. She received Police Long Service medals and bars for 21, 28 and 35 years' service. She did not sit examinations for promotion as she believed she would not pass the fitness test, however, she had always done well in her training exams and refresher course exams before going into uniform.

Her longevity in police was down to her dedication for the job and, in the early days, one other significant factor – she didn't marry. "If I had got married, I would have had to exit Police." That was the rule, and the destiny of most of the other women with whom she had entered police.



> 1963 Rosalie saluting during a visit by the Queen.

"It was a different world," Rosalie notes "Even when a man wanted to get married, he had to get permission and his prospective wife would be investigated to see if she was suitable to be a policeman's wife."

During her police service, one of her extra duties was to give talks to various women's groups. At one meeting, she was asked what educational degrees she had. Rosalie responded: "Basic common sense, and there are no degrees for that!"

In 2006 during the 65th anniversary of women in police, Rosalie spoke to female recruits at the Police College and she says: "I could tell by their expressions that they found it hard to believe what I was saying about the early days."

It wasn't until the 60s, she says, that real change happened for women in police. Women officers were not only sitting examinations for promotions, but were passing the same papers as set for men. Men and women began training together at the college and women were reaching the rank of detective. In 1965, women police officers were

granted equal pay with their male counterparts. "At last, we were to be accepted as an integral part of the New Zealand Police."

"It's all taken for granted now. But, of course, a woman is still a woman, no matter how fit she is. The real problem for women in police continues to be that they get married and have families. The enthusiasm to sit exams for promotion is diminished or they resign. There is no easy answer in retaining sworn experienced women in the force."

She still believes that the assurance she heard as a young officer... "It is said that everyone who joins the police has the chance to carry the Commissioner's baton" will hold true and that New Zealand will one day have a woman Commissioner of Police.

RETIREMENT

Rosalie retired from Police in 1985 at the age of 60 after serving nearly 37 years as a sworn member.

She laughingly calls herself a "dinosaur", and says she is the oldest retiree at the regular police luncheons

she attends. "My dad couldn't understand modern policing when I was in the police – all the changes and the new technology – and it's a bit the same for me. I'm obsolete now, things have changed so much."

Rosalie prepared well for her retirement, however, which has been long and successful, by making sure she had plenty of interests outside of police, including scouting, music and woodworking.

She has received recognition from several community and charity organisations and was awarded the Queen's Service Medal for Community Service in 1976.

She lives independently and has both "active and passive interests", including her own workshop where she makes and repairs items in wood and metal. When she's not busy at home in Christchurch, she enjoys regular trips away with friends in her self-contained campervan.

"My motto is 'I do everything I can until I can't'." "Boredom", she says, will not be on her death certificate.



2016 IAWP Conference

Getting familiar with a couple of kangaroos may not have been what Barcelona Police officers envisaged when they started work for the day, but it was all part of the 2016 International Association of Women Police (IAWP) Annual Conference which was held in Barcelona in October. The officer featured was part of the security for the conference. An Australasian contingent travelled to Spain to attend the conference where they were able to network and learn from colleagues from over 70 countries.

Dorothy McPhail

ACWAP Committee Member and IAWP Regional Coordinator for the Australasian Region

Female and male law enforcement officers attended the conference which began with the customary Parade of Nations through the streets of Barcelona, followed by the Awards Luncheon held at the Maritime Museum. Police women from across the continents were recognised at this function for the work they have carried out including ACWAP President and former Queensland Police Service member Debbie Platz who was awarded

the IAWP "Officer of the Year" during the awards ceremony. Debbie's work in the areas of leadership, community service, mentoring and excellence in performance have been outstanding attributing to her selection for this award.

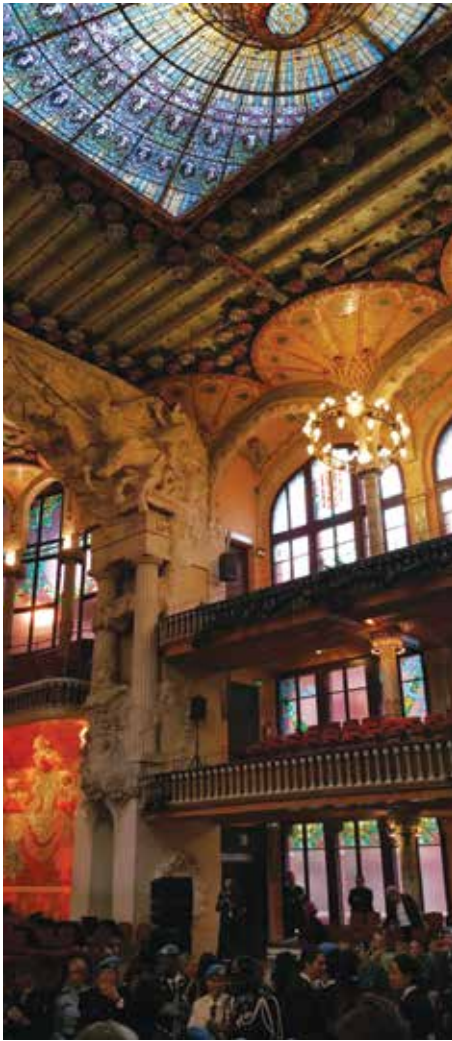
Four days of speakers followed providing conference delegates with a variety of topics from domestic violence strategies being used in Mongolia through to working with millennials

which linked in with the conference theme of Equality and Security. The aim of the conference is to provide the opportunity for law enforcement members to learn about best practices. For many delegates this opportunity and type of training is not available in their own countries.

Next year IAWP are combining with ACWAP and the Queensland Police Service to host the 2017 International Women & Law Enforcement



- > Main photo: Australasian Contingent in the Parade of Nations.
- > Left: A Barcelona Police officer.
- > Above, top: Commencement of Parade of Nations (L-R) Jo Howard (South Australia Police), Phil Green (Victoria Police), Ian Thompson and Debbie Platz (both from the Queensland Police Service).
- > Above, middle: Terri and Robert Irwin with Australasian staff at the Cairns Host Night.
- > Above, bottom: ACWAP members attending the conference.



Conference in Cairns from 17 to 21 September 2017. This is a chance to showcase policing down under as well as gain inspiration and knowledge from other police from around the world.

Australia Zoo's Terri, Bindi and Robert Irwin are Patrons of the 2017 International Women & Law Enforcement Conference and Terri and Robert travelled to Barcelona to help promote next year's conference in Cairns. The ACWAP Committee staffed an exhibition booth throughout the Barcelona conference and also hosted a Cairns Host Night to promote the 2017 Conference. Conference attendees took part in an 'Aussie Beach Olympics' with the aim of encouraging as many delegates as possible to attend the Cairns conference. Informal occasions such as this for police members to network and have a bit of fun are a great way of breaking down the cultural barriers and an important part of an IAWP conference. Next year in Cairns Calgary will be putting on a bit of Canadian hospitality.

- > Above, left: Opening Ceremony of the 54th IAWP Barcelona Training Conference 'Equality and Security'.
- > Above, top: Jo Howard (South Australia Police), Kim Eaton (Australian Border Force), Julie Crabbe (Queensland Police Service) with conference delegates.
- > Above, middle: Canadian delegates.
- > Above, bottom: IAWP Awards Ceremony (L) Jo Howard (South Australia Police) and Julie Crabbe (Queensland Police Service) (3rd from L) with conference delegates.

2016 Awards for Excellence in Policing

> 2016 Award Recipients.

The Australasian Council of Women and Policing (ACWAP) has been participating in the global network of women in policing since it was established in August 1997. It consists of women and men within law enforcement agencies and the community who work together to improve the opportunities and services provided to women within our communities. Each year ACWAP presents a number of awards for excellence in policing.

Photos taken by David Johns Photography and supplied by Victoria Police

The Awards for Excellence in Policing are an opportunity to publicly acknowledge and reward the achievements of women and men who are contributing to improving policing and law enforcement and ensuring policing services are enhanced for women.

This year was the 18th awards ceremony and was held in conjunction with a development seminar being hosted by ACWAP and Victoria Police from 11th September to 13th September 2016 in Melbourne.

On Monday 12th September at the National Gallery, Melbourne, the Awards were presented. The Master of Ceremonies, Jo Howard, welcomed guests, nominees, police, sponsors and community partners to the spectacular National Gallery's Great Hall and highlighted the importance of the Awards. ACWAP recognised the support of dignitaries and executive police including

many Commissioners and Deputy Commissioners from around the Australian jurisdictions as well as senior officers, community leaders and colleagues.

The Excellence in Policing Awards never ceases to inspire – 2016 was no exception. The amount of experience, commitment and achievements in the one room was outstanding. Special thanks go to the sponsors who so generously support the Awards and to the men and women who took the time to recognise the 2016 nominees.

The **Audrey Fagan Memorial Award**, sponsored by the Australian Federal Police, honours the memory of Assistant Commissioner Audrey Fagan APM who was the ACT's Chief Police Officer at the time of her death on 20th April 2007. The Audrey Fagan Memorial Award recognises outstanding women who have shown exceptional qualities as a mentor, role model and leader of men and women

in policing and law enforcement and is chosen by a selection panel from all of this year's nominees. This year it was presented to Assistant Commissioner Carlene York, New South Wales Police Force, who is recognised for her tremendous effort in the development and implementation of the New South Wales Police Force's Workforce Improvement Program, which demonstrates her outstanding leadership and commitment to enhancing the working lives of New South Wales Police Force personnel.



> Recipient of the Audrey Fagan Memorial Award
Assistant Commissioner Carlene York.



> National Gallery Great Hall.



> Entertainment.



> Recipient of the Bev Lawson Memorial Award Inspector Virginia Nelson, Queensland Police Service.



> Champion of Change Award Recipient Commander Bruce Giles from the Australian Federal Police.



> Sergeant Kate O'Neill, Victoria Police, awarded the Courage and Integrity Award.

The **Bev Lawson Memorial Award** sponsored by Ferguson Cannon Lawyers is the Council's most prestigious award and recognises the most outstanding woman who has been first in any policing or law enforcement activity or support service. The Award is in honour of the ground-breaking achievements of Bev Lawson, who, as a former Deputy Commissioner of the New South Wales Police Force, was Australia's most senior woman in policing until her untimely death in 1998. This year the Award was presented to Inspector Virginia Nelson from the Queensland Police Service. Inspector Virginia Nelson was the first and sometimes only female commissioned officer in a rural region that covered more than 200,000² kms and has always been an inspiration and role model to others. She has developed, implemented and delivered multiple first programs for women including mentoring and development programs for emerging women leaders at all ranks. Dr Sarah Yule, New South Wales Police Force, was recognised as highly commended in this category.



> Highly commended in the Bev Lawson Memorial Award category, Dr Sarah Yule, New South Wales Police Force.

The **Champion of Change Award** is sponsored by Victoria Police. This award acknowledges men's individual and/or collective influence and commitment to improving policing for women. It also acknowledges the importance of men's role in increasing women's representation in leadership within policing and how policing is delivered to women in the community. Areas of particular focus are how the Champion has achieved a real change in workplace culture and mindset and empowered both women and men within law enforcement to advance gender equality and improve policing for women. This year's Champion of Change was awarded to Commander Bruce Giles, from the Australian Federal Police. Commander Giles fully supports the Australian Federal Police Women's Network, and contributes to advancing careers of female employees, actively encouraging and enabling women to raise issues that impact on them in the workplace or on their ability to advance in the organisation.

The **Courage and Integrity Award** sponsored by QBank acknowledges the courage required to make the community and law enforcement better for everyone. It is an opportunity to recognise more than just physical bravery, but seeks to recognise the courage and integrity of the circumstances where someone has the time to think about the implications of their actions and the impact those

actions will have on their career, their family and themselves. It includes resolving conflict or situations that require challenging established beliefs or practices and protecting others who are negatively affected by unlawful, dangerous discriminatory or unethical practices or events. This year the award was presented to Sergeant Kate O'Neill, a warrior for human rights and culture change-agent within Victoria Police. Kriti Bharti, Saarthi Trust, India, was recognised as a highly commended in this category.



> The Most Outstanding Female Leader Recipient Chief Inspector Catherine Cole, New South Wales Police Force.

The **Most Outstanding Female Leader** sponsored by Executive Central is awarded to a member who demonstrates dynamic and innovative leadership, and has mentored and guided others and contributed significantly to their field. This year Chief Inspector Catherine Cole was awarded this category for her outstanding leadership within the New South Wales Police Force. Chief Inspector Cole is inspirational with her commitment and enhancement of women in the workplace and desire to see others succeed.



> Inspector Zorka Dunstan, Victoria Police, was recognised as highly commended in the Most Outstanding Female Leader category.

Inspector Zorka Dunstan, Victoria Police was recognised as highly commended in this category.



Entertainment by Detective Leading Senior Constable Dannielle O'Keefe, a graduate of the Victorian College of the Arts and the University of Melbourne Conservatorium of Music.



> Ms Louisa Tamariki, New Zealand Police, was recognised with a highly commended in the Most Outstanding Female Administrator Award category.

The **Most Outstanding Female Practitioner** sponsored by the Police Association of New South Wales was awarded to Sergeant Kareene Santoro, Western Australia Police. Sergeant Kareene Santoro is recognised for the outstanding commitment she has provided to policing through her reform of domestic violence victim support and her consistent compassion for her staff, achieving this while maintaining a meaningful work/family balance. Senior Australian Border Force Officer Andrea Moran, Detective Acting Sergeant Jenelle Mehegan, Victoria Police, and Senior Sergeant Fiona Hayes, Queensland Police Service, were recognised with highly commended awards in this category.



> Recipients of the Most Outstanding Female Investigator Award are Federal Agents Carolyn Jolly, Jessica Gilmore and Judy Goldsmith, Australian Federal Police.

The **Most Outstanding Female Investigator** sponsored by Queensland Police Union of Employees is awarded to Federal Agents Carolyn Jolly, Jessica Gilmore and Judy Goldsmith, Australian Federal Police. These three federal agents are recognised for their tireless and unrelenting investigation which resulted in the first successful prosecution for a child trafficking offence in the state of Victoria and the rescue of four children from a sexual predator. Detective Senior Constable Rachel Greene, Western Australia Police, and Detective Senior Constable Rebecca Stokes, Victoria Police, were recognised with the awarding of highly commended in this category.



> Highly commended in the Most Outstanding Female Investigator Award Category Detective Senior Constable Rachel Greene, Western Australia Police. Commander Jo McCabe accepted this award on Rachel's behalf.



> Highly commended in the Most Outstanding Female Investigator Award Category Detective Senior Constable Rebecca Stokes, Victoria Police.

The **Most Outstanding Female Administrator** sponsored by Crimsafe Security Systems was awarded to Dr Karla Lopez, Victoria Police, who has dedicated 16 years to driving change and motivating others to improve the management of serious sex offenders in Victoria resulting in a significant contribution to improving the safety for women and children in our community. Ms Louisa Tamariki, New Zealand Police, was recognised with the awarding of a highly commended in this category.



> The Most Outstanding Female Administrator Award Recipient Dr Karla Lopez, Victoria Police.



> Above, top: Sergeant Kareene Santoro, Western Australia Police, awarded the Most Outstanding Female Practitioner Award.
> Above, middle: Highly commended in the Most Outstanding Female Practitioner Award Category Senior Australian Border Force Officer Andrea Moran.
> Above, bottom: Highly commended in the Most Outstanding Female Practitioner Award Category Detective Acting Sergeant Jenelle Mehegan, Victoria Police.



> Highly commended in the Most Outstanding Female Practitioner Award Category Senior Sergeant Fiona Hayes, Queensland Police Service.

The **Excellence in Law Enforcement for Women Initiative** sponsored by Tait Communications was awarded to Detective Sergeant Tania Sheldon, Sergeant Jane Davies and Acting Sergeant Warren Manship. These officers drove the operational implementation of South Australia's Multi-Agency Protection Service (MAPS) at the 'coal-face', and have demonstrated commitment to service excellence, building effective working relationships, networks and partnerships across all participating agencies to promote information sharing and early intervention in high risk domestic violence matters. The Tangentyere Women's Safety Group, together with the Alice Spring Police, Northern Territory Police and Claire Waterman, Victoria Police, were recognised with a highly commended award in this category.



> Highly commended in the Excellence in Law Enforcement for Women Initiative Award category Claire Waterman, Victoria Police.



> Senior Sergeant Ann Marie Simeon, Vanuatu Police Force, was recognised with a highly commended award in the Excellence in Law Enforcement in the Asia Pacific Region Award category.



> Above, top: The Excellence in Law Enforcement for Women Initiative Award Recipients Acting Sergeant Warren Manship, Detective Sergeant Tania Sheldon and Sergeant Jane Davies, South Australia Police.
> Above, bottom: Highly commended in the Excellence in Law Enforcement for Women Initiative Award Category The Tangentyere Women's Safety Group.



> Sergeant Leanne Lomas (AFP) received the Excellence in Law Enforcement in the Asia Pacific Region on behalf of the recipients Adriana Rios and Guendolyn Belandres, Guam Police Department.

The **Excellence in Law Enforcement in the Asia Pacific Region** sponsored by BankVic was awarded to Adriana Rios and Guendolyn Belandres, Guam Police Department. The Guam Police Department has two Victim Advocates, Mrs Guendolyn Belandres and Mrs Adriana Rios, whose primary mission is to provide services and emotional support to victims of domestic violence, sexual assault and stalking. They are the liaison between the victims and the non-profit agencies, government agencies and DART detectives. The roles they play are vital but hardly recognised. They are behind the scenes attending to the victim and ensuring the pending needs and services for them are available. Senior Sergeant Ann Marie Simeon, Vanuatu Police Force, was recognised with a highly commended award in this category.



> Daisy Karimae Manehioha, Royal Solomons Island Police Force, being announced by Dr Jacqueline Drew, Griffith University, as the 'Griffith University Women in Policing Scholarship' Recipient for 2016.



> Assistant Commissioner Jeanette Kerr, Northern Territory Police, awarded the Excellence in Research on Improving Law Enforcement for Women Award.

The **Excellence in Research on Improving Law Enforcement for Women** sponsored by the Queensland Police Service was awarded to Assistant Commissioner Jeanette Kerr, Northern Territory Police. Assistant Commissioner Kerr has undertaken an original, challenging and rigorous empirical study which is becoming regarded as a highly significant contribution to this critically important field of study – the appalling tide of unrelenting violence against Aboriginal women. Jeanette's work dispels some myths about the nature of intimate partner violence in the Northern Territory, and confirms many previously unproven beliefs.

This year the judging panel also presented a Special Contribution Award to Commissioner Ian Stewart, Queensland Police Service, for his continued and unwavering support of ACWAP and women in law enforcement and the community.



> Special Contribution Award Recipient Commissioner Ian Stewart, Queensland Police Service.

In 2016, through the generous sponsorship of Countrywide Austral, ACWAP were able to offer a professional development opportunity to attend the 'Melbourne Excellence 2016' Development Seminar to three female police officers from New Zealand and the Pacific Islands. These officers were recognised for exercising significant leadership within their organisations.



> Professional Development opportunity participants Chief Inspector Sokopeti Faletau, Tonga Police Force, Senior Sergeant Siripa Uelese, Samoa Police Service, Detective Sergeant Nicola Reeves, New Zealand Police with Tony Cornish, Director, Countrywide Austral.

Our congratulations are extended to Detective Sergeant Nicola Reeves, New Zealand Police, Senior Sergeant Siripa Uelese, Samoa Police Service, and Chief Inspector Sokopeti Faletau Tonga Police Force.

ACWAP, in a sponsorship arrangement with the School of Criminology and Criminal Justice, Griffith University, offered a serving female police officer from Australia, New Zealand or a Pacific Nation a scholarship to further their professional development and to enhance their career progression within policing. The recipient of this scholarship demonstrates a strong commitment to their development as a future police leader. The recipient of the scholarship was announced at the Awards Ceremony and is Daisy Kariamae Manehioha, Royal Solomon Islands Police Force. The scholarship will assist Daisy with the continuance of her studies for a Bachelor of Arts Degree majoring in Pacific Policing.

The 2017 Excellence in Policing Awards will open for nominations from 6 February 2017. Details can be found at www.ACWAP.com.au



Top international accolade for Queensland officer

Former Queensland Police Service (QPS) Acting Assistant Commissioner Debbie Platz has been globally recognised after she was presented with the International Association of Women Police (IAWP) Officer of the Year Award at a luncheon in Barcelona, Spain on Sunday 9 October 2016.

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Queensland Police Service

This is the second year in a row a QPS officer has been successful in receiving a prestigious IAWP award.

Last year, Queensland Fire and Emergency Services Commissioner Katarina Carroll was presented with the IAWP Leadership Award for her time as a QPS Assistant Commissioner.

Commissioner Ian Stewart said he whole-heartedly nominated Acting Assistant Commissioner Platz to be the International Officer of the Year.

"Her 30 years' policing experience, academic achievements, strengths, professionalism, willingness to share and mentor is outstanding," Commissioner Stewart said.

"She has worked through innovation and professionalism to move her area from a culture of dependency to a culture of capability. She has done this by including diverse opinions and creating a workplace culture that balances a sense of belonging and uniqueness for all team members.

"She is an outstanding mentor to officers, especially women across Australasia and an outstanding recipient for the IAWP Officer of the Year award. I congratulate her on all her achievements and for being the winner of such an honourable award."

The IAWP Awards provides recognition of the significant contribution made by female police officers from around the world.

The Officer of the Year Award is awarded to an officer who, by her overall service and accomplishments throughout her career, distinguishes herself in the four areas of leadership, community service, mentoring and excellence in performance.

Among many roles, Acting Assistant Commissioner Platz is President of



> Acting Assistant Commissioner Debbie Platz with her IAWP Officer of the Year Award.

the Australasian Council of Women in Policing (ACWAP).

ACWAP has joined with IAWP to host the 2017 International Women & Law Enforcement Conference in Cairns in September this year.

The conference will incorporate the 55th IAWP Annual Training Conference & Award and Recognition Programs, together with the 10th Biennial ACWAP Conference and the 19th ACWAP Excellence in Policing Awards.



A first for the Northern Territory: Deputy Commissioner Kate Vanderlaan

In December 2016, Ms Kate Vanderlaan became the first woman to be appointed to the role of Northern Territory Deputy Commissioner of Police. Kate moved to the Territory in 1972 and grew up in Nhulunbuy and is a veteran NT Police officer, having commenced with the Force in 1979.

Media & Corporate Communications

Northern Territory Police, Fire and Emergency Services



The Territory is a very unique place. What are some of the more interesting postings and experiences you have had?

It certainly is and the aspects I enjoyed were being a Jill of all trades and working closely with the remote communities and overcoming the tyranny of distance. It's difficult to pick out the specifics but travelling miles and miles to fatal crashes, and once on my own, was a significant experience. Seeing jobs through from start to finish, a particular sexual assault comes to mind where I worked 26 hours straight; taking the statement, finding the offender, organising a line up and seeing the offender charged was as satisfying a case as any.

What are the biggest challenges you have faced in your career?

Working on major cases or events and ensuring you consider all possible scenarios. I have always enjoyed the cerebral side of policing.

Tell us about the achievements you are most proud of?

As far as pure fun goes being the first female police motorcycle rider, maintaining an operational focus for most of my career and more recently my promotion to Deputy Commissioner. Something that I only dreamt of, but it actually came true.

Can you tell us about what NT Police are doing about diversity in the Force?

The NT Police Force is being led by a true believer in Commissioner Kershaw; he has had a significant influence in making sure we are values led and moving towards a diverse workforce. The recent Diversity and Inclusion Strategy has been implemented to strengthen our commitment. In this regard, we have already made significant



> Above, left: NT Police's newly appointed Deputy Commissioners Kate Vanderlaan and Grant Nicholls.
> Above: Kate Vanderlaan, first female motorcyclist.

inroads in changing our recruiting practices to ensure diversity and ridding ourselves of any unconscious bias.

What would you say to women who are considering career with NT Police?

For me it's been a great adventure and a truly satisfying career. If you are looking for a career that has true meaning, opportunities for growth and self-development then a police career is for you. You are not locked into one job but have an opportunity to explore a number of streams. I love it because you are required to problem solve all the time. That level of involvement keeps you sharp and the sense of being part of the community in a meaningful way cannot be understated.

Kate has held a wide range of positions across the Territory most recently as Assistant Commissioner for more than 13 months, where she led and influenced significant outcomes in relation to domestic violence and diversity across the Northern Territory Police, Fire and Emergency Services (NTPFES) and the wider community.

What were your first impressions of NT Police and policing when you first joined back in 1979?

When you compare policing with then and now it was a simpler time – basic radio, typewriters, paper forms and everything in hardcopy. Solving crime involved a lot more leg work and hand written statements took a lot of time. But it is all relative and it has been enlightening to follow the advances in technology and police methodology. A journey I wouldn't have missed for the world.

What has changed the most since then?

There have been significant changes over the last 30 years and you wonder what policing will look like in another 30 years. If the relativity of the change is matched, then wow, we are in for a quantum leap forward.



University researchers and Queensland Police pave the way for a representative service

If you were to close your eyes and imagine a police officer in your local community, who would they look like to you? Alongside imagining their uniform, where they were, and who they were interacting with, did you imagine them being male, or female?

Claire Putt and Jack Spence

Research Team Members from the University of Queensland

If you pictured a male, you're among the vast majority of the population. This is probably through no fault of your own, but the result of both widespread public perceptions and the realities of Australian police agencies. Women comprise only 26 per cent of Australian police officers. In fact, research conducted by the University of Queensland found that only 31 per cent of surveyed women would consider working for the Queensland Police Service (QPS).

Since women's induction into policing 101 years ago, Australia has torn down the policies which inhibited women from entering such careers and great progress has been made for gender representation in the work force. Despite this, women remain underrepresented in police agencies across the country.

On July 1 2016, the QPS commenced Commissioner Stewart's commitment to gender representation with a 50:50 gender quota for recruit intakes (Yallamas, 2016). In doing this, they sent a message to the public that maintaining a representative police service is not only vital for high quality workplaces with diverse skills and experiences, but is an important reflection of our communities.

In collaboration with the QPS, a team of researchers from the University of Queensland set out to find which aspects of the application process inhibited



> The team of researchers from UQ on their project showcase night.

a gender balanced police service. The project focused on the experiences and perceptions of policing through the eyes of the public, successful recruits and unsuccessful applicants.

The research follows the journey of a metaphorical pipeline (Figure 1) and used a mixed methods approach that featured three phases of inquiry, which sought to identify the blockages within the application process. This pipeline begins with a reservoir of possible applicants, and follows through each application stage to result in a 'droplet' of successful recruits, symbolising the theoretical attrition of applicants over the application timeline.

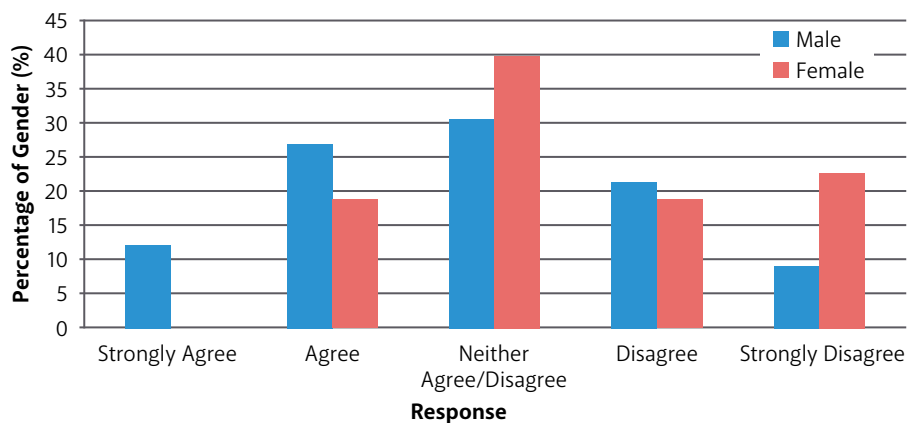
THE RESERVOIR

The intake of Queensland Police applicants starts with the public reservoir. This reservoir represents the pool of potential police applicants (both male and female), who would be suitable for a policing career. Our research highlights that public perceptions in the reservoir influences the number of people who initially apply to the police and flow through the pipeline.

The research found that only 31 per cent of the surveyed women would consider working for the QPS, in contrast to 52 per cent of males. Whilst few women indicated that they would work for the police, they disagreed with



Public perceptions regarding if men and women are treated equally in the QPS (N=86 respondents)



> Figure 2: Public responses by gender to the statement, "Men and women are treated equally in the QPS."

statements such as 'women are not resilient enough to be a police officer' and believed that the QPS was more likely to represent male values compared to their own values

From the research, it is apparent that men and women of the public tend to hold different perceptions of policing. For example, 34 per cent of females said they would be discouraged from working for the QPS if a 'police culture' existed, compared to 18 per cent of males. Females were also significantly less likely to agree that males and females are treated equally in the QPS (see Figure 2). These perceptions can negatively impact on a woman's decision to apply to the QPS.

Consider an eligible female, who may be a perfect match for the police service, but if she (and the rest of society) believes that discrimination, stereotyping and a masculine workplace exists, she is less likely to pursue this career or even be encouraged to do so.

Therefore, from the reservoir to the pipeline, a limited flow of eligible (and representative) applicants enter the QPS application process.

THE PIPELINE

The pipeline flows through a series of testing stages. Through surveys and interviews of successful and unsuccessful applicants, each stage of the testing was categorised into 'facilitators' (green) or 'blockages' (red – where significant) which either enhance or inhibit female applicants' chances of becoming a recruit.

As the pictured pipeline shows, the stages which present as blockages (in red) to female applicants are the psychological assessment, cognitive, and literacy assessments.

Alternatively, other research pinpoints physical testing is a common barrier to female applicants in police services. Interestingly, 70 per cent of interviewed applicants (both male and female) found the physical assessment to be easy and many even noted that perhaps it should be more challenging.

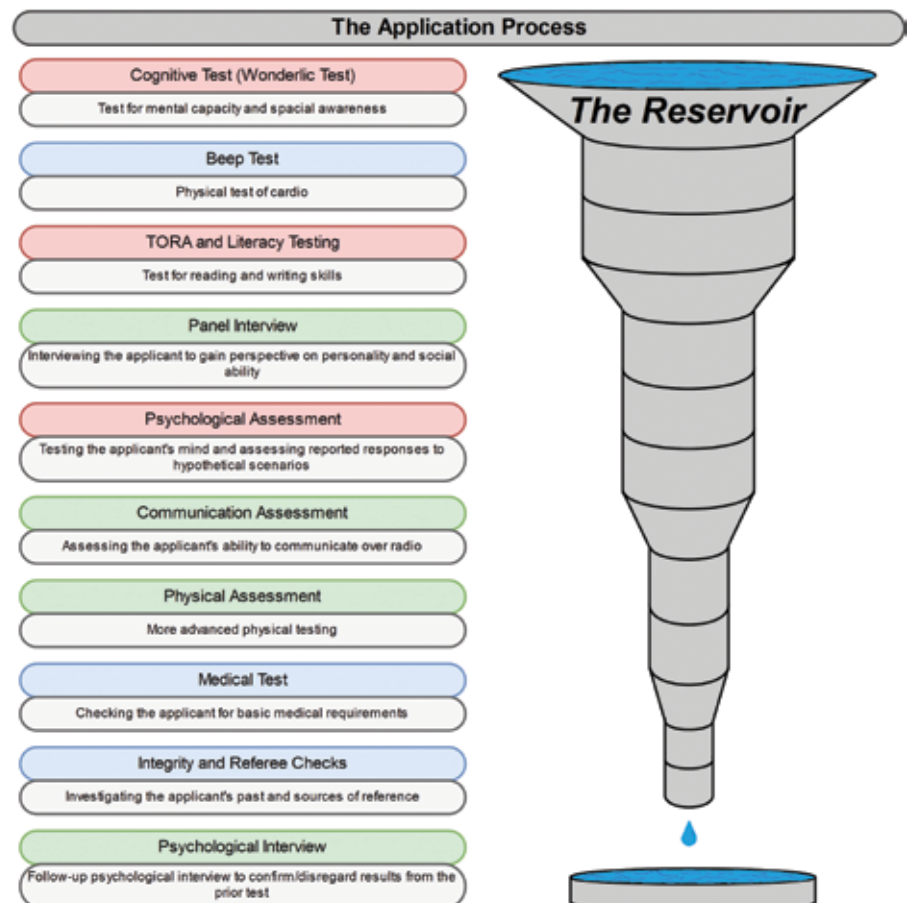
The research also found that 76 per cent of interviewed recruits (both male and female) found the literacy testing easy.

However, this discounts the unsuccessful (but suitable) applicants who found the literacy testing difficult. Studies show that literacy and cognitive testing can have an adverse impact on minority groups and can even lead to self-selection out of application processes (Christopher, 2015). This was reinforced by people from successful and unsuccessful applicant groups who suggested that secondary and tertiary education results would provide a better indicator of their capabilities.

LOOKING FORWARD

So, what can be done to facilitate a more representative police service? Firstly, there is a need to break down public misconceptions in our 'reservoir' in order to reveal those women who are yet to discover that they have the skills which could result in a successful career and complement diverse QPS.

One recommendation for accomplishing this is the implementation of a female-only career night. This night would allow women to ask questions and express their concerns, and allow the QPS to break down



> Figure 1: Application process 'pipeline', starting from a reservoir of potential applicants, and funnelling down to a single droplet of successful recruits. Coloured text boxes indicate facilitators (green), blockages (red), and neutral (blue).



public misconceptions. These career nights should be facilitated by targeted marketing which may build upon the recent 'That Could Be Me' campaign. Previous targeted marketing has seen female applications rise by 14 per cent in various male dominated occupations (Cordner & Cordner, 2011).

Secondly, the major blockages in the 'pipeline' need to be addressed. Whilst none of the successful recruits found difficulty with the current physical testing, its applicability to modern policing is subject to debate in extensive literature (Robinson, 2015). Moreover, a multitude of unsuccessful yet suitable applicants may have fallen short of physical requirements. Therefore, the QPS can only benefit from reconsidering the current requirements of physical testing.

In regards to the literacy and cognitive requirements and applicant preference to tertiary and secondary education, there is a multitude of recent literature which also supports a move towards higher educational requirements in policing (Schuck, 2014; Christopher, 2015). More importantly, placing value on higher education is known to have no negative

effect on the representation of gender in workplaces and contributes to the perceived legitimacy of police agencies.

The Queensland Police Service has taken strides towards ensuring a gender representative workplace, but there is still much to be done. It is apparent that barriers exist in both public perceptions of policing and police recruitment itself. Small steps can translate into big leaps for the long run, and at the end of the day, even conducting such research of this nature will contribute to future females being able to look at a career in policing and say, "That could be me!"

ACKNOWLEDGEMENTS

The authors would like to acknowledge Julien Barrett, Lydia Chan and Abhijeet Singh as members of the team. The research team would like to acknowledge the QPS as an organisation for their continuing collaboration, with special thanks to Inspector Ian Thompson, Sergeant Elita Kayra, and Inspector Robyn Crozier. The authors also express their gratitude to Detective Inspector Mike Newman and Dr Sarah Bennett, for their constant guidance and support.

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What is the Fayyaz Sumbal Foundation?

This story might on first glance appear to be an unusual choice of story to publish in the Australasian Council of Women and Policing Magazine. However, the Fayyaz Sumbal Foundation is about women's issues so let me explain.

Leisa James

Australian Federal Police, former Police Liaison Officer for Islamabad

In Pakistan policing is still predominately a male occupation with less than 1 per cent of all police officers across all policing agencies being female. (Rough Roads to Equality, Women in Policing in South Asia – 2015, Commonwealth Human Rights Initiative). Overall only about 28 per cent of Pakistani women are employed in the formal employment sector. Therefore, when a male police officer is killed on duty he inevitably leaves behind a wife and children who was financially dependant on him. There is little to no financial support for the family left behind when this tragically occurs apart from other family members who are often also not in a position to support them.

Media reporting claims statistics for police officers killed whilst on duty in Pakistan are alarming. In the biggest city Karachi, 171 police officers were killed on duty in 2013 and in 2014 the number was 142. The majority of police officers killed are suspected to have been killed by Taliban militants.

Deputy Inspector General (DIG) Fayyaz Sumbal was a Pakistani Police Officer who was a colleague of the Australian Federal Police (AFP) officers based in Pakistan around 2012. AFP Liaison Officer Daniel Caruana travelled to Sydney with him for the 2012 Australian Bomb Data Centre (ABDC) conference. Fayyaz was tragically killed by a suicide bomber in Quetta on 9 August 2013 and left behind a wife Erum and two children Sammy and Kashif.

The Fayyaz Sumbal Foundation was established in early 2014, following the success of the inaugural Fayyaz Sumbal Cricket Cup held in Lahore, Pakistan. Please don't stop reading here if you are not a cricket fan! Erum graciously agreed to allow her husband's name to be used as the name of the foundation and has supported the Fayyaz Sumbal Foundation through her attendance at



> Australian High Commissioner to Pakistan HE Ms Margaret Adamson and Sheryar Khan (Head of the Pakistan Cricket Board) together with the two teams and umpires in front of the historical Lahore Gymkhana Club House.

many events for the foundation.

The foundation aims to raise awareness for police officers killed in the line of duty in Pakistan and is also a registered charity that raises money to support the families of police officers killed or wounded in the line of duty. Senior Pakistani Police see this as a worthy and worthwhile cause, and as a result, a lot of goodwill is generated for the AFP in Pakistan.

The Australian High Commissioner, Margaret Adamson opened the third annual Fayyaz Sumbal Cup cricket match on 14 November 2015 in support of the Fayyaz Sumbal Foundation. The match was played in Lahore Gymkhana, a famous old cricket ground, and was attended by the Chairman of the Pakistan Cricket Board and some of Pakistan's biggest cricketing names. Also playing were two women from the Pakistan women's cricket team Captain Sana Mir and Vice-Captain Bismah Maroof.

"The common love of cricket shared by the people of Pakistan and Australia continues to be a powerful vehicle for building understanding between our two nations. I congratulate the Fayyaz Sumbal Foundation for its support of families whose loved one has been sacrificed in the daily battle to keep communities safe," Ms Adamson said in the presentation speech after the match.

During the 2015-2016 cricket season three Fayyaz Sumbal Cup matches were played in Australia. The first in Perth with members of the AFP playing against a local



> Erum wife of Fayyaz Sumbal and their children, son Sammy and daughter Kashif with Ann Da Re, former AFP Office Manager, Pakistan.

team comprising of members of the Perth Pakistani community. The second held at the historic international cricket ground Bellerive Oval in Hobart. The teams here featured journalists and public servants. The third match was played at the well-known birth place of The Ashes urn, Rupertswood in Sunbury; this was the second time a Fayyaz Sumbal match had been played here.

A cricket match was played in October 2016 with the Australian Defence Force team playing Pakistan in Lahore to again raise awareness for the Foundation and because so many Pakistanis and Australians love cricket.

The Fayyaz Sumbal Foundation has raised approximately \$40,000 since its inception in 2014 for the wives and families of Pakistani Police Officers killed or wounded in the line of duty. For more information about the Fayyaz Sumbal Foundation please go to www.fayyazsumbalfoundation.org



Women police: facts from Pakistan and the South Asian region



> First batch of Women Elite Force Personnel under training at Nowshera Police Training College, Khyber Pakhtunkhwa, Pakistan.
Photo: Individualland Pakistan.

Gulmina Bilal Ahmad

Director, Individualland Pakistan

Pakistan is a country of extreme contrasts. On the one hand, 'Samina Baig', the first Pakistani female mountaineer from Gilgit-Baltistan, conquers Mount Everest, sending a very strong message across the globe that Pakistani women are free to do what they want, even taking up a hard job like mountaineering. But then you come across the story of a mother who burns her daughter to death, because she married out of her own free will. Both these stories represent two different sides of Pakistan. While one story is from the bright side, the other one hails from the darkest corner of the country. However, today,

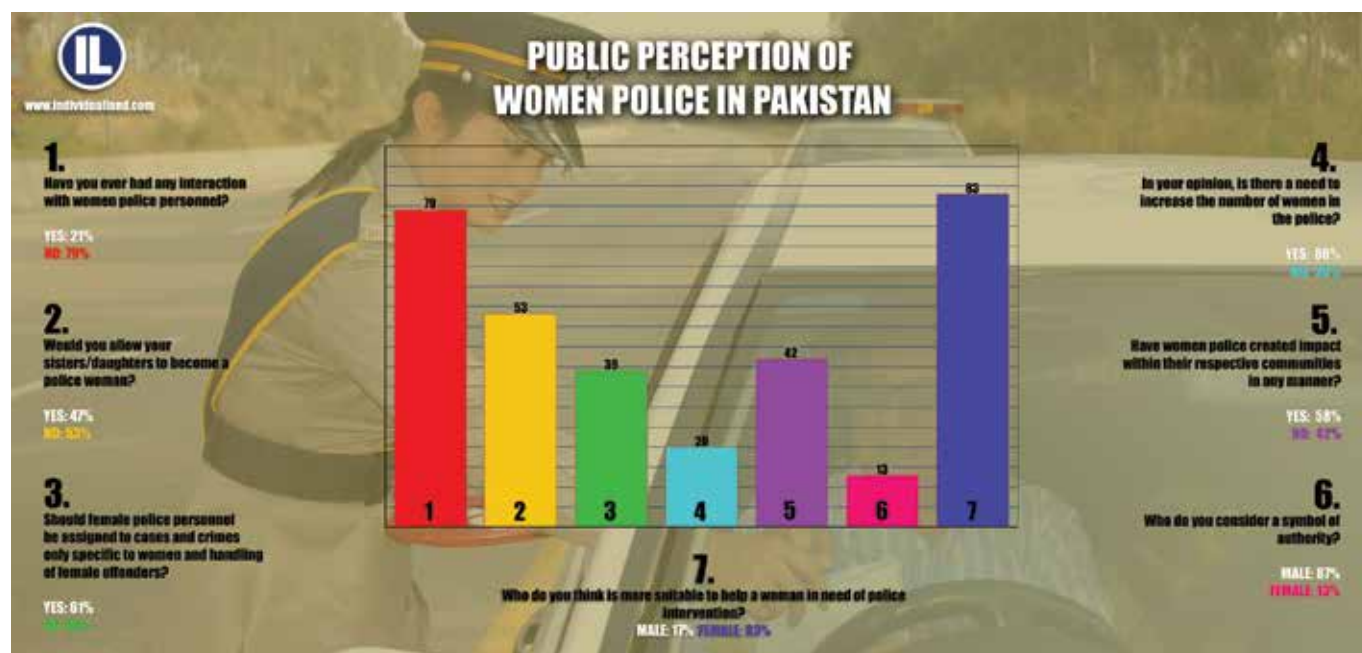
our focus will remain on a different breed of women from Pakistan. These women are themselves part of the criminal justice system of the country and play a crucial role in providing the women citizens with an easy and timely access to justice.

Women police play an integral role in the criminal justice system of Pakistan. From general policing duties to running the affairs of police stations and performing other important functions in the police department, women police are performing at their best despite having a multitude of problems.

Working women in the country usually don't have the luxury of having a suitable

work environment and it stands true for all the women irrespective of their profession. Only a few days back a woman parliamentarian had an argument with a male counterpart during the assembly proceedings. The kind of language used by the male parliamentarian reflected quite well on how women are treated in Pakistan. Despite being warned by the speaker of the assembly; the male parliamentarian didn't apologise to the woman parliamentarian.

Women police personnel, like other women, also have to face a number of problems. First of all, their numbers are not representative of the total women population of the country.



> Findings of a Public Perception Survey conducted by Individualland.
Credit: Individualland Pakistan.

Sr.	Police Organisation	Total Existing Strength (Men & Women)	Women Police	% of Women Police
1	Punjab	149,719	1,798	1.2
2	Sindh	147,782	902	0.61
3	KPK	60,478	438	0.72
4	Balochistan	32,937	103	0.31
5	Islamabad	9,980	155	1.55
6	Gilgit Baltistan	5,412	163	3.01
7	AJK	7,462	70	0.93
8	Railway	6,590	113	1.71
9	NH&MP (Uniformed)	4,070	128	3.14
10	FIA (Uniformed)	1,548	150	9.68
	Total	425,978	4,020	0.94

> Table 1: Strength of women police.

Secondly, they are not being provided with suitable facilities at the institutional level. Lastly, the Police Services of Pakistan are not considered as a suitable profession for women not only by women and their families, but also by their male counterparts and the society in general as well.

Woman in Pakistan only make 0.94 per cent of the total police force in the country, which looks dismal even in comparison with other regional countries like India (6.11), Bangladesh (4.63) and Maldives (7.4).

According to Individualland (IL), a research based consulting firm from Pakistan, women constitute only 4,020 out of the total police force of 425,978. Gilgit-Baltistan province is at the top with 3.1 per cent followed by Islamabad and Punjab with 1.55 and 1.2 per cent respectively.

The situation in the Baluchistan province is the worst with only 0.31 per cent women in the police force. The Federal Investigation Agency (FIA) as a department has the highest number of women which makes up 10 per cent of the total force.

During the early nineties, separate women police stations were established in major cities across the country by the then woman Prime Minister of Pakistan, Ms Benazir Bhutto. All these women-only police stations were equipped with all the necessary facilities, including day care centres for the children of women police personnel, rest rooms and other women-related facilities. Even though the number of women police stations in the country has been increased since then, the facilities provided to them are not up to the mark. The sad part of

the story is that the facilities provided to the police stations established during Ms Benazir Bhutto's time were withdrawn, taken over or looted by others or totally removed.

However, with the passage of time, the perception that women should be provided with separate police stations is also changing. A woman police officer from the country commented on the issue in the following manner:

"Men and women work side by side in other organisations, why are we caged in a separate women's police station?"

One woman Superintendent of Police serving in the Gilgit-Baltistan province in Pakistan stated that:

"There is no need to have separate police stations for men and women. Like every other profession, men and women should also work together in police departments".

Although no such decision has been taken at the federal level yet, women complaint cells have been established in a number of police stations (56 to be exact for pilot testing) in Khyber Pakhtunkhwa Province.

IL has carried out a detailed mapping exercise of women police in the country. According to their research a total of 19 women-only police stations exist in the country. However, it doesn't mean that women are not allowed to enter regular police stations. Women are now taking charge of mainstream police stations as well, serving as Station House Officers (SHOs).

Despite all this, the willingness of women or their families to allow



Lower ranks held by Women Police	
Inspector	113
SI	184
ASI	311
HC	363
Constable	2,971
<i>Data: National Police Bureau, Police HQ Punjab & FIA (December 2011)</i>	

> Table 2: Women police on lower ranks.

women to join the police force as a profession remains very low. It is true that more women will be willing to join the police force after passing the civil services of Pakistan i.e. on a higher rank, but the situation remains very different for women joining the force on lower ranks.

Yet, researchers believe that the real change will come from within i.e. only when women will join the police force willingly and in order to instil this

change, a major improvement in the image of the police force is required.

Gender-based police reforms will make a lot of difference to bring the South Asian countries at par with the police departments of the developed world. Structural and policy level changes will pave way for gender-based police reforms. For instance, changes in the recruitment process are a must so that more women are given the opportunity to join the police force on senior positions. Women should also be promoted on positions that are related to decision making, so that they can play their due role in this regard. Similarly, outreach and awareness raising activities are also central to improving the image of the police department. Women should be mainstreamed in the department and must be given a chance to prove their worth in fields which are specific to men only.

This is exactly the kind of image that women police require in a tough country like Pakistan: the image that doesn't differentiate between the genders yet makes women comfortable in having an easy access to justice.

Police Organisation	Higher ranks held by Women Police				
	DIG	SSP	SP	DSP	ASP
Islamabad police	-	-	1	2	1
Punjab	-	1	12	41	1
Sindh	-	-	6	10	-
KPK	-	-	-	-	-
Balochistan	-	-	-	1	-
Gilgit Baltistan	-	-	-	1	1
Director NPB	1	-	-	-	-
ASPs trainees & in FC	-	-	-	-	6
Total	1	1	19	55	9

> Table 3: Women police on higher ranks.



An invaluable insight into the life of a Vietnamese female police officer

It's the morning of Tuesday 20 October 2016 and around eighty Australian Embassy staff sit and quietly chit-chat amongst themselves in the main Embassy conference room in Vietnam. Today marks Vietnam's Women's Day and also the first day of the second gender month sponsored by the Australian Embassy in Vietnam.

Contributed with approval from Ms Tran Kim Nguyet by the Australian Federal Police Liaison Office – Vietnam



> Above, left: Lieutenant Colonel Nguyet addresses the staff from the Australian Embassy in Vietnam about her experiences on the challenges for women working in policing.
> Above, right: Lieutenant Colonel Nguyet (L) and Dr Hai (R) answer questions from the audience after their presentations on women working in the security-related sectors.

As part of the proceedings, guest presenters Dr Nguyen Thi Thanh Hai and Lieutenant Colonel Tran Kim Nguyet (equivalent of an AFP Senior Sergeant) from Ho Chi Minh Political Academy and the Foreign Relations Department, Ministry of Public Security, respectively have been invited to share their experiences on the challenges for women working in the security-related sectors.

Little is known about the Vietnamese woman Police Officer. In the telecast news, women police are rarely in the camera's sight.

Lieutenant Colonel Nguyet entered the stage slightly shy, however, the room hushes over, and Lieutenant Colonel Nguyet captivates the audience with her soft words, and those that are not often shared.

Lieutenant Colonel Nguyet delved straight into the topic, "Although the government and non-government organisations have made a lot of efforts for gender equality in Vietnam, gender prejudice against women in Vietnam is still rampant, many people,

especially in the countryside still think that women cannot do big and important work. Women attach importance to a good marriage rather than what they can do for society." Typically, only 10-15 per cent of officers in each operational police department in Vietnam are female.

For many Vietnamese women police officers this has meant that like most Vietnamese women, they are required to spend a lot of time looking after their children and extended family, are expected to run the household, and fulfil their full-time police working duties. The flow on effect of this is that while training opportunities are available, due to competing priorities in women's home lives, less training opportunities are taken up by women, particularly women with families, which makes it increasingly difficult for women to be promoted.

To achieve work life balance and be successful at her career, Lieutenant Colonel Nguyet has had a clear set of ideals that she continues to abide to. They are: work life

balance; setting priorities for each period; continuously improving her capacity and human relation skills, empowering herself as a leader; and, managing her staff's strengths and talent rather than exerting power over them. On top of this, she also continues to self educate herself in her field of policing in addition to the formal training courses available to her.

The Vietnamese Ministry of Public Security only allows for 10 per cent of the class at the People's Police Academy to be women. As such women, must receive a higher university entrance mark than their male counterparts of up to 3 points (on a scale of 1-30) to be accepted into the Academy. As the current President of the Women's Association, and along with her 88 colleagues, albeit not easy, she continues to fight for gender equality in the workplace.

To Lieutenant Colonel Nguyet, we salute you for your leadership and initiative in your role as a police woman, mentor for others and promoting gender equality! Happy Vietnam Women's Day!



Switching my career ON...

Four years ago I participated in a 'presentation skills' workshop run by the National Institute of Dramatic Art (NIDA), Australia's leading training institute for the performing arts. I was asked to prepare a short speech which was then filmed and played back to the class for feedback. After viewing my effort, the instructor said, 'Naomi you have no voice, your voice is switched off'.

Naomi Whitfield

Senior Analyst, State Crime Command, New South Wales Police Force

I was mortified. I was confused. Whatever did she mean? Of course I have a voice.

I laughed it off, pushed it to the back of my mind, and there it remained, occasionally popping up whenever I had to give speeches, when people asked me to speak up, or when previews for 'The Voice' flashed onto my television screen.

It wasn't until August last year, through the My Mentor program which is an initiative sponsored by the Human Resources Command, that I really discovered what that instructor meant: I wasn't *using* my voice. I wasn't being heard. And that was because I didn't really know who I was or what I wanted to say. This program has enabled me to find my voice and build the confidence to start using it effectively.

A VOYAGE OF SELF-DISCOVERY

Engaging with the My Mentor program began with getting to know myself, my identity – who I am as an individual, as a woman, a friend, a partner, a family member, a community member, an employee. The program challenged me to question whether who I am is what others see, or whether they see the pretend me. This exercise led me to acknowledge that it was often the latter, due to fear of failure, or of others seeing my weakness or thinking less of me, thereby fuelling my introversion, and driving inaction. I *knew* I should, and would need to, make some changes.

The program encouraged me to examine and align my values and goals. I found some aspects of this exercise effortless. For example, my relationships with family and friends is the most important area of my life. Accordingly, I found it easy to sit down and plan short- and long-term goals for how to maintain and enhance these relationships. Planning my wedding next year, starting a family, deciding where I want to go for

a holiday, and whether I wanted to host an extended family Christmas at my place every year? Of course I did! I love to cook!

But when it came to professional development... wowza. I could feel the fear and the tension bubble up inside me every time I sat down to write down my goals. I felt overwhelmed by choice, and at the same time didn't want commit myself to anything too narrow so as to pigeonhole my career. How I longed to be one of those people who have known what they wanted to do since they were five years old. So I spoke to my Cohort about it and found there were others who felt the same.

I soon arrived at the conclusion that that I didn't need to plan five or ten years ahead, planning might only be a matter of days, weeks or months. This realisation was the light bulb moment for me. In identifying my values, what makes me tick, and what gets me excited collectively helped me to find a way to bring these aspects into my work-life.

That exercise ultimately became one of my favourite activities of the program. Part of it involved looking back on my childhood and noting what activities fascinated and thrilled me – for example, I used to love drawing floor plans and writing scripts for movie trailers – and something that hasn't changed – reading crime novels. I hadn't lost my passion after all...

SMALL BUT POWERFUL SELF-AFFIRMING STEPS...

My changes haven't been colossally overt – no huge career swaps, no extreme makeovers – although that is all still on the table. The most significant change has been the shift in my mindset. The program challenged me to examine my self-talk and to assess whether I was generally positive or negative. Was I my own best friend? My results didn't paint a very pleasing picture.



> Naomi Whitfield, Senior Analyst, Intelligence Directorate, State Crime Command, New South Wales Police Force. Photo: Rebecca Knapp.

But, as the program suggested, I started a mantra. Simple, but I found, very powerful. Yes. I. Can.

And yes I did.

Recently I was pulled into an operation where I was responsible for writing the daily intelligence assessment which is read by the Commander of State Crime Command. In the first few moments when I was told of my sudden new role, my thoughts were: 'I can't do this, I'm not good enough, they should use someone else with more experience.' But then I took a deep breath, repeated my mantra in my head, and just got on with it.



Admittedly, I had to repeat my mantra several times over the next few days whenever that inner voice said 'I need more time, I need more help, I need more sleep.'

But I got through it. More than that. I got a surge of adrenaline for taking on a new challenge. I felt the kind of happy exhaustion you only get from learning something new and rewiring the brain. And I got great feedback. In fact, I've been asked to help with the development of a writing course for analysts within State Crime Command: a wonderful opportunity that, if I hadn't embraced my fears, I wouldn't have been given.

Earlier this year I read 'The Power of Now' by Eckhart Tolle, a writer whose philosophy resonated throughout the My Mentor course. He wrote: *"Whatever the present moment contains, accept it as if you had chosen it. Always work with it, not against it. This will miraculously transform your whole life."* And now, in those moments when I am challenged, I draw upon that wisdom and its transformational power.

I, NAOMI

I wish to publicly thank My Mentor coordinators and coaches Karen and Margaret for their support and guidance throughout the program. A positive attitude is infectious, and they made the program (particularly the teleconferences) so welcoming and enjoyable by encouraging participants to share their fears and experiences. The presentations by the guest speakers were breathtaking in their honesty. I took something away from every person's story. It was a revelation to learn that, no matter what rank you are, or how many years you've been working for NSW Police, many of us face similar challenges, similar fears, and negative self-talk.

I wish to acknowledge my supervisor, Rebecca Knapp, for her support during the program, especially for keeping a straight face during my unusual analogies. And finally, I wish to thank my Cohort for their encouragement, candour and sincerity.

These women helped me to find my voice and start using it, and I hope I've encouraged others who doubt their abilities to take up the challenge to find theirs.

I am Naomi.

I am pink with blue stripes.

I am an analytical and amiable communicator.

I am an excessive nodder but I'm working on it.

I am a My Mentor program participant.

And I am ready and excited for the future.

100% contribution

Peter Field

Media and Corporate Communications, Western Australia Police



> Inspector Nicole Hill with her daughter Alex Hill on her graduation day 2016.

Western Australia (WA) Police celebrates 100 years of Women in Policing in 2017 – and is looking to celebrate the struggles and successes which make up the pioneering experiences of those who have played a part in this journey.

Making a decision to join the police family often runs in families and WA Police recently identified a rare pair – a mother and daughter who are both currently serving police officers. Inspector Nicole Hill and Constable Alex Hill graduated 31 years apart, and the conditions each encountered when they joined the frontline highlights the significant changes which have occurred in just a third of the time women have played a role in WA Police.

Current and former WA Police personnel are encouraged to share their personal stories, memories and photographs to help paint an even clearer picture of the extent of change, and the funny and challenging things which have remained vivid even with the passing of time.

Send your memories and memorabilia to womeninpolicing@police.wa.gov.au

It's also acknowledged that workplaces in all sectors have required women to overcome the obstacles presented by an often male-dominated environment, and this is true of policing the world over.

To coincide with a century of women, WA Police is launching a project to address gender equality, with a vision of creating an even more inclusive workplace culture.

A Gender Equality Strategy Steering and Working Group are already in place, and a Gender Equality Framework has been created to form the foundation for strategy design which commenced in January 2017.

A significant milestone like this is a great opportunity to pause and reflect – but also to contemplate the progress which is yet to come.



> Inspector Nicole Hill with her brother Inspector Andrew Henderson in 1983.



Developing women leaders through community – AIPM Balance Program

Photos supplied by the Australian Institute of Police Management



of leaders to examine the cultural and societal realities as well as the unconscious drivers that are affecting their own leadership choices.

"Connecting with other like-minded people was extremely valuable to me and even now reminds me that we all need each other in both the good and the hard times. We are all extremely fortunate to have had the opportunity to connect through the Balance Program."

"The most valuable part of the program was knowing that there are like-minded peers I can connect with for any reason at all."

WHAT MAKES THE BALANCE PROGRAM DIFFERENT TO OTHER LEADERSHIP PROGRAMS?

Balance builds confidence through skill development specifically tailored to women. Supported by senior female industry mentors, and adopting gender sensitive teaching and learning practices, the program introduces initiatives specifically designed to support women leaders across multiple public safety agencies. *Balance* is holistic and includes concepts outside of the traditional 'leadership' construct. This includes encouraging healthy behaviours, reflection, mindfulness, regular exercise, stress management and group activities.

Balance addresses the gender challenges for women leaders in public safety by recognising the cultural and geographic isolation caused by gender bias and lack of female participation in senior ranks. *Balance* creates gender visibility and encourages a broader organisational dialogue and appetite for increased female representation in leadership roles. *Balance* connects these women leaders with their peers, gives them a collective voice and equips them with the skills to succeed.



> Above, top: Balance Participants at Manly in October 2015.

> Above, bottom: Inaugural Victorian Balance Program Participants.

The first day of the Australian Institute of Police Management (AIPM) 'Balance: Women Leaders in Public Safety' program is as unique as the individuals who attend it. This is a rare opportunity for women to unite with their peer equivalents across Australasian public safety agencies and share their experiences of leadership and gender equity in a safe environment. For some, it is the first time they have been in a room consisting solely of women, most have a degree of uncertainty, and all have a sense of real excitement.

As the storytelling begins, the strength of a purposefully all-female group emerges. Each woman shares their personal challenges, we see connections spark, and a shared community build. There is freedom in sharing experiences, ideas and opinions and an understanding this community is here to support each other in a uniquely challenging way. Over the course of the program conversations, tentative at first and then increasingly passionate, challenge this group



> Finalists in the prestigious Australian Human Resource Institute Awards, the Balance team and jurisdictional partners (L-R) former QPS Debbie Platz (now AFP), AFP Ray Johnson, AFP Kylie Flower, AIPM Warwick Jones, AIPM Tara Edgton, AIPM Andy Singh, Ms Charmaine Bourke and AIPM Phil Shepherd.

"I think the most valuable part/highlight for me was meeting all the amazing women in Balance and creating such an incredibly strong network of women that we can call upon or email anytime for support. This all came from the Balance program and creating an honest and secure place where we could be open and honest."

Key to the success of the program are the network of carefully selected mentors drawn from senior industry women leaders who are an instrumental component of the program development and delivery and work closely with the AIPM facilitation staff and their mentor groups to support individual development and growth during and beyond the program.

Balance alumnae show a definable shift in personal and cultural awareness around their leadership behaviours. Participants attribute to the program their newfound confidence, courageousness and willingness toward generating a respectful conversation around biased behaviours they observe. By encouraging authentic communication and appreciation of own strengths, participants actively align their leadership to their personal and organisational values. Balance provides participants with a new vocabulary around gender equity and a willingness to articulate their own perspective in support of making positive change in the workplace.

"Since the conclusion of Balance, I have actively put myself forward for roles and projects. My understanding of my leadership strengths, and my influencing, communication and 'presence' skills which I developed have allowed me to advocate on my own behalf, often 'outside my comfort zone'. I would never have been able to do this before Balance."

GROWING THE COMMUNITY

Since its inception, Balance has delivered six programs to over 200 participants (representatives of over 20 Australian, New Zealand and Pacific Islands organisations) and supported by 22 regional mentors from 10 organisations.

Many Commissioners, commissioned rank and senior executives of all police services and many public safety organisations in Australia have actively supported Balance. Their attendance at formal networking events promotes increased gender visibility and increased female representation in leadership; it promotes visibility for participants and stimulates change in their organisational cultures and increased organisational capability to responding to the challenge of balancing gender equity in the workplace.

"Balance is incredibly important in, not only raising the confidence of women in actively promoting themselves and their leadership, but also in developing a supportive and safe network to share and discuss issues."

INDUSTRY RECOGNITION

Balance was recently a finalist in the prestigious Australian Human Resource Institute Awards, Workplace Diversity section for the 'Dame Quentin Bryce AD CVO Award for Gender Equity in the Workplace'. The regionally delivered 'Q-Balance', delivered in partnership with Queensland Police Service, has been recognised as a part of the QPS suite of Diversity and Inclusion programs – securing a QPS Commissioner's Silver award, and announced as a finalist in the Premier's Awards for Excellence under the category of Performance.

"The most valuable part for me was the camaraderie of the participants and the safe environment in which to discuss freely their successes and failures. I really enjoyed the free exchange of ideas and the unwavering support and encouragement of the participants, mentors, organisers and guest presenters."

WHERE TO FROM HERE?

As the Balance community grows, it creates a network of possibilities for new connection and exposure, which, in turn bolsters sponsorship and visibility for both program and participants. Through the Balance community, we continue to drive the dialogue for positive cultural change and increased courageous female representation in leadership roles in public safety.

"This is by far the best thing I have ever had the opportunity to experience and I will take away a lot from this, which I intend to share with others and demonstrate in my life and career."



Women of the ABF Marine Unit

The Australian Border Force (ABF) is the operational arm of the Department of Immigration and Border Protection – facilitating travel and trade while protecting Australia's border across air, land and sea. ABF officers patrol airports, seaports, remote locations, mail and cargo centres.

Communication and Engagement Branch

Department of Immigration and Border Protection



> Above, left: ABF Marine Tactical Officer Bronwyn Munro out at sea on-board a rigid-hulled inflatable boat.
> Above, right: ABF Marine Tactical Officer Bronwyn Munro.

On the water, the ABF have a strong maritime capability with operations conducted by both vessels and aircraft. Officers in the ABF Marine Unit patrol Australia's 37,000km of coastline responding to reported or suspected border incidents and illegal activity.

Women in the ABF Marine Unit play an important role at sea helping to protect Australia's borders, the community and the environment.

ABF Marine Tactical Officer (MTO) on ABF Cutter *Cape Sorell*, Bronwyn Munro, is one of the officers on the front line spending weeks at sea to ensure the

integrity of our border and the safety of our marine environment.

Bronwyn said that after working overseas for many years, she wanted to come back and work for Australia protecting our waters.

"When looking at fisheries, quarantine, biosecurity and environmental



> ABF Cape Class and Bay Class vessels out at sea.



> ABF Marine crew aboard rigid-hulled inflatable boats out at sea.

protection, I just kept coming back to the Australian Border Force. Whether it's marine park monitoring, fisheries, a biosecurity issue, search and rescue, or any sort of incursion to a marine protected area, we're the ones going out there investigating it, and so I feel I am giving something back to my love – the ocean."

Marine Unit officers like Bronwyn are involved in a wide range of border protection activities at sea including countering drugs, weapons and people smuggling, assisting search and rescue efforts, apprehending foreign fishing vessels, gathering information and intelligence, assisting in the management of offshore nature reserves and marine parks, and monitoring environmental pollution.

Marine Unit officers operate in an armed environment and one that is dynamic, fast-paced, but also extremely rewarding. There is no such thing as a typical day for Deputy Commanding Officer (DCO), Tina Derry, aboard ABF Cutter *Cape St George*.

"It's an honour to work as part of such a great team with such a big responsibility – to protect our border, the environment and the community. I've been involved in a range of successful operations from intercepting illegal fishing vessels to search and rescue," Tina said.

"Each day is completely different, and when there is no specific operational activity being conducted, we undertake a number of planned activities such as drills for emergency preparedness, training using on board safety equipment, and maintenance tasks and ships husbandry (cleaning)."

Officers in the ABF Marine Unit – while having the opportunity to work in such a unique environment – also face a number of uncertainties including weather conditions and maritime threats, and can



> Above: On board ABF Cutter *Cape York*.

sometimes work in extreme conditions ranging from the cyclonic conditions of the tropics through to the intense sea conditions in the Southern Ocean.

"Operational taskings often occur when the weather is not particularly conducive to being outside in the ships boats. It's often wet and windy, or hot and bothersome," Tina said.

"A generic trait of most Marine Unit crew is adaptability. Just when you thought you knew what the situation is, it often changes."

Following employment with the ABF Marine Unit, officers undertake a specialised residential full-time training programme. On successful completion of training, officers are deployed on patrols on ABF vessels to undertake maritime enforcement activities.

As the Operations Officer on ABF Cutter *Cape York*, Tenneille Boaler is responsible for the deck and management of the officers on board the vessel.

"A lot of training comes once you get on-board the ship, which is where we need to spend a lot of time with new crew members to ensure they are safe and understand all aspects of what we do. Out there we could be days away from any help, so we need to ensure the safety of everyone on-board," Tenneille said.

She said that a day out at sea always involves an early start to prepare for the day ahead.

"Because we're on a moving platform, it's important each morning to be updated on any changes to our environment and operations," Tenneille said.

Spending lengthy periods at sea, away from the comfort of home and family, is another challenge faced by those in the ABF marine unit.

"We have great cooks within the fleet so all our meals are prepared for us each day – this makes a huge difference in assisting us with what we do. A lot of the crew also take part in afternoon personal training to maintain our fitness requirements and upkeep of our general health.

"At the end of each day we stay on-board, so there's also a need to have some down time where possible to assist with the time away from family," said Tenneille.

Thanks to the passion, commitment and dedication of Marine Unit officers like Tenneille, Tina and Bronwyn, the ABF is well-placed to deliver on its mission – to protect Australia's border and management the movement of people and goods across it – both at sea and on land.

To find out more about the work of the women and men of the ABF, visit www.border.gov.au or connect with the ABF on social media.





Recognising Tasmania's finest

During October and November 2016, medals and awards were presented to more than 300 Police Officers and State Service employees recognising their contribution to policing in Tasmania. Rescues, overseas service, long and complex investigations and decades of diligent service were amongst the inspiring work recognised in ceremonies across the State.

Commissioner's Commendations are awarded to members who have performed their duty while exposed to personal danger, or demonstrated a level of bravery, courage or devotion to duty above and beyond the normal call of duty. Members awarded these Commendations exhibit significant initiative, resourcefulness, integrity or commitment, or the delivery of outstanding service to the community.

Half of the exceptionally worthy recipients of Commissioner's Commendations for 2016 were awarded to females. From so many deserving personnel, it is difficult to single out any particular recipient, however some incredible actions by some of the women of Tasmania Police were acknowledged and included:

Senior Constable Claire Lucas and Constable Sarah Bosch, along with two male counterparts, were commended for their actions in arresting an armed man in a remote location in North West Tasmania. The offender, who shot at the officers with a rifle, was arrested after a violent struggle that was the culmination of a protracted and dramatic manhunt. He recently was sentenced to eight years' imprisonment for multiple crimes.

Constable Anna Seymour, who describes herself as "five foot of fury" was off-duty in a suburban Hobart street when alone and unarmed she confronted a mob and disarmed an

iron-bar wielding assailant who had injured a male. Whilst waiting for on-duty police to arrive the victim's car was attacked and rammed. Constable Seymour stood guard over the victim whilst the crowd grew in numbers. A male person was sentenced to six months' imprisonment for the assault.

The professionalism and empathy of Radio Dispatch Service members, Senior Constable Petra Schnierer, Sergeant Renee Stewart and two of their male counterparts in dealing with victims of rising floodwaters in the north-west township of Latrobe was outstanding. These members coordinated the rescue attempt for an elderly couple whose house was inundated with rising flood waters. They provided the elderly man with advice and reassurance until police search and rescue personnel were able to reach him. It was an incredibly traumatic time for all involved as the wife of the caller was trapped by the water and subsequently died.

Commissioner's Medals are presented as recognition by Commissioner of the sustained and ethical service of sworn and state service employees. This year 41 per cent of the 10-year Commissioner's Medal recipients were female, along with 28 per cent of the 20-year Clasps.

Notably, Inspector Kathy Bennett received her 30-year Commissioner's Medal Clasp, along with a G20 citation for her management of the G20 Deployment. Sergeant Gen Hickman

was also awarded her 30-year Commissioner's Medal Clasp.

Members were also recognised for their unique contribution and significant commitment to nationally significant emergencies. Sergeant Katrina Chivers received the National Emergency Medal for service during the 2009 Victorian Bushfires, the Australian Federal Police Operations Medal and Clasp, and Humanitarian Overseas Service Medal and Clasp for deployment to the 2011 New Zealand Earthquake, Disaster Victim Identification (DVI) response.

Constable Tania Curtis also received the Humanitarian Overseas Service Medal for her deployment and DVI service after the 2011 New Zealand Earthquake DVI response. Constable Kyleigh Perkins also received the Humanitarian Overseas Service Medal, as well as the National Emergency Medal for her work in the 2009 Victorian bushfires. Constable Deena White and a number of her male Forensic Service counterparts were presented with the National Emergency Medal for their work in the 2009 Victorian bushfires.

The ceremonies provided an opportunity for the Commissioner Hine and the other senior executive to acknowledge and thank each of the members for their valuable contribution to Tasmania Police; and, for the families of the members, to share the deserved pride and dedication of their loved ones.

> Top row, left: Sergeant Renee Stewart with Deputy Commissioner Scott Tilyard, receiving her Commissioner's Commendation, Commissioner's Medal and the National Police Service Medal.

> Top row, right: Detective Senior Constable Claire Lucas receiving her Commendation from Commissioner Darren Hine for her involvement in the arrest of an armed offender.

> Middle row, left: Sergeant Katrina Chivers, who received the National Emergency Medal for service during the 2009 Victorian Bushfires, the Australian Federal Police Operations Medal and Clasp and the Humanitarian Overseas Service Medal and Clasp for her deployment to the 2011 Earthquake Disaster.

> Middle row, centre: Inspector Kathy Bennett, recipient of a 30-year Commissioner's Medal Clasp and G20 Citation.

> Middle row, right: Senior Constable Deena White, who received the National Emergency Medal for her work in the Victorian Bushfires.

> Bottom row, left: Constable Anna Seymour, self-described "five foot of fury" and her Commissioner's Commendation for disarming an iron-bar wielding assailant whilst off-duty.

> Constable Sarah Bosch receiving her Commendation from Commissioner Darren Hine for her involvement in the arrest of an armed offender.



Netball: connecting police women across the Pacific



My connection with the Pacific started many years before my career with the Australian Federal Police (AFP). I was lucky enough to spend 2008 teaching English to Primary School children in a remote village in the northern islands of Vanuatu.

Samantha Royce

Federal Agent, Australian Federal Police

Over the next couple of years, I organised a number of volunteer trips to Vanuatu for Melbourne netball teams. It was during a volunteer trip in 2013, while handing out sporting donations to the local netball clubs, I was fortunate enough to meet a Vanuatu Police Force (VPF) netball team member. Together we organised a friendly netball game between my local Melbourne team and the VPF netball team, which turned out to be a very significant game of netball for me. I was not only introduced to the wonderful women in the VPF but I was introduced to the AFP's international work in Vanuatu and I just knew; this was the organisation for me.

Each trip back to Vanuatu, I learnt

about how the VPF netball team were using their netball games against local teams to connect with the women in the community. Netball was becoming a useful tool for the VPF women to strengthen community relationships, discuss issues women in the community were facing in a non-threatening environment and promoting a career in VPF to the local women. The AFP officers based in Port Vila, Vanuatu, recognised role netball was playing and supported the VFP netball team through the sponsorship of new team uniforms.

Fast forward four years and I am lucky enough to have had a wonderful start to my career with the AFP while still managing to sneak in trips to Vanuatu

as often as I can. I began coaching the Vanuatu Police netball team and teaching them fitness sessions and training drills. This was to improve their skills for the upcoming games against Royal Solomon Islands Police Force (RSIPF) netball team, who visited Vanuatu for a tour in October this year.

The tour was a great way for the VPF and RSIPF women to network with each other, exchange policing experiences and learn about the challenges women in policing face in neighbouring countries.

The following month, VPF women were lucky enough to be invited to travel to Fiji for a netball tour. I was ecstatic to be able to have the opportunity to travel with the VPF team as their coach.



> Opposite page: Vanuatu Police Force.
> Clockwise from top left: Fijian Police Force and Vanuatu Police Force; Fijian Police Force; Netball bringing people together; Netball runners.

Knowing most of the women did not have runners to use for the upcoming games against Fiji Police Force (FPF), I called upon my colleagues to assist. The Melbourne AFP staff generously donated 38 pairs of netball runners to the VPF team. While I looked a bit ridiculous lugging the 38 pairs of runners from Melbourne, Australia, to Suva, Fiji, the smiles on the VPF women's faces when they realised how many I had, made it all worthwhile. One of the women explained they were even more special knowing other women in overseas police forces were thinking of them.

I didn't know what to expect on the first day at the Fiji Police Academy, as like many of the VPF women, it was too my first time in Fiji. We were all very quickly overwhelmed by FPF placing such a high significance on the trip, building a solid working relationship between the two countries, based purely on the foundation of the FPF and VPF's women's networks and netball teams coming together.

On the third day of the trip, we were honoured to have FPF Acting

Commissioner Isikeli Ligairi open the netball tournament between VPF and FPF and give an inspiring speech. He lauded the vision of VPF and FPF and their respective women's networks for utilising netball as a tool to bring women together.

"I must commend the vision of the organisers to also look at the physical aspect of policing and recognise the need to find ways of uplifting our physical wellbeing and this is a great way to achieve that."

It was very evident that FPF is taking the issue of gender equality very seriously when Acting Commissioner Ligairi said, "there is a growing recognition that investing in women and girls has a powerful effect on productivity, efficiency and economic growth."

The rest of week in Fiji was life-changing for the VPF women. Spending time patrolling the streets on a Saturday night with the FPF women, the VPF women were able to gain the confidence, that they too, could play an equal role in community policing.

The trip was a huge success and an opportunity to strengthen relationships between women from various Pacific policing organisations. It struck me that we all wear different uniforms, operate under different legislation, face different cultural challenges as women police officers, exercise different powers and have different career opportunities; you would be excused for thinking we find it hard to relate to our fellow women police officers. However, this is not that case at all. Put us on a netball court where we show sportsmanship, fairness and teamwork and we realise how similar all women in policing are, no matter the country you represent.

FPF are planning to send their netball team to Vanuatu in 2017 and both VPF and FPF have expressed their ideas to travel to Australia and do similar exchange trips with Melbourne AFP. I have no doubt that netball's role in connecting women across the Pacific will continue to flourish as we appreciate how much we can learn from women in policing organisations around the world.



> Sergeant Suzie MacDonald with her gorgeous namesake Talina-Sue.

Birthday celebrations for police namesake

Heidi Marek

Senior Constable, Far North District, Queensland Police Service

Well this is a story to be told and an honour to behold...

They have stumbled across fame appearing on a 4WD and fishing show and for finding a message in a bottle, but one of the proudest moments for Bamaga police officers Sergeant Suzie MacDonald and Acting Senior Constable Talina O'Brien

would be having a local child named in their honour.

In January 2015, a local grandmother from New Mapoon made a phone call to the Bamaga Police station requesting the correct spelling of two of the station's police officers. When asked why she required that information, the grandmother advised

that she couldn't say and that it was a surprise.

Little did the Bamaga Police officers know that the grandmother's daughter was in labour over at the Thursday Island Hospital. A short time later, another phone call was again received from the very proud grandmother, announcing the arrival of her granddaughter Talina-Sue.



The grandmother advised that her family had named the newborn after two of Bamaga's longest serving female police officers, Acting Senior Constable Talina O'Brien and Sergeant Suzie MacDonald.

Sergeant MacDonald and Acting Senior Constable O'Brien were overwhelmed with the honour and couldn't wait to meet their brand-new namesake.

The officers sincerely thanked the family for their gesture and were keen to ask the mother why she had bestowed such an honour.

"We greatly respect the two officers not only for who they are but for the endless work that they do within our community," said mother of Talina-Sue, Katie Daniel.

"They will be great role models for not only Talina-Sue but many other children in the community.

"We would love to see Talina-Sue follow in the officers' footsteps, maybe one day she might even like to be a police officer."

Since she was born Suzie and Talina have paid regular visits to the family to check on the progress of Talina-Sue.

"It has been an absolute pleasure watching her grow up and she loves it when we put the blue and red police lights on," Acting Senior Constable O'Brien said.

"Sometimes being a police officer can be tough but its special moments like this that make it all worthwhile."

Suzie and Talina were special guests at Talina-Sue's first birthday party recently. The adorable one-year-old of course had a police-themed birthday party; it is reported that the police cake and blue and red flashing lights on the police car were the biggest hits at the party.



> Above, top: Talina-Sue and the police vehicle.
> Above, middle: Blowing out the candles.
> Above, bottom: Talina-Sue showing her namesakes how clever she is at learning to walk.



Celebrating the 2016 Telstra Australian Business Women's Public Sector and Academia Award

Mel Adams

Inspector, Queensland Police Service

The 2016 Australian Telstra Business Women's Awards attracted nominations of the highest calibre across diverse fields and it is a coup to be amongst the nominated recipients. There among them, holding her own, is Inspector Virginia Nelson, Patrol Inspector from Capricornia District, based in Rockhampton, Queensland Police Service (QPS).

In Melbourne during November 2016 the winners of the various award categories were announced. Inspector Nelson, after taking home the State Level Award earlier this year, was the delighted winner of the 2016 Telstra Australian Business Women's Public Sector and Academia Award. Telstra Business Women's Ambassador Mr Joe Pollard said, "She is a true leader as demonstrated by her devotion to social justice and the community".

Not many of us, until now, would equate policing roles with any business-based awards, let alone those as well regarded as the Telstra Business Women's Awards. As the complexity of policing increases the community is recognising the dedication of those like Inspector Nelson.

Mrs Brittany Lauga MP, State Member for Keppel, nominated Inspector Nelson for the State Award and was delighted to see a local woman go on to be recognised and acknowledged at the national level.

"I'm very proud to have nominated Inspector Nelson...She is a great ambassador for her profession and for her gender and sets the bar for young women aspiring to be the best people they can in a world where better women are always needed" Mrs Lauga said.



> Inspector Virginia Nelson accepting her Telstra Business Women Award (Public Sector & Academia).
Photo supplied by Inspector Virginia Nelson.

Inspector Nelson is renowned for her leadership in creating opportunities to develop staff, particularly those in rural and regional communities. She is passionate about mentoring and educating others and is committed to increasing awareness about harnessing and strengthening the diversity of a work force.

"About two years ago I was successful in applying for a secondment to the Australian Institute of Police Management. I left my family back in Queensland and moved to Sydney for a year. The AIPM changes lives with their unique way of getting people to realise their leadership capability. That experience changed my life. I learnt things don't happen to me but for me. Out of adversity comes opportunity. I have discovered what

I can be and I stepped out of blending. I challenge the status quo because women shouldn't blend. We need more women role models and more women in leadership," Inspector Nelson said.

A current mentee of Inspector Nelson, Inspector Mel Adams said, "It is her true belief in the potential of others and her capacity to communicate that, which separates Inspector Nelson from other senior leaders. I have watched this officer commit herself to causes in support of others and that has sometimes challenged the QPS and our norms. At times, this has obviously cost her dearly, emotionally and potentially career-wise. Inspector Nelson does not lose pace; she will adapt and think outside the square in her leadership challenges and in doing that is a role model to all of us."



Women in Criminal Justice

Professors Elaine Gunnison and Jacqueline B Helfgott in the Criminal Justice Department at Seattle University are embarking on a new book entitled, "Successful Women in Criminal Justice" for Routledge. The book is forthcoming in 2018.

In this book, we seek to interview high ranking female criminal justice professionals (ex Chiefs, Directors, Superintendents, Wardens, Judges) across all facets of the criminal justice system (police, courts, corrections, victim services, research agencies, academia, and more) to learn about their rise to the top and solicit advice that they may have for young women entering those careers today.

We hope that you would consider being a part of our book project. If you are interested, it would only take two hours of your time.

We can conduct the interview in-person, via phone, or via video conferencing at your convenience. Unfortunately, we are unable to offer any compensation except formal acknowledgment in our book if you choose to have your name recognized.

We are hoping to schedule our interviews through October 25-June 2017. If you are interested in participating, please let us know and a member of our Research Assistant team will reach out to you to determine your availability.

SEATTLEU CRIMINAL JUSTICE

If you have any questions, please do not hesitate to contact Elaine Gunnison at gunnison@seattleu.edu or Jackie Helfgott at jhelfgot@seattleu.edu. You can find more information about the authors including their CV here: <https://www.seattleu.edu/artsci/criminal-graduate/faculty-and-staff/>

Come to Calgary, Alberta Canada in 2018

ABOUT THE CONFERENCE

IAWP 2018 will address "leading change" in leadership, organizational culture, and subculture within policing. Renowned speakers will discuss recruiting, employment, and retention of employees from diverse backgrounds concentrating on race, culture, gender, religion, sexuality, and family status.

In today's policing environment there is a need to focus on the everyday changes that are occurring as a result of advancements in technology, societal dynamics, and crime issues. Therefore, the conference will provide sessions related to integrated response to crime, building relationships with external agencies, and fostering stronger community partnerships. Professionals with experience in crime prevention, investigations, and offender management will discuss strategies on how to best distribute resources to address crime, while ensuring communities remain engaged with their police agencies.

Website and registration will be up and running by end of January 2017. IAWP2018.org



IAWP 2018
AUGUST 26-30
CALGARY, CANADA





AUSTRALASIAN COUNCIL OF WOMEN & POLICING INC. (ACWAP)

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☐ seek to renew my membership with ACWAP; or

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☐ \$300 – Life Membership

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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)

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