



The Journal for

WOMEN

AND POLICING

Issue No. 37





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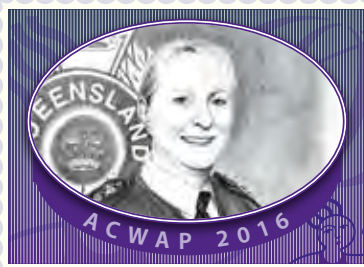
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Sketch by Kelly Womersley, Queensland Police Service

I am currently a plain clothes Senior Constable at North Brisbane Criminal Investigation Branch, South Queensland.

I have been drawing as a hobby since I left high school. I joined the Queensland Police Service (QPS) in 2005 and have spent the majority of my career based in Townsville, North Queensland.

While working in Townsville, my colleagues and I were affected by the assault on one of our fellow officers, Tenelle Luscombe, who received serious injuries. Her assault was the basis for the first of a series of drawings I produced of frontline uniformed police. I produced thirty portraits accompanied by their individual stories. This was exhibited in the Perc Tucker Gallery in Townsville during April 2013.

Since then I have completed a few individual portraits and drawings. It wasn't until last year in 2015 when I relocated to Brisbane in April that I started to draw more police portraits.

I was asked to help with the QPS' National Police Remembrance Day posters and after meeting the families, I produced two portraits of deceased officers Sally Urquhart and Sondra Lena.

I have also completed drawings of three uniformed officers, a communications operator, a Detective Sergeant of Child Protection Investigation Unit on the Gold Coast and the portrait of Chief Superintendent Debbie Platz. These will all hopefully feature in a second exhibition here in Brisbane.

Completing this portrait of Chief Superintendent Platz was important to me to highlight not only high ranking female officers in their field, but to also highlight the work that she does for women and policing.

I am pleased to draw attention to fellow officers who I believe have so much to say. Each officer has walked a different path within the QPS and personally. Other officers and the general public and families of officers respond well and relate to the portraits and stories from the individual officers. We have over 9,000 officers in the QPS and if I could get more of their stories out there I would.

I enjoy this subject matter and hope that it can bridge the gap between the public's perceptions of policing versus the reality of policing.



Front cover

The Queensland Police Union of Employees is a welcome supporter and sponsor for women and policing. Union President Ian Leavers joins outgoing ACWAP President Carlene York to present the 2015 Outstanding Female Investigator award to Federal Agent Kirsty Schofield, Australian Federal Police.

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President's Report

Debbie Platz
President

As your newly elected and proud President I would like to take this opportunity to thank our past President, Carlene York. Along with being an Assistant Commissioner in the New South Wales Police Force, she has worked tirelessly for Australasian Council of Women and Policing (ACWAP) and has played pivotal roles in moving ACWAP across the nation and the globe. We are grateful to have Carlene remain as a member of the Council and I know she will continue to contribute her incredible wealth of knowledge.

Since its inception in 1997, ACWAP has played a vital role in improving law enforcement for women both in the workplace and in the communities policing jurisdictions of Australasia reach. Although ACWAP operates independently from jurisdictions, we realise that achievements of our goals will be more efficient and effective through closer collaboration with law enforcement and community groups.

At our last conference in Sydney, it was pleasing to see 29 countries represented and a cross section of sworn and unsworn members from many jurisdictions.

ACWAP seeks to inspire officers to make a difference to women in policing organisations and communities by recognising and promoting their achievements.

It is my hope that at future conferences we will continue to see a growth of representatives from across our global networks.

ACWAP seeks to inspire officers to make a difference to women in policing organisations and communities by recognising and promoting their achievements. Two main ways we recognise these achievements is through the annual Excellence in Policing Awards and through the biannual *Women in Policing Journal*. In this edition you will read about the fabulous efforts of men and women across the states and territories of Australia, New Zealand and the Pacific. I am sure you will agree that these stories inspire us all to contribute to our communities and ACWAP's goals.

I would also like to take this opportunity to congratulate Senior Sergeant Melissa Hawkins and her team for the success of the Sydney 2015 ACWAP conference.

At the recent Annual General Meeting, a number of new committee members were voted onto the ACWAP Council. I welcome and look forward to working closing with them over the next 12 months. You will be introduced to them in this edition of our journal.

Finally I would like to thank each of you for your involvement with ACWAP. The commitment and dedication of both the men and women of our policing jurisdictions to ACWAP's vision constantly amaze me and I look forward to working with you to increase ACWAP's footprint globally.



Note from the Editor

Julie Crabbe
Editor

For the 2015 spring edition of the *Journal* I welcome the new members on the ACWAP committee and acknowledge the continuing efforts and contributions made by the existing committee members. Without our committee members and the work that they do, ACWAP would not be able to provide the thread between jurisdictions to help improve policing for women.

It is with this edition of the *Journal* that I commence the role of Journal Editor. In doing so, I hope I can achieve the same amount of success and professionalism that our former editor, Phil Green, achieved in these publications. I would like to formally thank Phil for all his time and effort as the significant contributions that he has made have kept the *Journal* fresh and interesting and kept readers informed of the challenges and achievements that have been faced by women and policing.

The profile of ACWAP continues to move from strength to strength.

I would like to formally thank Phil for all his time and effort as the significant contributions that he has made has kept the *Journal* fresh and interesting and kept readers informed of the challenges and achievements that have been faced by women and policing.

Our readership is growing each year and we are reaching more and more people. This in part can be contributed to our social media platform that allows us to reach a larger audience quicker than ever before. Our website has recently been refreshed and I invite our readers to take the time to view our website at www.acwap.com.au. We are always looking at ways of reaching our readers, so your suggestions on how this can be achieved are invited.

ACWAP and *The Journal for Women and Policing* is a great way to share stories and generate discussions within our police jurisdictions and community groups. Your input and contributions are strongly encouraged. Feedback, stories and comments for the *Journal* can be sent to journal@acwap.com.au.

Don't forget to like us on Facebook, follow us on Twitter and share news with your colleagues and networks.

Where will you be in September 2017?

The Australasian Council of Women and Policing Inc are delighted to be partnering with the International Association of Women Police (IAWP) and the Queensland Police Service (QPS) to host the *Global Networks, Local Law Enforcement* conference in Cairns, Australia from Sunday 17 to Thursday 21 September 2017.



Cairns 2017 is a global event in the true sense of the word and presents opportunity for Australasian police and partners to join our global policing community for women and policing. For some of us, it's a once in a lifetime event.

The 2017 conference aims to bring together many hundreds of delegates, presenters and key note speakers from every continent to provide a professional international forum that strengthens and explores policing initiatives for women.

ACWAP and IAWP are renowned for delivering world class events to promote women and policing. Cairns will be the 10th ACWAP conference and the 55th IAWP conference. Formed in 1915, the IAWP mission to strengthen, unite and raise the capacity of women in policing internationally connects seamlessly with ACWAP's vision to improve the policing services provided to women, improve the opportunities and outcomes for women within policing and to participate in the global network of women in policing.

Cairns will link ACWAP, IAWP, QPS and the Queensland Government.

The 2017 conference will explore a number of themes including:

- embedding police employment cultures that are safe, inclusive, respectful and which reflect community standards and expectations;
- making policing a more attractive and rewarding career for women;
- providing recognised, visible and

sustainable skills development for women in policing including effective sponsor and mentor modelling;

- improving police service delivery and policing outcomes to meet the needs and expectations of women in the community;
- developing networks and knowledge management practice to support and connect women in policing, and
- connecting and growing the global network of women in policing.

The focus of these themes will be on the challenges and opportunities that new technologies bring, the significance of providing diverse policing services for communities, women's leadership, policing for young women, and the professionalisation of policing.

QPS Chief Superintendent Debbie Platz was elected ACWAP President in 2015. She will lead the Cairns 2017 Conference and says, "... the conference will provide a opportunity to explore and debate global issues around policing services provided for women and showcase the world's best policing initiatives. It presents an ideal forum to progress current burning global issues such as sexual and gender based violence against women and children."

The 2017 conference will provide an ideal learning and networking forum for police officers, police practitioners, law enforcement officers, federal agents, customs, immigration, quarantine and corrections officers; investigators, managers,

police administrators, lawyers, researchers, academics, activists, students, and advocates for women's human rights.

No one can argue the location for 2017. Cairns is a postcard-perfect pin-up location for Australia and the Pacific. Cairns is the gateway to the Great Barrier Reef and boasts beautiful and warm weather during September. Cairns boasts easy access to Asia, and all Australian and New Zealand cities.

The Cairns Convention Centre was awarded World's Best Congress Centre 2014 (AIPC APEX Awards) and provides a spectacular and renowned venue recognised for its unique environmental design and physical location. The organisers hope to see as many people as possible take the opportunity to visit the Great Barrier Reef and ancient tropical rainforests – all within easy travelling distance from the Cairns Convention Centre.

Planning for the 2017 *Global Networks, Local Law Enforcement* conference in Cairns is well underway. Highlights will include the *All Nations* parade, the IAWP International policing awards and the Australasian Excellence in Policing awards celebrations and formal dinner.

If you want to learn more about the 2017 conference, information will be available on the ACWAP and IAWP websites in the near future.

Start planning now to be in Cairns, Australia, in September 2017.

Register your interest at 2017.IWLEC@police.qld.gov.au



> VicPol's most senior police officer Lucinda Nolan with one of the most junior – Constable Alex Morrell.
> Inset: Kate Jenkins.



The findings from the Independent Review into sex discrimination and sexual harassment, including predatory behaviour in Victoria Police, were published in December 2015. In September of that year, former Victorian Deputy Commissioner Lucinda Nolan and Sex Discrimination Commissioner Kate Jenkins addressed the Conference for Women and Policing in Sydney and spoke about the review process and the reasons this work is important to Victoria Police, to its members, to the broader community and for the profession of policing.

Kate Jenkins

Victorian Equal Opportunity and Human Rights Commissioner

Lucinda Nolan

Former Deputy Commissioner Victoria Police

The Independent Review the Victorian Equal Opportunity and Human Rights Commission was asked to conduct for Victoria Police is large and robust. It contains the largest survey of its type outside of the US military. The review is also unique. Although similar in many ways to the ADF Review of the Treatment of Women, the big difference is that Victoria Police commissioned it – it wasn't an external or ministerial direction.

The Review puts Victoria Police at the forefront nationally on working to set a better standard in their organisation, in their service delivery and, vitally, as a very influential part of the broader community.

More importantly, it puts policing at the front of the pack on gender equity and ahead of major business and government in terms of transparency, accountability and a whole-of-organisation focus.

An ongoing study and reference to the lessons of history is always helpful. Look at where it started. Women have been members of Victoria Police for a little under 100 years. Not too long ago, women police were issued police handbags and court shoes at the Academy and limited in where and how they could work. Women police now make up about 25 per cent of the Victoria Police workforce. This is a good achievement, but is it enough? Has it changed things for the better for women

in Victoria Police? The answer is no. Projects such as the Independent Review aim to address the slow pace of change and entrenched attitudes that cause resistance to improved outcomes and successful change programs.

Many of us have worked toward equity, inclusion, respect and safety for a long time. There are signs that the tide is finally turning. Conversations about women on boards, and about the business case for diversity at all levels of our workplaces now form part of mainstream media discourse.

The pace of change has been slow and sometimes ignores the evidence base. For example, we know that where there is improved gender diversity on boards, >



ideally gender balance, there is greater transparency and improved ethical orientation.¹ Put simply, Fortune 200 boards with women representation out-perform men-only boards by a considerable margin.

There is a growing body of evidence that links gender diversity with improved financial performance in business, particularly in more difficult economic climates. This is a global finding.

Australian initiatives such as BoardLinks (visit www.boardlinks.gov.au) are continuing to support women to business leadership roles – the results speak for themselves. Why the resistance to improved business outcomes and a healthier bottom line?

Victoria Police has much to gain from undertaking this Review. The opportunities are compelling – enhanced capability, improved community confidence, financial performance improvements and the prevention of harm.

We know that improved gender diversity protects women against sexism and sexual harassment in the workplace. There is clear evidence that shows that as the number of women working in an area increases, the dominant culture shifts and some cultural traits that are associated with sexism and sexual harassment are diluted.

We know that when people understand the impact of sexism and attitudinal norms around men's violence against women, they are able to provide better and safer responses to women experiencing harm.

In the context of economic uncertainty and of the increasing evidence of the extent of gender-based harm, including family violence and sexual harassment, there is an urgency to improve gender equity and improve understanding. In Australasia, police workplaces are in a unique position to take the lead and support the communities they serve.

We need to move away from traditional models of complaint, compliance and tinkering at the edges on gender equity to a prevention focus that targets the structural, attitudinal and practice enablers that reinforce the idea that women are of less value, that men and women need to adhere to outdated gender norms and that violence and toughness are credible and valorous.

At the ACWAP Women in Policing Conference held in September 2015, Deputy Commissioner Lucinda Nolan said that the issue of sex discrimination and sexual harassment manifests in many ways, shapes and forms – from inappropriate behaviour to serious sexual and physical assaults.



> Top: Christine Nixon and Kate Jenkins.

> Middle: Lucinda Nolan.

> Bottom: Lucinda Nolan and Kate Jenkins.

She also spoke about how Victoria Police wants to illuminate the problem in the most overt and public way – to set about identifying the attitudes and shifting them. Like former Victoria Police Commissioner Ken Lay, Lucinda believes that sunlight is the best disinfectant and has demonstrated visible, supportive and effective leadership in progressing this important change program. Deputy Commissioner Nolan and the Victoria Police Command are committed to real progress in the organisation, and hope to lead discussion and action in the broader community. This is why the Commission was asked to undertake this review.

The Review team conducted around 150 interviews, both confidential and on the record. We sat down with men and women who told us how they felt and what they had experienced.

We spoke to angry people, frustrated people and people who had experienced significant harm. We also had the overall sense that people love policing, that it is a calling; and that people want the organisation to be the best it can be.

Despite significant harm, people feel very strongly about what Victoria Police can do.

We spoke to many people genuinely excited by the prospect for change and inspired to call us with messages of support and offers of assistance.

We undertook an independent de-identified survey of all current employees and 30 per cent responded. This is an excellent response rate for a voluntary survey and makes it the largest sexual harassment survey:

- ever conducted in the world, aside from US military studies;
- ever conducted in policing worldwide; and
- ever conducted in Australia.

The Review contains an Action Plan including a number of mutually reinforcing strategies and recommendations.

It looks at external influencers and the role of government and the organisation in advocating and acting on the structural barriers that constrain the way in which men and women work at Victoria Police.

It looks at how gender equity is integrated into broader governance, strategy and industrial and economic planning. It looks across the organisation at the levers and mechanisms to prioritise safety and respect.

It shouldn't be risky to tell your story, you shouldn't need to be brave to tell someone what has happened or is happening to you. It should be safe and normal.

It shouldn't be a risk to your safety or your career to stand up for a colleague or call out inappropriate and sexist behaviour.

Managers and supervisors who take a stand and set a standard should expect assurance and support.

The best people should be able to get the job, keep it and do it without hostility based on their gender or difference.

Men and women should be able to reap the rewards of a positive diversity climate and an emphasis on safety and respect.

Reflecting on your own organisations difficulties or shortcomings is best practice, and should be lauded, as I applaud Victoria Police for undertaking this work.

None of us should have to put up with discrimination and harassment, and at Victoria Police, the organisation is looking for ways to take responsibility for women's safety and respect in the workplace.

¹ R Soares, C Marquis & M Lee, Gender and corporate social responsibility: it's a matter of sustainability. Catalyst 2011.



***What you say, what you do and what you prioritise define your workplace shadow.
How do you contribute to a safe, inclusive and respectful work environment? What is your shadow?
Respectful relationships: How we treat one another is reflected in how we police.
Where can I go for advice? Who can I call?***

SAFE SPACE: 1300 364 522

- An external and independent service providing confidential advice, support and advocacy to victims/targets of 'workplace harm'; both current and former employees and their families
- This service is available 24 hours/7 days a week/365 days per year State-wide
- This service is provided by Davidson Trahaire Corpsych Pty Ltd and is independent of the Employee Assistance Program (EAP).

WORKPLACE HARM HOTLINE: 1800 598 846

- Provides advice, triage and referral services to all employees (victims/targets and supervisors) in relation to sex discrimination, sexual harassment and victimisation allegations.

**VICTORIA POLICE
EMPLOYEE SUPPORT LINE:
(03) 9247 3344**

- Wellbeing Services is comprised of five specialist areas; Chaplaincy, Internal Witness, Peer Support, Police Psychology and Welfare Services. The Units provide a tailored response to the wellbeing of all Victoria Police employees who are in crisis/distress or provide assistance to members involved in significant critical incidents.

**VICTORIA POLICE TASKFORCE
SALUS: (03) 8327 6845**

- Tasked to investigate sexual predatory behaviour and serious sexual harassment and discrimination allegations made against current or former Police, PSOs and VPS staff. Can be contacted directly to report a matter. Matters are also referred here from PSC or HRD.

**VICTORIA POLICE WELFARE
SERVICES: (03) 9247 3344**

- Internal witness support for employees engaging with Taskforce Salus.

**VICTORIA POLICE
ORGANISATIONAL
STANDARDS & BEHAVIOURS
BRANCH: (03) 9247 5845**

- Investigate and provide advice, guidance and support to all employees in relation to bullying, discrimination, workplace conflict and VPS misconduct.

Melbourne 2016



On Monday 12 September 2016, ACWAP will join with Victoria Police to present the 18th Excellence in Policing Awards at the National Gallery in Melbourne.

Melbourne 'Excellence 2016' will include a full day police professional development seminar *Leaders of Today. Leading for Tomorrow* on Monday and a related Victoria Police conference on Tuesday 13 September.

Excellence 2016 is an ideal opportunity for the profession to consider the Victorian Equal Opportunity and Human Rights Commission (VEOHRC) review of Victoria Police and what this means for the profession – with a focus on safety, harm prevention and building inclusive and respectful workplaces.

The National Gallery is the cultural heart of this thriving capital city; a stunning backdrop to our annual celebration of the extraordinary men and women who go above and beyond to deliver police service delivery excellence.

Melbourne Excellence 2016 is the springboard to Cairns 2017. Your input, your ideas and your voice will help shape how Australasian policing presents to the global policing community in September 2017.

Please keep an eye out on the ACWAP website www.acwap.com.au for more news on Melbourne Excellence 2016 and Cairns 2017.



ACWAP joins the global women in policing community at Cardiff, Wales

"What a fantastic and unique experience - I met female police staff from countries including Germany, Uganda, Indonesia, Ecuador and Wales - it was great to be able to share experiences and ideas."

The International Association of Women Police (IAWP) 2015 conference attendees were able to mix with over seven hundred female and male police officers from over 70 different countries and from a variety of ranks and roles. The conference took place during the last week of August in Cardiff, Wales, and celebrated one hundred years since IAWP was formed in Los Angeles by the first female police officer to be appointed in the USA - Alice Stebbins Wells.

The president of Kosovo, Madam Atifete Jahjaga, an honorary member of IAWP, attended and spoke at the final dinner. She was formerly a police officer rising through the police ranks before entering politics and becoming the first female president.

The 2015 conference participants attended presentations on a wide variety of topics as well as social events. The Australasian region was represented by a number of attendees from various parts of the region, including Deb Nicholson from Queensland who presented at the conference.

A highlight of the conference is the awards, and former Queensland Police Assistant Commissioner and current Qld Fire and Emergency Services Commissioner Katarina Carroll was awarded the IAWP Leadership Award. Unfortunately Katarina was not able to attend the conference to receive the award, which was accepted on her behalf by Australian policing colleague Deb Nicholson.

The IAWP AGM was held at the annual conference and an Australian (AFP) member, Andrea Humphreys, has been chosen as IAWP Executive



Director by incoming IAWP President Canadian Margaret Shorter. New Zealand police member, Dorothy McPhail was re-elected as the IAWP Australasian Regional Co-ordinator.

In 2017 the IAWP conference is going to be held closer to home in Cairns. ACWAP, QPS and IAWP are partnering to hold the international conference from 17-21 September in Cairns where women and men from police services and law-related agencies from around the world will meet to learn from each other and network. The Cairns conference was promoted at the Cardiff conference and there is already keen interest from police staff from around the world.



> Top: Australasian Police members at Cardiff Castle from where the opening march commenced.
> Middle: Participants from various parts of the world.
> Bottom: Inspectors Deb Nicholson and Jo Aitken join the All Nations march in Cardiff, Wales 2015.



IAWP Conference 2015

Australian and New Zealand police practitioners flew the flag for our Pacific region at the International Association of Women Police 2015 Conference held in Cardiff, Wales. Queensland Police Service was there to see their former Assistant Commissioner Katarina Carroll being recognised with the IAWP leadership award.



> Left: IAWP President Jane Townsley with guest speaker at the IAWP conference dinner President of Kosovo and former policewoman Atifete Jahjaga.



> Middle: Commissioner Katarina Carroll and Deputy Commissioner Ross Barnett.



> Right, top: The IAWP leadership award being accepted by QPS Inspector Deb Nicholson on behalf of Katarina Carroll.



> Right, bottom: Deborah Nicholson presenting at the conference.

Australian and New Zealand police representation at the 2015 IAWP conference in Cardiff, Wales was a small but important part of the 700 plus women police who came together for the 2015 UK conference. Our 'downunder' group is a recognised part of the international community and an important part of how we share, learn and support one another.

Marching in the rain through Cardiff in the Parade of Nations was a great honour for the small contingent from our IAWP region. Delegates were welcomed by Chief Constable Peter Vaughan and IAWP President Jane Townsley during the opening ceremony at St James Place. The delegates then moved to Cardiff Castle for a photo opportunity and to form up for the Parade of Nations march through Cardiff to Motorpoint Arena.

The conference awards presentation lunch was a key highlight for the Australian team, when former Queensland Police Service Assistant Commissioner Katarina Carroll was awarded the IAWP Leadership Award

for 2015. Inspector Debbie Nicholson of the Queensland Police Service accepted the award on behalf of Katarina. Debbie also presented two training sessions during the conference on 'Policewomen and Misconduct', focussing on case studies involving female police officers from Queensland. Both sessions were well attended and the Queensland Police Service has now been asked to provide training information to a number of delegates. It was a fantastic conference for all who attended and a great example of the value and importance of conferencing and sharing best practice in policing.

Throughout the conference a large exhibition featuring police-related charities and support groups was set up in the centre of Motorpoint Arena. The 2017 IAWP Conference committee handed out small Australian mementos and encouraged all delegates to sign up for the 2017 Conference. With Australia hosting the 2017 Conference in Cairns, the Australian contingent also hosted an Australian themed night at the 'Down-Under Bar' in Cardiff.

It was fantastic to see our international colleagues trying to ride a surfboard and eat Australian delicacies such as pies and vegemite. The delegates also attended the Spanish-themed night hosted by the organising committee for the 2016 IAWP Conference in Barcelona.

The conference dinner was another key highlight with the keynote address being delivered by the President of Kosovo, a former Kosovo policewoman who rose through the ranks and gained the highest office in her own country. It was an inspirational speech with the President encouraging all those in attendance to aim to achieve their full potential in their policing careers.

Inspector Nicholson commented, "I strongly recommend all Australian jurisdictions and the New Zealand Police Force nominate their members for the IAWP Awards for 2016 and 2017. Fantastic work is being done by female officers across both countries and I am sure we can pick up some awards in the coming years."



Constable by day, national rugby star by night



> Top: Heather bursts through the defence during a World All Stars vs Indigenous All Stars game this year in Brisbane.

> Above: Having once worked as a jillaroo among kangaroos and emus, Heather is now a jillaroo for Australia wearing the kangaroo and emu coat of arms.

As a child growing up on a remote sheep and cattle property in rural Queensland, Australian Federal Police (AFP) Constable and Australian Jillaroo Heather Ballinger would often ask her father to leave the generator on, just so she could watch the footy on TV.

With no electricity and the nearest town of Longreach hours away, her interest in sport started and grew from there. But access to sport was a challenge from the get go.

"As kids we were quite limited in the sport that we could do," Heather said.

"Participating in things like athletics carnivals meant getting up at two in the morning and being driven for hours to the venue. And by the time you got home it was extremely late at night."

In the first of many hurdles to come, Heather has pushed through time and again. Soon after her first foray into rugby league in 2005, Heather fell in love with the sport and in 2008 was selected to represent Queensland for the Women's State of Origin.

But a serious knee injury prevented her from donning the maroon jersey and kept her off the field for the whole year.

"It was then that people were telling me to give it up, and I said 'no I'm not giving it up'." True to form, Heather was selected again the following year and has played for Queensland every year since.

"When you want something really badly, you'll be amazed at the effort you'll make to fulfil your dreams. My life was pretty much training and work. A lot of hard work went into it all."

These days, Heather can lay claim to an impressive list of sporting titles, including the Women's State of Origin, World All Stars, Auckland Nines, and the 2013 Rugby League World Cup.



The latter was particularly special for Heather, who in the final match scored her first try of the series and helped secure the Jillaroos' first ever World Cup title against three-time reigning champions, the Kiwi Ferns.

"To be able to give several girls in the team their dream come true, it was my proudest moment," Heather said.

Her sights now set on the 2017 World Cup, Heather hopes to become an ambassador in the meantime and raise the profile of women's rugby league.

"We don't get paid anything like the men. Up until 2010 I've had to pay my own way to represent my state and my country. But even now it still costs the girls an arm and a leg to be able to play [at the national level]."

Heather, who currently works in the AFP Operations Team at Brisbane Airport, is quick to point out how supportive the AFP has been of her rugby.

"I've been very lucky with work. They did everything they could so I could play at the World Cup."

It was a twist of fate that brought Heather to the AFP, which almost wasn't to be. Heather's interest in policing also began at home during her time as a jillaroo, where she was determined to join the Queensland Police Service after working closely with the local police officer.

"The country coppers caught my interest. This bloke I was working with was also a musterer in a second job."

But it was at university where a friend suggested that she apply for the Australian Protective Service (APS) instead.

In 2003 Heather successfully applied for



> Above, left: Heather is Player of the Match at the 2012 Women's State of the Origin, next to team captain and Queensland Police Service Detective Inspector Karyn Murphy.

> Above, right: Heather is awarded the Commissioner's Group Citation for Conspicuous Conduct by then AFP Commissioner Mick Keelty.

> Above centre: Heather in her 'other' uniform at Brisbane Airport.

the APS, which, after a number of years as a separate entity, was about to re-merge with the AFP. Completely unbeknownst to her, Heather did not find out until well into her training, and the merger was finalised one week after her graduation.

During her short stint in Canberra as a Protective Service Officer (PSO), Heather yearned to go back to her home state. In 2005 she applied for a transfer to the Gold Coast but was offered Cairns instead.

"I didn't want to quit without trying, so they sent me up to Cairns and I pretty much fell in love with it."

In another moment of fate, Heather joined a budding local league in the same year and played her first ever game of rugby league.

Following the AFP's decision to phase

out PSOs at all major airports, in 2012 Heather jumped at the chance to take part in the Federal Police Transition Program and fulfil a long-time ambition of becoming a sworn police officer.

While in rugby Heather has shot through the ranks, at work she is not concerned about titles.

"I don't care about being a person of rank in the system. I don't mind doing the work behind the scenes, doing all the hard yakka," she said.

Indeed, when the local league folded in Cairns, Heather flew to Brisbane every fortnight just to maintain match fitness. Wanting to be closer to the game, in 2015 Heather transferred to Brisbane, where she now works as an Airport Operations and Bomb Appraisal Officer.

Looking back, Heather recalls her advisory role in the Regional Assistance Mission to Solomon Islands during the 2006 riots as a career highlight. There she found a strange affinity with the rural environment and took it in her stride.

"It kind of reminded me of home in a way, so I really enjoyed it and got an extension for another two months."

Looking forward, Heather hopes one day to join the Canine Unit or become an Air Security Officer. The former brings back another fateful moment in her life, when in 2013 she passed up an opportunity to join the Canine Unit and brought home the World Cup instead. But knowing her resolve, there remains no doubt where she will be in the near future.

For anyone interested in following her rugby journey, you can catch Heather on her official Facebook page.



2015 Awards for Excellence in Policing



Each year ACWAP presents a number of awards for excellence in policing.

On Tuesday 1 September 2015, the 17th awards were held at the magical Luna Park in Sydney as part of the 9th Conference for Women and Policing. The awards and conference were hosted by ACWAP and the New South Wales Police Force and made possible with sponsorship and community support.

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.

The Master of Ceremonies, Jo Howard, welcomed guests, nominees, police, sponsors and community partners to Luna Park 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 cease to inspire – 2015 was no exception. The amount of experience, commitment and achievements in the one room was outstanding. A special thanks goes to the sponsors who so generously support the Awards and to the men and women who took the time to recognise the 2015 nominees. >



> Top: Award recipients at the 2015 Excellence in Policing Awards.

> Middle: Sydney Luna Park made a wonderful venue for the 2015 Excellence in Policing Awards.

> Bottom: NSW Sergeant Luc Nguyen with Vietnam Police delegates in NSW 2015.



THE BEV LAWSON MEMORIAL AWARD

Sponsored by **Ferguson Cannon**

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

Victoria Police Sergeant Michelle Dench has excelled in an area of policing where very few women are employed. She has led the way for female members in challenging themselves to be astute dog handlers and make an important contribution to operations response and investigation. She has mentored, coached and trained numerous police members in their quest to become a dog handler and is well regarded across Australasia for her skills in this critical area of policing which culminated in her being deemed the best dog handler in Australia at the general duties dog trials held in 2013.

THE AUDREY FAGAN AWARD

Sponsored by the **Australian Federal**

Police. 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 the year's nominees.

In 2015, this award was presented to former Assistant Commissioner Katarina Carroll of the Queensland Police Service whose leadership was both outstanding and inspirational as Program Executive, G20 Group with the successful completion of "Operation Southern Cross"



> Top: Michelle Dench receiving the Bev Lawson Memorial Award from presenter Zosia Kilmartin, Ferguson Cannon Lawyers, accompanied by former ACWAP President Carlene York.

> Middle: Katarina Carroll, Audrey Fagan Award Winner, with Commissioner Andrew Colvin, Australian Federal Police, and former ACWAP President Carlene York.

> Bottom: Michelle Dench second from left with VicPol delegates.

> Right: Singing waiter entertains the audience.





security operation. Known for her integrity, respect and utmost professionalism along with her mantra of “failure is not an option”, she provides an exceptional example of the achievements of women in the Queensland Police Service and is role model, mentor and advisor to the women who follow in her wake.

THE CHAMPION OF CHANGE AWARD

Sponsored by the **New South Wales Police Force**, the Champion of Change 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. The 2015 Champion of Change is awarded to retired Victoria Police Chief Commissioner Ken Lay who has raised national awareness on the scourge of violence against women,

driven improved police and community responses to preventative violence programs and initiated a ‘game changing’ independent review of discrimination, sexual harassment and sexual predatory behaviour in Victoria Police that will undoubtedly improve workplace safety for women in policing throughout common law policing countries.

BRAVERY AWARD

Sponsored by the **Queensland Police Credit Union**, this award acknowledges the bravery required to make the community and policing better for everyone. It is an opportunity to recognise more than just physical bravery. It seeks to recognise the bravery of the circumstance 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. The 2015 award was presented to Dr Sarah Benson, Australian Federal Police. Over Sarah’s distinguished 15-year career, she has used her established international expertise to positively impact numerous priority operations, enhance forensic science capabilities in Australia and overseas, and lead and mentor those around her.

Clockwise from left:

- > Sarah Benson, AFP, recipient of the Bravery Award.
- > Accepting the Most Outstanding Female Leader Award Anita Dixon, NZ Police.
- > Joanne McCabe, WA Police, Highly Commended Outstanding Female Leader.
- > Luna Park made a wonderful venue for the 2015 Excellence in Policing Awards.

THE MOST OUTSTANDING FEMALE LEADER

The Most Outstanding Female Leader sponsored by **BankVic** is awarded to a member who demonstrates dynamic and innovative leadership, has mentored and guided others and contributed significantly to their field. For 2015, Senior Sergeant Anita Dixon was awarded this category for her outstanding leadership within the New Zealand Police. A positive leader who has transformed the culture, lifted service delivery, leads by example and cares deeply about the welfare of the community and police staff in the Kapiti policing sub-area. Superintendent Joanne McCabe, Western Australia Police, was recognised as a highly commended award in this category. >



THE MOST OUTSTANDING FEMALE INVESTIGATOR

The Most Outstanding Female Investigator, sponsored by **Queensland Police Union of Employees**, is awarded to Federal Agent Kirsty Schofield, Australian Federal Police. Kirsty is a natural leader, currently leading teams in counter terrorism, applying her significant education and experience in supporting women in policing and improving the way the organisation conducts business. She is an outstanding, innovative investigator who is passionate about her work, and significantly enhances the profile and professionalism of women in policing.

THE MOST OUTSTANDING FEMALE ADMINISTRATOR

The Most Outstanding Female Administrator, sponsored by the **Countrywide Austral**, is awarded to Superintendent Deb Abbott, a 'go-to' police leader who has consistently delivered major change projects and initiatives for Victoria Police. Deb has ensured improvements for women in policing including promotional pathways programs



> Top: Christine Nixon and Andrew Colvin with South Pacific delegates.

> Above: Doneena Henry, recipient of Highly Commended Practitioner.

that have delivered increased numbers of women to supervisory and management roles. Ms Theresa Banks, Victoria Police, was recognised with the awarding of a highly commended in this category.

Clockwise from top left:

- > Kirsty Schofield, recipient of Most Outstanding Female Investigator Award.
- > Theresa Banks, recipient of Highly Commended Female Administrator.
- > Superintendent Tim Hanson recognises Carmel Arthur - Outstanding Practitioner.
- > Carmel Arthur, recipient of Most Outstanding Female Practitioner Award.
- > Deb Abbott, recipient of Most Outstanding Female Administrator Award.

THE MOST OUTSTANDING FEMALE PRACTITIONER

The Most Outstanding Female Practitioner, sponsored by **Crimsafe Security Systems**, was awarded to Ms Carmel Arthur, Victoria Police. Carmel's sphere of influence and achievements as a Victoria Police member are significant. Carmel's reach goes beyond the workgroups of the organisation to the external stakeholders and communities. Carmel has been a champion of Victoria Police's future thinking 'Blue Paper' and she has mentored other women in the art of influence. Sergeant Doneena Henry, Queensland Police Service, was recognised with a highly commended award in this category.



Clockwise from top left:
> Leonie Fordyce, recipient of Excellence in Policing for Women Initiative award.
> Matthew Herring and Renee Van Den Heuvel QPS, recipients of highly commended Excellence in Policing for Women Initiative award.
> Singing waiters wowed the crowd at the 2015 awards presentation.
> Filipa Lini, recipient of Excellence in Policing in the Asia Pacific Region.

EXCELLENCE IN POLICING FOR WOMEN INITIATIVE

Excellence in Policing for Women Initiative, sponsored by **Tait Communications**, was awarded to Senior Sergeant Leonie Fordyce. Over the past six years Senior Sergeant Fordyce has led the Queensland Police Service through significant reform of the domestic and family violence (DFV) policing response, delivering streamlined and enhanced police processes and powers, ensuring victims are effectively protected from future violence, and that perpetrators of DFV are held to account for their violence. Matthew Herring and

Renee Van Den Heuvel, Queensland Police Service, were recognised with a highly commended award in this category.

THE EXCELLENCE IN POLICING IN THE ASIA PACIFIC REGION

The Excellence in Policing in the Asia Pacific Region, sponsored by the **Queensland Police Service**, was awarded to Sergeant Filipa Lini, Vanuatu Police Force. Filipa is known as an outstanding leader, a mother of four children and a role model. She continues to influence and commit herself in representing women in local and Pacific communities and also empowers gender

within law enforcement to advance equality and improve policing for women in the Pacific region by teaching others through various workshops and leading as an example with her innovative ways. Kaboiti Aretateta, Kiribati Police and Prison Services, was recognised with a Highly Commended Award in this category.

In 2015, the judging panel was so impressed with one of the nominees they decided to present an Encouragement Award, which Griffith University kindly agreed to sponsor. Ms Helen Toves, Guam Police Department, has for over 10 years and without promotion, fair compensation and little to no recognition, remained committed and dedicated to improve the Guam Police Department's policing capabilities through continuing IT upgrades and training of police personnel – twenty-four hours a day, seven days a week – acquiring modern policing techniques in consideration of environmental impact factors through the use of technology. The judging panel deemed Ms Toves a worthy recipient for an award in recognition of her dedication to policing.



> Left: Kaboiti Aretateta, recipient of a Highly Commended in the Asia Pacific Region.
> Right: Helen Toves, Guam Police department, recipient of Excellence in Policing in the Asia Pacific Region Encouragement Award.



2015 Conference of Women and Policing



A Queensland perspective

Linda Simpson

Acting Senior Sergeant, Engagement, Queensland Police Service



> Top: March in Sydney celebrating 100 years of NSW policewomen.

> Left: Senior Constable Maha Sukkar presents to the conference.

> Above: Conference plenary sessions were standing room only at Sydney 2015.

I was honoured to attend the conference in Sydney this year as a representative for the newly formed Public Safety Business Agency in Queensland. This year's theme 'Making History: Shaping the Future' certainly reminded me that each and every one of us can make a difference and contribute positively to shaping our future. I would like to congratulate all the Excellence in Policing Awards recipients. I would also like to congratulate all those who showed their support for their colleagues by taking the time to nominate them for awards. I was impressed by the tenacity and dedication of all the nominees. I would also like to thank the sponsors of the conference

and the organising committee for providing me the opportunity to network with so many wonderful and inspiring women and men.

All of the guest speakers were outstanding and there were too many to mention them all. One of my highlights was the entertaining and enlightening talk given by Senior Constable Maha Sukkar from Victorian Police. Maha was the first Arab Muslim police officer to wear a hijab in police uniform in Australia. Maha provided a comical perspective on her role as a multicultural liaison officer and was also accompanied on stage by the very humbling Maha Abdo, the Executive Officer of the Muslim Women's

Association and was last year appointed the NSW Human Rights Ambassador. Maha Sukkar was so determined to join the Victorian Police Force that after having her application declined twice, picked up the telephone and called the Victorian Commissioner directly and her persistence paid off. It just goes to show what you can achieve anything if you have the will and determination.

Two of our QPS officers - Constable Renee Van Den Heuvel and the very supportive and encouraging Sergeant Matthew Herring from Stafford Station in Brisbane - received a highly commended award - Excellence in Policing for Women Initiative. >



> Top: Women from the Asia Pacific are strongly represented at Sydney 2015.
 > Left: NSW Deputy Commissioner Catherine Burn joins Vietnam police delegates at Sydney 2015.
 > Above: ANZPAA CEO Jon White joins conference delegates at the opening plenary.

This also exemplifies the fact that you don't have to have rank to solicit change and make a difference.

I think the thing that struck me most from the conference was not to wait until you obtain a senior rank to feel like you then have the ability to support the women around you. We can give our support no matter what our rank or role and we as women need to do more of it. I personally have put this into action immediately upon my return from the conference. I have put my hand up to be more involved in initiatives and I have

had some very inspiring and motivating conversations with the women I work with.

The conference has renewed my faith in the amount of men who really support the roles of women in the workplace and actively encourage us to aim higher. It was refreshing to see the Northern Territory Commissioner Reece Kershaw go to such lengths as to become the first police service to become White Ribbon accredited and we should encourage more men to attend the conference who will

champion for change when they return to their workplaces and have more conversations around unconscious bias in the workplace.

Just a few more little snip bits of what I took away from the conference: take all the opportunities you can that come your way as you never know where they may lead, know your strengths and weaknesses and always be genuine. I also believe that we should take gender off our position applications to enhance the merit based promotion process.



Reflections from the Northern Territory

Sandi-Lee Bradley
Northern Territory Police



> Top: NT delegates at conference ACWAP.

> Above: Policing flags from the Asia Pacific herald the opening of the 2015 conference in Sydney.

In September 2015, the Northern Territory Police sponsored a record number of delegates to attend the Australasian Council of Women in Policing conference in Sydney NSW. This conference also coincided with the 100 years of women in policing in NSW and the setting of the conference was the beautiful Luna Park. This was a wonderful opportunity for the Northern Territory representatives to not only meet and connect with other women from other policing jurisdictions but with each other. Lifelong connections and professional associations are a recognised benefit from women and policing conferences.

Many of the delegates had never before had the chance to meet women police from around the country and region.

The delegates from Northern Territory were A/Superintendent Sandi Bradley, A/Superintendent Kerry Hoskins, Sergeant Tanya Mace, Mrs Deborah Cleverly, Ms Kendall Fox, A/Superintendent Hege Burns, A/Sergeant Annette Cooper and Senior Constable Donna Cayley. Senior Constable Cayley was also selected to march in the official march on behalf of the Northern Territory Police.

All of the conference presenters were interesting, informative and inspiring.

To be part of a conference with five commissioners presenting on the policing issues faced within each of their jurisdictions was a unique experience. The presentations by the Victoria Police Chief, Graham Ashton AM, Deputy Commissioner Lucinda Nolan and Commissioner Kate Jenkins of the Victorian Equal Opportunity and Human Rights Commission (on the Victoria Police commissioned VEOHRC report on Sexual Predatory Behaviour within that Police Force) and Operation Salas was the standout topic of discussion among participants – both during and after the conference.



Renee Van Den Heuvel
Stafford Police Station



I am a third year police officer in the Queensland Police Service. I am stationed in the North Brisbane Region at Stafford Police Station. I have a very supportive, encouraging and innovative Sergeant, with whom I have worked with to create a positive relationship between police and our local Islamic community. After talking to the members of the Lutwyche Mosque, we were appalled to

hear that the women were experiencing harassment and racial discrimination towards them and their families. These ladies were scared and unwilling to leave their homes without their husbands by their side. I learnt that these women wouldn't take their children to the park, go grocery shopping, drive to the post office or go for a walk, without the fear of being verbally or physically abused.

We thought it was a great opportunity to offer some support and guidance to this vulnerable and distressed group within our community. I created and delivered a presentation to a group of women at the mosque. It was based on personal safety, addressing a person's rights, specifically in relation to offences that they may have seen or experienced; the laws and legislation associated with these; the role and job of police

in Queensland; and strategies and mechanisms to deal with unnecessary fear and confrontational situations. This was delivered in a private and personable environment that allowed these women to interact and ask questions of me as both a police officer and as a woman. I am so grateful that I am able to use my position within the police service, to help make a difference by simply sharing my knowledge and skills and giving them the confidence both in themselves and in their police. Our goal was and will continue to be, to empower these women to feel safe in their own community both in and outside their homes.

Because of the work I had done and the relationships that were developed with this community, my Officer in Charge nominated both my Sergeant and I for



Opposite page:

> Top: WIP march - international delegates.

> Bottom: Constable Renee Van Den Heuvel and Sergeant Matthew Herring.

Clockwise from top left:

> Former Vic Commissioner Christine Nixon is an ACWAP founder and long-term supporter.

> VicPol delegates: Director Eileen Armato (left) and Superintendent Tim Hansen (right) join 2015 award recipients – Assistant Commissioner Deb Abbott (Outstanding Administrator) and Carmel Arthur (Outstanding Practitioner).

> VicPol flag bearer Constable Alexandra Morrell joins police colleagues from Vietnam.

> NSW Commissioner Andrew Scipione helps open the 2015 conference.

> Former QPS Commissioner Bob Atkinson is a long-time ACWAP supporter.

one of the ACWAP awards. My Sergeant and I were sent to the ACWAP awards dinner and the ninth annual ACWAP conference for 'shaping the future'. We were awarded the highly commended award for Excellence in Policing for Women Initiative. While I honestly appreciate the acknowledgement of our efforts and the work we put into this initiative, I find it hard to accept an award for doing something that we vow to do as police officers, supporting and protecting the community.

Before arriving at the conference, I didn't know what to expect and was unsure what I was supposed to get out of my attendance. I was concerned that I was going to be a fish out of water, as I am just a third year Conny attending an interstate conference, hosted and attended by some of the most influential

and successful women in our industry. But, when it started and once I met some of these women, I was put at ease. There were no ranks, no egos, no competition, just men and women there to be inspired and encouraged from our guest speakers and each other. On day one of the conference I was personally approached by the ACWAP former Secretary and Chief Superintendent of the QPS, Debbie Platz. She offered me the opportunity to take part in the conference in a way no junior officer had before. I was asked to chair one of the most influential and successful female panels, for the 'Our Leaders – Lessons Learnt' session. Of course, I said yes and of course I was petrified of messing it up. But, with natural nerves I faced this challenge head on and got up in front of 300+ people and I was rewarded

with nothing but genuine support and encouragement from the majority of those at the conference. After the session I was approached by a number of people at the conference and was provided with positive and supportive feedback. These men and women took the time to approach me, introduce themselves and provide me with positive encouragement. Everything that I felt this conference embodied. This conference has given me a foundation and the confidence to continue getting involved with the community; not letting my rank hold me back; working and collaborating with other like-minded police and stakeholders to achieve our goals and visions; and I hope to inspire others to do the same. I want to continue being involved in the challenges that police face now and into the future.



WA well represented at ACWAP Conference 2015



WA Police was well represented at the ninth Australian Council of Women and Policing Conference held in Sydney from 31 August–3 September.

As well as looking to improve the opportunities and outcomes for women within policing, ACWAP is also concerned with improving the policing services provided to women. The theme of the 2015 Conference was 'Making History - Shaping the Future' and was an opportunity to explore how far policing has come in responding to women in the community, and the women in its ranks and supporting roles.

From a WA Police perspective, a highlight of the conference was the recognition afforded to Pilbara Superintendent Jo McCabe, who was named as Highly Commended in the Outstanding Female Leader category as part of the 2015 Excellence in Policing Awards.

During the conference Supt McCabe, Intelligence Operations Supt Kate Taylor



> Top: The WAPOL contingent at this year's ACWAP Conference.
> Above left: Pilbara Supt Jo McCabe receives her award.

and Office of the Metro Regional Coordinator Supt Mary Brown were also elected to the Management Committee ensuring WA Police will continue to play an important future role in ACWAP.

Acting Deputy Commissioner (Specialist Services) Michelle Fyfe said, while the conference was a wonderful opportunity to celebrate the achievements of women and policing thus far, many challenges still confront us, including the particular challenge of increasing the recruitment of Aboriginal and culturally-diverse women to our ranks.

The conference coincided with the NSW Police celebrations of 100 years of women in policing – a milestone WA Police will achieve in 2017. To celebrate, NSW Police held a march through the Sydney CBD. Perth Detective Senior Constable Melissa Staples represented WA Police in the march alongside other national and international policing jurisdictions.

The 18th Excellence in Policing Awards will be held at the National Gallery Melbourne on 12 September, 2016.



The Journal for Women and Policing has an international audience – use your voice!

Did you know that ACWAP's *Journal for Women and Policing* is the ONLY publication that is direct mailed to every police station in Australia and New Zealand?

Policing can be approached and progressed through the prism of your workplace, your command, your organisation, your nation or your profession. Remember, the profession is global. One of the three pillars on which ACWAP is built is to participate in a global network of policing. It's working.

Leisa James from the Australian Federal Police (International Operations)

is the Police Liaison officer in Islamabad, Pakistan. Leisa is a long-time ACWAP friend and supporter and a true champion for gender equity, inclusion and respect in law enforcement. Following distribution of the Autumn 2015 edition of the *Journal*, Leisa received this email from a policing colleague in Pakistan.

Dear Leisa James

Hopefully you will be fine and enjoying the best of your life. I am working as investigation officer since 12 years in Punjab Police and nowadays working as a trainer in Police School of Information and analysis since last one and half year. Today I got a copy of ACWAP journal 2015 by chance from my library. I started to read it just to kill my free time but I found it so interested that I read it in a single sitting. I was really impressed with the work of ACWAP and IAWP across the globe.

After reading the journal I was of the view that I must join the efforts made by the ACWAP and IAWP to eradicate the gender discrimination within the LEAs (Law Enforcement Agencies). So for this purpose, I offer my services as a volunteer member to work for the ACWAP and IAWP cause in Pakistan or anywhere else.

I offer my services as trainer to share my experiences with other fellow police officers and as a trainee for my personal capacity building or as a member to arrange the ACWAP and IAWP awareness program in Pakistan.

This Journal makes me so ambitious to join this noble cause. I appreciate the efforts made by the organisation of ACWAP and IAWP. Please convey my heartiest regards for the prestigious team members of the team. Waiting for your response about invitation in any event under the cover of AFP, ACWAP or IAWP.



> Alex Morrell and Jo Howard join NSW and overseas police in Sydney 2015.

New President of AFPA

There's a new President of the Australian Federal Police Association. ACWAP congratulates Senior Constable Angela Smith who was voted as the first woman President since the Association commenced in 1942.

Following her appointment to President, Angela acknowledged the support of the Police Federation of Australia and her commitment to working with the profession as the AFP and other jurisdictions approach enterprise bargaining in a tough economic environment.

Angela Smith has broad policing experience having worked at police professional standards, disaster victim identification, collision investigation and general duties.

ACWAP has enjoyed productive discussion with police employee representative groups over the past two years. ACWAP President Debbie Platz has welcomed the support of Queensland Police Union of Employees President Ian Leavers over the past couple of years and looks forward to working with Ian, Angela and the broader Police Federation of Australia as friends and partners sharing common goals.



> Commissioner Forum with Anne Macdonald introducing.

The 2015 ACWAP Conference was held at Sydney's Luna Park in September 2015. The Australian and New Zealand Police Commissioners showed visible leadership and support for women in policing and participated in a Commissioner's panel. Delegate feedback was overwhelmingly positive with delegates recognising the importance and value of police executive engagement and cooperation.

Commissioners Colvin (AFP), Scipione (NSW), Ashton (Vic), Stewart (Qld) and Kershaw (NT) participated in a panel session and at the conclusion of their presentation, each stated what they considered to be one of their pressing issues.

The Commissioners were informed about the Sydney 2015 workshop and asked to consider their 'burning issue' for consideration and workshoping by conference attendees.

ACWAP has since submitted a report outlining conference workshop observations and reflections of more than 200 participants to all Australian and New Zealand Police Commissioners and looks forward to continuing this discussion and shared vision for improved workplace safety, inclusion and respect that will contribute to improved police service delivery.

To facilitate the commissioner panel and related workshop, a range of themes were identified:

- employment and promotional quotas;
- unconscious bias and subconscious bias;

- sex discrimination, sexual harassment and predatory behaviour, and
- women's participation.

Conference participants were given reference material on the individual topics to stimulate conversation in small groups. The forum considered that *all* topics were relevant across *all* jurisdictions.

Time was limited to one hour. Conference feedback and evaluation recognised that this was insufficient time and a missed opportunity.

An overwhelming workshop finding was that the profession would like the Australasian Commissioners being invited to report back to ACWAP on how they have implemented some of the recommendations.

On each of the topics, the key takeaways for the Commissioners are as follows:

1. QUOTAS

Stimulus: 2015 US Study: If a woman holds one of the top five executive positions at a company, the chances of a second woman being appointed in those ranks falls by 51 per cent.

Question: If police jurisdictions adopt quotas in our continually changing environment, how would that look?

Key messages from this session included:

- Quotas alone are *not* considered sufficient to address the current imbalance.

First, jurisdictions need to understand and define/redefine what merit is and ensure that is applied.

- Merit, where applied, is something that *cannot be at a single level* but must be at *all levels* across the organisation.

Questions that must be asked if a jurisdiction were to implement quotas include:

- What would the driver be to implement quotas – a desire for the organisation to represent the community? More women?
- Are quotas enough to address any imbalance?
- Do jurisdictions have the policies that support merit based selections, retention policies, flexible workplaces, mentoring and support programs within the organisations to develop staff?

It was resoundingly agreed that regardless of quotas, base eligibility standards for any role must be met.

Comments on implementation of quotas from participants:

Risk of being seen as tokenism; can be considered discriminatory; likely to be organisational backlash; the term quotas has a negative connotation; will be initially unfair; what does success look like with a quota; why should a figure be put on the number; there must be other alternatives...we need to think outside the box.



It must be noted that there was a significant proportion of attendees that did *not* support implementation of quotas.

There was much discussion about the fact that quotas alone will not solve issues.

2. UNCONSCIOUS BIAS

Stimulus: The Global Gender Gap Report 2013 puts Australia at 24 on the gender gap index, just below the United States. In 2006 Australia was ranked 15th out of 136 countries.

Questions: Why do you think this is happening?

Why does this matter to policing and what should we do?

Key messages from this session included:

- The results of asking these two questions of participants was that resoundingly, there is a belief that *unconscious bias does exist within our jurisdictions*. It was considered critical that jurisdictions realise this.
- Awareness of the existence of the issue is considered the key factor. It could be to the specific needs of a position or the specific recruitment needs of a state/territory jurisdiction.

Suggested areas of improvement included:

- Female representation on each assessment/interview panel.
- “Blind” applications for all positions.
- Unconscious bias training for the whole organisation – individuals need to be able to recognise that it exists and that they are likely to have some biases.
- Change use of language eg: “boss” as it is male orientated.
- Implementing deliverables into SES performance development.

3. SEX DISCRIMINATION, SEXUAL HARASSMENT AND PREDATORY BEHAVIOUR

Stimulus: In early 2015, Victoria Police commissioned a review of more than 17,000 employees of Victoria Police into sex discrimination, sexual harassment and predatory behaviour in the organisation.

Question: Following the Victoria Police commissioning an independent review, do other jurisdictions really have a choice BUT to conduct an independent survey on this issue. Why?

Key messages from this session included:

Participants resoundingly stated that there was a *need for action*.

There was some discussion about the need to measure individual jurisdictions however generally, participants were of the view that the recommendations coming out of Victoria should be taken into each jurisdiction. It was considered an excellent opportunity for all jurisdictions to take consistent action *now*.

The outcomes of the Victoria Police review make it incumbent on all commissioners to have:

- Strong communication strategies;
- Accountability at senior levels and consequences for actions;
- A public commitment to doing something about it;
- A system that makes it safe to report, without fear of repercussions;
- Female support officers in rural/remote areas within and across jurisdictions;
- Monitoring and evaluation of action, and
- Jurisdictional collaboration across Australasia.

The issue of family violence was discussed. This is a societal problem and there is a need to consider the fact that this occurs within policing also.

Conclusion: there is a real opportunity for police commissioners to use social media to send a message across all jurisdictions.

4. WOMEN’S PARTICIPATION

Stimulus: UN special resolution 1325 requires women participation in all key decision making.

In the changing nature of warfare, women continue to be excluded from participation in peace processes.

Questions: As an established international model, do our police organisations need to formalise women participating in key policy and community engagement?

What should our organisations do?

Key messages from this session included:

There was no doubt across participants that there is a need for the voice of women to be heard across all aspects of policing. It is critical for the senior executives across organisations to provide and create opportunities for women’s networks to engage with SES eg: Commissioners panel *within* our organisations. This need extends to our engagement with other agencies/ community groups.

Other considerations for effective community engagement include:

- Ensuring that there are quotas for decision making processes – internal and external

- In policy forums non rank based/ sworn/unsworn and diverse membership is mandated. This applies to all groups such as risk management/WHS.

When consulting with the community, *bring them into the decision making process*. By way of example: if a jurisdiction is considering taking tasers into Indigenous communities, ask those communities effected directly their views. This should include consultation with all facets of the community, including females.

There is a real need to understand that these issues do not just impact on women within but also external to our organisations. Jurisdictions need to apply *equitable access for all groups*, eg: cultural, lingual, sexual orientation.

It may be difficult to formalise diverse representation from the community. Where this is a problem, consideration must be given to encouraging minority representatives to put themselves forward.

Remote policing could be promoted as a way to gain valuable skills for promotions. More work on skill sets are required to effectively police remote communities.

The area of community is where *quotas are also needed*. For community engagement to be as effective as it can be, it is critical to get the correct representation on such committees, panels and boards.

A *diverse* police force will cause and affect change in this area.

5. OTHER ISSUES

Key messages from this session included:

- Borderless policing – there is a need to consider making it easier for seamless lateral and interagency transfers. This extended to having a nationally adopted policy for “swearing in”.
- Forum outcomes – commissioners need to have a collaborative approach in reporting the outcomes/key messages and recommendations discussed at these forums.
- Community engagement – Rather than asking members and community to come to us, go to them and ask the questions.
- Women and policing – be aware of the issues impacting women in policing. Participants observed that some of the commissioner’s presentations did not actually address either female issues or ways to address them.



SAPOL celebrates 100 years of women in policing

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

Mathew Rodda

Reprinted from *Blueprint*

This year [2015] SAPOL is commemorating 100 years of women police in South Australia. It is a time to reflect on the significant contribution women have made to the development of SAPOL, and the ongoing influence women have in shaping the future direction of the organisation.

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

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

Constable Sharynne Grant's career has spanned the past 40 years, in which time has seen the role of female police continue to evolve at a rapid rate. A chance encounter with a friendly female officer by the name of Beryl Blanden inspired the then 11-year-old to become a police officer – an ambition that was realised when she graduated in 1975.

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

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

Having been a Victim Contact Officer at Adelaide CIB for the past two decades, Constable Grant has attended many serious crime scenes. She believes this role highlights the diversity women have brought to SAPOL.

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

An increased emphasis on valuing the different qualities women bring to policing is something retired Assistant Commissioner (AC) Madeleine Glynn noticed during her extensive career with SAPOL.

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

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

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

"When I started in 1976 there were less than 100 female police officers but this has rapidly grown over the years due to SAPOL's progressive approach to expanding the range of opportunities for women in policing."

At the forefront of this approach have been the creation of an Equity and Diversity Section within SAPOL and the advent of the Women's Focus Group, of which retired AC Glynn was the sponsor.

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

FROM ADVERSITY TO DIVERSITY

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

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

Around the same time, Chief Inspector Kathryn Finnigan (now retired) was well on her way to becoming a pioneer for women in SAPOL. She was the first female to be appointed to the Drug Squad and in 1982 became the first female to be made Detective Sergeant.



In 1989 she was the first woman Officer in Charge of a country division (Yorke Peninsula) and achieved another first for SAPOL women by being elected as Deputy President of the Police Association.

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

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

"When I joined there were around 45 women police, including women wardresses who attended to females in the cells," she said.

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

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

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

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

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

NO CEILING TO SUCCESS

Initiatives such as flexible working arrangements, maternity leave, measures to combat workplace discrimination and harassment, and a broad range of career opportunities have all contributed to an increase in the number of female officers serving the South Australian community. Women now comprise 27 per cent of SAPOL's sworn staff, up from 22 per cent a decade ago, with the percentage of female staff increasing each year for the past 20 years.

One of more than 420 female officers who have joined SAPOL in this time is Constable Leonie Brimble. Four years ago she was studying a double degree in high school teaching and arts while managing a clothing store before deciding to embark on a career in policing.

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

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

"In this industry, women are sometimes seen as not having the same strength or physical capabilities as males but these traits are just as important to operational policing as knowledge, communication skills and emotional capabilities," Constable Brimble said.

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

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

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

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

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

CELEBRATING THE 100-YEAR MILESTONE

Numerous events and activities were held throughout 2015 to allow SAPOL employees and the community to commemorate 100 years of women police in South Australia.

A free-standing display has been produced depicting images of women since the first two were sworn in as police officers in 1915. Between June and December the display and an 'Anniversary Book' travelled to each Local Service Area headquarter. Members of the public and police are being encouraged to write their comments and reflections in the book regarding the role women have played in policing.

On 1 December 2015 SAPOL celebrated the 100-year milestone with a parade from police headquarters in Angas Street to Government House. The parade included sworn women police officers and unsworn female employees from across SAPOL.



Queensland Police welcomes their first women motorcycle road safety operators

Road Policing Command, Queensland Police Service

On a dark, cold, wet and miserable afternoon the bike radio crackled to life. "Linda, I dream of riding as well as you are right now," after just a short training program.

The gravely words were those of Road Policing Command Inspector Peter Flanders as he followed Senior Constable Linda Taj Nai through a particularly difficult mountain pass near Brisbane. As one of the first two women to have ever completed the QPS motorcycle course, Linda, part way through her training, had just put on a masterful display of performance bike riding in atrocious conditions. Although he joked over the radio, the Inspector was proud. In a few short days history would be made. This moment had been 50 years in the making for it heralded not only a celebration of motorcycling excellence, but also a celebration of what women in the QPS had achieved in that time.

On the afternoon 7 September 2015, Linda and her counterpart Senior Constable Rozy Henriksen sat nervously with six male officers at the beginning

of what would be three weeks of mental and physical anguish. They were about to attempt to become police motorcyclists. Each had their own expectations, carried their own fears and insecurities. Each had their reasons for being there, but could only imagine the enormity of what lay ahead. Rozy recalls she was apprehensive, "Prior to the course my only experience was on a Kawasaki 636 sports bike. Getting on the 1300 Yamaha would be a massive difference" she said.

Some faces drained of blood when the Inspector announced his expectations of a QPS motorcyclist. They included that he demanded they ride in the rain, cold and heat without hesitation. That their bikes would be spotless at all times and that having a bike was a privilege that was removable. Particularly though, faces remained pale when he relayed that the greatest chance of crashing and getting seriously hurt was within the first six months of qualifying.

None of the participants in the course had decided it was just a good idea at the time and had turned up unprepared.

In the case of Linda and Rozy their quest began over 12 months prior with discussions with their Officers in Charge about the 'what ifs'. What if they secured a position at Road Policing, could they ride a bike? What if they got accepted on a bike course, would they pass? Linda relays she had some insights into her challenges, "My colleagues made me aware that it was an extremely hard course, but I was lucky enough to have support. I should have invested in Voltaren shares though because my muscles were never so sore" she said.

Chief course instructor at the Driving Skills Complex Sergeant Steve Fisher welcomed female officers to the motorcycle course. "There is absolutely no reason why female officers can't manage a big bike. It has everything to do with understanding the dynamics of the bike in motion and applying quality riding processes. It has nothing to do with outright size or physical strength," he said.

Inspector Flanders agrees: "Big blokes often disguise poor technique with sheer strength. That's all well and good until the riding environment changes rapidly.



> Left: The five graduating officers: Acting Sergeant Marty Hogan, Driving Skills Section; Senior Constable Mark Gamon, Mt Ommaney Road Policing Unit; Senior Constable Linda Tajnai, Road Policing Task Force; Senior Constable Rozanna Henriksen, Gold Coast Road Policing Unit; Senior Constable Matt Simpson, Warwick Road Policing Unit with course facilitators and Inspector Peter Flanders of Road Policing Command.

> Right: Senior Constable Linda Tajnai, former Queensland Police Minister Jo-Ann Miller and Senior Constable Rozanna Henriksen.

It's then those who truly understand the bike succeed. In some ways women are at an advantage when that happens. They naturally have soft hands with machinery and understand they have to work with, not against the bike."

Throughout the course Rozy set new standards of dogged determination. She faced the demons of muscling the 320kg Yamaha patrol cycle from its side stand in a constant display of sheer grit. Once mobile she demonstrated outstanding skills and exquisite road sense. She says getting through the first week was probably the most stressful. "That's the week that either makes or breaks you. Fortunately I got through. Good thing I am an extremely stubborn person and all I kept telling myself was giving up is not an option."

During the first week of the course riders focused heavily on slow speed manoeuvring. Each learnt critical techniques to execute u-turns within the width of a traffic lane, to hold the bike barely moving with their feet up and to forward plan to position the machine appropriately. As skills progressed so did the difficulty of each exercise. In a not unusual occurrence, the end of week one of the course saw three riders choose to not continue. Linda and Rozy remained.

Week two saw all participants heavily challenged by high-speed work including emergency braking, lane changing and manoeuvring. The manoeuvring course proved to be a significant hurdle for most riders. Rozy again dug deep when things were not going her way. She jokingly discussed her course challenges, "I didn't care if they kicked me off. I was coming back the next day. They were going to



have to escort me off the premises." A weekend of determined practice saw her return and tear up the high speed manoeuvre course in what a critical veteran police rider described as a highly professional and controlled ride.

As the course ramped up participants began to create the nexus between specific training exercises and real world application. They were taken on city rides, country rides and a particularly very difficult wet, cold, night time back road return trip from Brisbane to Noosa. It was on this ride some of the riders had their light bulb moments. They realised outstanding police motorcycling is not about raw talent but about the systematic application of process and mindset to an ever-changing environment. Rozy recalls "It was my

favourite time on the course. We rode through the mountains as a group and experienced sunshine, rain and then a thunderstorm at night."

After three long weeks of tuition both Linda and Rozy graduated beside their male counterparts. Linda perhaps described the feeling best when she said "It's a good feeling to be able to successfully finish the course as there have been many other participants over the years that have been unsuccessful. Passing the course was the best way to silence people who thought it couldn't be done."

Following the course Rozy took up duty as a full time motorcyclist at the Gold Coast Road Policing Unit whilst Linda at the Road Policing Task Force. Neither is under any illusion that riding for eight hours a day is going to be easy. After her first week, Rozy spoke to her impressions, "I have so much to learn. I love it, I'm going great but I really do have so much to learn. I'm blessed to be working in an office where all my colleagues are so supportive."

Inspector Flanders put Rozy and Linda's achievement into perspective. "Only one other woman has ever attempted this course. That was in the eighties. She withdrew upon finding out she was pregnant. These two officers' names will be in the history books of the QPS. They deserve that place. They have worked damned hard, searched within themselves for that last bit of strength to keep going and importantly, have never given up. What really excites me is that they have opened the door for other women to have a career in Road Policing and hopefully as motorcyclists. It will be an honour to ride beside them."



Balance: Women Leaders in Public Safety AIPM

Acting Superintendent Virginia Nelson
QPS Visiting Fellow at AIPM

In 2015 the Australian Institute of Police Management launched its first program dedicated to women in leadership in public safety agencies across Australia and the Pacific. The program is designed to enhance the skills and knowledge of women leaders and explores the unique challenges for women in achieving roles of influence and responsibility. The most recent program was attended by women from Queensland Police, New South Wales Police Force, Victoria Police, New South Wales Ambulance, Rural Fire Service, Australian Federal Police, Tonga Police, South Australia Police, Western Australia Police, Queensland Fire and Emergency Services, Vanuatu Police, Cook Islands Police, New South Wales Fire and Rescue, the Attorney General's Department, New South Wales State Emergency Service and Public Safety Business Agency (Qld).



> C/Supt Debbie Platz with Terri Irwin, guest speaker on QBalance in June 2015.



> Participants and facilitators of Balance: Women Leaders in Public Safety, representing 11 different agencies from Australia and the Pacific.

organisations around Australia. Their support and commitment is critical to the success of the program and the AIPM extends heartfelt thanks to those women for contributing to this important role in our Balance program.

Importantly for Queensland, Chief Superintendent Debbie Platz has been championing bespoke QBalance programs with the first QBalance program run in Queensland from May to October in 2015. Participants on that program similarly were able to connect, learn and develop the key leadership outcomes from the AIPM Balance program and further QBalance programs are planned.

'Phase two was amazing to be supported by our mentors and the AIPM was invaluable to the program.'
Fiona Hayes – Balance 2/2015

The program is conducted in three phases. The first phase is a residential component at the AIPM and focuses the gender environment and challenges for women, leadership theory, adversity and resilience, leveraging opportunity, social constructs, influence, authentic leadership and personal development.

The second phase sees participants returning to the workplace to explore further the concepts learnt in phase one while continuing ongoing connection with fellow participants, mentors and the AIPM. Participants connect digitally via Google Hangouts, email, phone and other electronic platforms. Participants are supported by the AIPM Education and Library Staff.

The third phase sees participants reconnect at the final AIPM residential in Manly and embeds learning from phases one and two while further developing concepts of resilience, and communication.

Significant program activities around developing presence and immunity to change are a highlight for participants.

Participants are guided through the program by AIPM facilitators as well as expert presenters including Dr Liz Temple from the National University in Melbourne, Charmaine Bourke, organisational psychologist, Rebecca Laksa, from New South Wales Police Force, Andrea Croft, and Jo O'Reilly, Nida Graduate, opera singer, actor and improvisation coach.

Outcomes for this extraordinary program include understanding and practical application of behaviours that make for effective leadership, understanding of the increasing complexity of the public safety environment and the ability to address workplace issues through experiential leadership enabling participants to identify and achieve important goals.

The program is supported by mentors who are senior leaders in various

'A very insightful experience that provoked many new ideals, challenged norms and will stay with me and assist in helping me to become a better leader.'
Janelle Andrews –
Balance 1/2015

Congratulations to all Balance and QBalance participants who successfully completed the programs and are now part of the AIPM Balance Alumni.

The three-phase approach is based on some of the latest thinking in education, recognising most adults do the majority of their learning (70%) in the workplace. Phase one and three are really the supportive elements for learning more effectively in the workplace, and this is done through the sharing of experience (20%) with some formal knowledge (10%). This is not something you can pick up from an e-learning package. This is about learning more about yourself, about others and our workplaces. Feedback for the program has been outstanding and the AIPM will continue to develop and improve the program into 2016.



Queensland Police Service Academy standing tall for White Ribbon Day

On 25 November 2015, over 200 recruits and staff from both the Oxley and Townsville campuses of the Queensland Police Service Academy joined together in standing up and speaking out to prevent violence against women.

Whilst most men do not commit violence against women, when this violence does occur it is typically committed by men. It is men then who have the unique and critical role of speaking out on this insidious social problem.

All members who took the White Ribbon Campaign Oath achieved a positive step towards challenging the behaviours of the minority of men in our community who threaten the safety of women and children, whether that be in their workplace or home.

Police play a critical role in responding to and preventing domestic and family violence. There is a no more important role than to protect those who are affected by domestic and



> Queensland Recruits and Staff standing tall for White Ribbon Day at the Queensland Police Service Academy, Oxley Campus.

family violence, in particular women and children. Whilst there is still much that we can do to help stop all forms of violence against women, this event highlights one role that men

have 'in never committing, excusing or remaining silent about violence against women'.

This commitment extends to our workplaces as well as our homes.

Congratulations, Joanne Clarkson

ACWAP congratulates Joanne Clarkson of the Royal Papua New Guinea Constabulary (RPNGC) on her promotion to Assistant Commissioner.

Joanne Clarkson is the first woman to be promoted to Assistant Commissioner of Police of the RPNGC and is now Deputy Chief of the Bougainville Police Service (BPS). From October 2015, Joanne joined Deputy Commissioner Francis Tokura, who is the Chief of the BPS. Her promotion was celebrated and acknowledged by RPNGC Commissioner Gari Baki.

Former Queensland Police Service member Pat Palmer now works for the PALJP with the Law and Justice Sector in Bougainville.

Pat joined policing colleagues to celebrate Joanne's promotion and said, "It's quite an accomplishment for Joanne and she is being treated like a real celebrity rock star here in Bougainville and also in Port Moresby (POM). Joanne travelled to Buka in October 2015 to take up her position. She told me that people who she has never met are pulling her up in the street offering their congratulations. I spoke with her on the plane and she is very excited about the promotion and is looking forward to the challenge ahead."

Pat is full of confidence in the Bougainville Police Service executive and notes, "I think with those two at the helm only good things can happen".

Joanne was introduced to ACWAP at the 2008 Melbourne conference thanks to AusAid ACC support and sponsorship that allowed Joanne and two other PNG police (Maureen Duwan and Tinol Pakiaapon) to join the conference.

Joanne presented at the 2008 conference and also wrote an article for our ACWAP journal about the history of policing in PNG in 2010. Joanne has been the president of the Pacific Island Chief of Police Women's Advisory group and has recently been leading the constabulary reform on behalf of the RPNGC working closely with the AFP.



Supporting the global network of women in policing – *skills development in action*

This article is published with the permission of the Australian Federal Police and *Platypus Journal*.



> *Women in Police Leadership – Making it Happen* was the special theme of the 38th Asia Region Law Enforcement Management Program in Vietnam.

The Asia Regional Law Enforcement Management Program (ARLEMP) is a long-term partnership between the Vietnamese Ministry of Public Security through the General Department of Police, the AFP and RMIT International University in Vietnam. Originating in 2005, ARLEMP has become a flagship program for emerging police managers and leaders in the region.

The 38th Asia Region Law Enforcement Management Program in Vietnam was a significant initiative for women in leadership.

The 10-day program's all female participants included representatives from Australia, Bangladesh, Bhutan, Cambodia, Hong Kong, India, Indonesia, Korea, Laos, Malaysia, Maldives, Myanmar, Nepal, Pakistan, Philippines, Singapore, Sri Lanka, Thailand, Timor-Leste and Vietnam.

This program was seen as such a significant opportunity to promote gender equity in Asia that the AFP successfully negotiated with the Australian Aid Economic Diplomacy Fund and the Australia-Asia Program To Combat Trafficking In Persons to fully fund the program, a first for ARLEMP.

The program aim was to enhance women officers' professional capacity, confidence and resilience. Participants built robust networks, enhanced leadership and management skills and improved their communication, presentation and technical skills.

The program featured on the front page of Vietnam's Communist Party newspaper, highlighting the importance and need for the program within the region. This unique program was an important milestone for the ARLEMP and a significant opportunity for many participating police agencies to bring women's leadership issues to the fore.

The ARLEMP has featured the gamut of transnational crime from corruption and foreign bribery to people smuggling and high-tech crime. ARLEMP 38 was specifically designed to identify and develop emerging female law enforcement leaders.

Foreign Affairs Minister Julie Bishop recognised the benefits of both the JTCC and ARLEMP in strengthening Australia's 42-year relationship with Vietnam.

Ms Bishop represents the Australian Government and with the Ambassador for Women and Girls, Natasha Stott

Despoja, works collaboratively to promote gender equality and to ensure that the empowerment of women and girls is a central pillar of Australia's government diplomacy. The Department of Foreign Affairs and Trade has recognised that ARLEMP contributes significantly to maintaining multi-lateral law enforcement relationships between Australia and regional partners.

The response to the program was overwhelmingly positive. Course feedback highlighted just how important the program was for women leaders who may not have the same opportunities at home.

"ARLEMP is great for me. This is the most significant opportunity in my police career to learn about management and transnational co-operation. In one week, it is really building my confidence in this area. I feel I am developing my skills as a manager."

Another stated: "I've never had an opportunity like this in my career to speak with so many inspiring women leaders from different walks. It expanded our thinking and realisation about role models and gave helpful ideas for our own professional situations. Thank you to all."