

*The Journal  
for  
Women  
and  
Policing*

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# The Journal

for women and policing

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**Cover:**

*Edmonton 2001: Charmine Quade, Lola Scott,  
Andrea Humphrys and Peta Yabsley, part of  
the Australian delegation to the IAWP  
conference with a mother and daughter team  
from the Canadian Mounties.*

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GNC stores are staffed by naturopaths and sports specialists and have become renowned for their superior level of customer service. All stores carry the high quality GNC brand of products from the USA (such as GNC Pro Performance) plus other popular brands from over 100 health companies such as EAS, Muscletech, Blackmores, Swisse, Nutra-Life, In Essence and Aussie Bodies.



# editorial

This edition of The Journal for Women and Policing addresses the issues of women and their status within the policing environment, what has happened in the past and what is in the pipe works for the future.

We have a history of Victoria Women Policing, setting down the history, the difficult road trodden by the adventurous few. Their celebrations for 85 years in policing and how these early policewomen were committed to their careers is a great read. Congratulations on this great occasion.

Melinda Tynan and Helen McDermott have raised many issues with their contributions on where our women are, and their effort with the up coming joint October conference in Canberra will be a tremendous experience for all those participating. Many international personnel will be visiting giving to those who attend wise and visionary words of encouragement to continue striving toward greater equality and recognition.

The Council's belief that encourages good leadership, mentoring and serious commitment is most evident in the planning of the Conference. The attendance to discussion days and Women's day breakfast sessions over the past few months has indeed attested to that fact.

We have new contributors in this issue and for their interesting and informative stories, I pass on my thanks. There is always room for more stories and I'm sure out there amongst our many jurisdictions, there are indeed many, many interesting tales, photos and little snippets of news to be shared.

Share more with you in our next issue.

Margaret Rhodes  
Editor

## Report on the 39th IAWP Conference, Edmonton Canada

By Melinda Tynan

A large contingent of Australian women travelled to Edmonton in September 2001 to participate in the 39th Annual International Association of Women Police (IAWP) Training Conference, liaise with IAWP members and to encourage IAWP members to travel to Australia to take part in the joint Third Australasian Women and Policing Conference and the IAWP 40th Annual conference in 2002.

The Australian representatives to the Edmonton conference included Helen McDermott, Melinda Tynan and Lola Scott from the Australasian Council for Women and Policing and Federal Agents Charmaine Quade and Andrea Humphrys from the Australian Federal Police.

The ACWAP members of the delegation also met with the IAWP President and executive members and negotiated the final details of the contract for the 2002 conference. This provided an invaluable opportunity to ensure that the agreement between the IAWP and ACWAP for the conference was satisfactory for both parties.

These contract negotiations were an important task for the ACWAP representatives. It was only the first time the IAWP had held a conference in the Southern Hemisphere and was not usual in that the conference is being held in partnership with a sister organisation, rather than an IAWP affiliate.

The Edmonton conference was a great success for the IAWP and the Australian delegation. Despite it being held only two weeks after the World Trade Center attacks in New York, the conference was well attended by female officers from around the world.

The Australian exhibition booth was popular and able to provide prospective travellers to Australia in 2002 with a wealth of information about travelling to and within Australia. ACWAP also took a substantial number of registrations for the 2002 conference at the booth during the conference.

Attendance at the conference was critical to the

success of the 2002 conference in Australia, as it provided both Council members and AFP members with essential insights into what it takes to develop a highly successful and stimulating conference experience.

As all the Australian delegates to Edmonton were also members of the joint ACWAP and AFP Organising Committee members for the 2002 Women and Policing Globally Conference, all members were able to put this invaluable experience to good use in preparing for a spectacular conference in Australia in 2002.

For many of the delegation this was their first IAWP conference and participating in this conference gave them insight into the difference between the expectations of Australian conferences and IAWP conferences.



*A unique part of an IAWP conference is the All Nations Parade.*

## Improving Policing for Women Globally

By Helen McDermott

In October 2002 in Canberra a landmark event for women around the world will be taking place.

Women, men, policy makers, unions, police, law enforcement officers, police, academics and activists will come together to see how to improve policing for women globally.

From 20 to 23 October the Women and Policing Globally Conference will incorporate the Third Australasian Women and Policing Conference and the 40th Annual International Association of Women Police Training Conference.

The conference will explore best practice in police services. Employment and recruiting practices will be compared internationally with speakers from the United States, Europe, Africa and the United Kingdom presenting papers on the current status of women in policing internationally, examining best practice and suggesting future strategies.

Protecting and policing women's human rights will be a key topic for the conference. Leading academics, practitioners, activists and policy makers will examine issues such as trafficking in women and children, prostitution, and women and peace keeping in regions of conflict.

Developing and utilizing international networks is the third stream of the conference. The conference itself will not only be a great opportunity to meet and discuss issues with women from around the globe, but the sessions that focus on developing local, national and international networks to improve policing for women and will have a long-term impact on women globally.

This conference will be hard work. The sessions are crammed with internationally and nationally recognized speakers as well as practitioners who are discussing issues at a local level.

Examples of the papers being presented are

- Peacekeeping and the roles and mandates of peacekeepers and their impact on the recovery and empowerment of the local populations, particularly the women.
- Prostitution and whether the current international trend of legalising or decriminalising the industry has an impact on the traffic in women
- Recruiting issues
- Flexible employment practices
- Indigenous women in policing
- Child sexual assault and its relationship to domestic violence
- The treatment of female sex offenders and female sex victims in some Middle-Eastern criminal justice systems
- Harassment, discrimination and bullying in policing
- Women's access to the justice system

As well as contributing to the outcomes of public policy development through the discussion at the conference, delegates will also be able to attend workshops to develop their own skills. For example one of the senior lecturers/trainers from the FBI Academy in Quantico is holding a workshop on Conflict Management. Other skills workshops at the conference include Dealing with Sexual Harassment and a very special workshop by Ann O'Dell on Domestic Violence Training.

In addition to the workshops during the conference, on the Thursday after the conference three all-day sessions are available (for an additional cost), they are:

- Promotional Assessment Centres
- Policy Development in Law Enforcement
- Leadership and Policing

As with previous Australasian Women and Policing

conferences, the last day of the conference will include workshops that draw together all the discussions and develop strategies and outcomes.

The conference is a joint conference between the Australasian Council of Women and Policing and the International Association of Women Police (IAWP). It is being hosted by the Australian Federal Police.

As a joint conference with the IAWP, many of the IAWP traditions are being included in the conference, which will make it unique in Australia and quite spectacular.

For example, the conference commences on Sunday 20 October with an All Nations Parade. For those of you who know Canberra, you will be able to imagine how spectacular having 1,000 women in the variety of policing uniforms from around the world march down Anzac Parade from the Australian War Memorial and along Constitution Avenue to the Convention Centre.

The Conference Dinner will also include the Annual Australasian Women and Policing Excellence in Policing Awards Dinner. Nominations are now open for the Excellence in Policing Awards and to obtain more information or a nomination form, please contact Helen McDermott on [helenmcd@ozemail.com.au](mailto:helenmcd@ozemail.com.au) or 0417231838.

**When:** 20 to 23 October

**Where:** National Convention Centre, Canberra

**Who:** Anyone (police, union or public) interested in improving policing for women globally

**Cost:** starting from \$700 for ACWAP members paying by 30 October

**Website:** [www.auspol-women.asn.au](http://www.auspol-women.asn.au)

**Contact:** conference bookings, registration brochures and sponsorship opportunities - Conference Co-ordinators - 02 62929000 or email [confco@austarmetro.com.au](mailto:confco@austarmetro.com.au)  
conference information - Helen McDermott - 0417231838 or [helenmcd@ozemail.com.au](mailto:helenmcd@ozemail.com.au)



# conference program

## Sunday, 20th October 2002

- 2:00 All Nations Parade and Flag Presentation Assemble at War Memorial  
Conference Photograph and IAW Regional Photographs  
All Nations Parade to Convention Centre
- 3:30 OPENING CEREMONIES AND KEYNOTE ADDRESS  
Pru Goward Sex Discrimination Commissioner
- 6:00 WELCOME RECEPTION and TRADE SHOW OPENING

## Monday, 21st October 2002 (draft)

### 9:00 WELCOME AND KEYNOTE ADDRESSES

**Senator the Hon Amanda Vanstone**, Minister for Family and Community Services Welcome and Introduction  
**Anne Gallagher** Adviser on Trafficking to the UN High Commissioner for Human Rights Violence Against Women and Women's Human Rights  
**Frances Heidensohn**, University of London, UK, Why Do We Need Women in Policing? The History of Women in Policing  
**Jude McCulloch**, Deakin University, Australia Paramilitary Policing and Women  
**Christine Nixon**, Australasian Council of Women and Policing Background, Scope, Expectations and Outcomes

### 11:00 Morning Tea

### 11:30 INTERNATIONAL STATUS OF WOMEN IN POLICING

**Jennifer Brown**, University of Surrey, UK International Comparisons Overview and Key Issues  
**Margie Moore**, National Center for Women and Policing, USA Status of Women in Policing in the United States  
**Tim Prenzler**, Griffith University, Queensland, Status of Women in Policing in Australia and New Zealand  
**AnnaLena Barth**, President, European Network of Policewomen, Sweden Status of Women in Policing in the European Community  
**Hellen Alyek**, Uganda Police Force, Africa

### 12:30 Lunch

1:30	Concurrent Sessions: INTERNATIONAL COMPARISONS					
	Policing Domestic Violence	Women in Policing	Women and Management	Sexual Violence	Violence Against Women	Policing Internationally

### 2:30 Afternoon Tea

3:00	<b>Women and Peacekeeping</b>	<b>A Distance from (the) Norm: Coping and Adapting in a World of White Heterosexual Males</b>
	<p><b>Speakers including:</b> <b>Julia De Boos</b>, Mercy Hospital for Women, VIC Peacekeepers and Peace: Peace for Whom? <b>Elsina Wainwright</b>, Australian Strategic Policy Institute The importance of policing for women in regions of conflict and post-conflict <b>Delia Quigley</b>, Australian Federal Police, ACT Women in Peacekeeping <b>Justine Adamek</b>, Australian Federal Police, ACT - Kosova 2000</p>	<p><b>PANEL</b> <b>Jennifer Brown</b>, University of Surrey, UK Distance from Norm - Coping and Adapting in a World of White Heterosexual Males <b>Frances Heidensohn</b>, University of London, UK Women and Policing in the Twentieth and Twenty-First Century: Gender, Identity and Choices <b>Marisa Silvestri</b>, South Bank University, UK A Minority Within a Minority - Women as Police Leaders</p>

**4:30 INTERNATIONAL STATUS OF WOMEN IN POLICING**

Margaret Quirk, Government Whip, WA, *Rhetoric versus Reality*

Ulvie, Estonia Police, *Women Policing and the Transition to Independence*

**5.00 PANEL**

Anne Gallagher Adviser on Trafficking to the UN High Commissioner for Human Rights *Violence Against Women and Women's Human Rights*

Christine Nixon, President, Australasian Council of Women and Policing, Australia

AnnaLena Barth, President, European Network of Policewomen, Sweden

Margie Moore, Director, National Centre for Women in Policing, USA

Frances Heidensohn, University of London, UK

RAPPORTEUR, Jane Mugford, *Summary of Day One*

**5:30 ACWAP AGM**

**5:30 IAWP Regional Meetings**

**7:00 San Francisco Hospitality Event**

**Tuesday, 22nd October 2002 (draft)**

**9:00 WOMEN, VIOLENCE AND POLICING GLOBALLY**

Chair: Rosemary Calder, Commonwealth Office of the Status of Women

Ann O'Dell, STOPDV Incorporated, USA, Domestic Violence

Michael Flood, Family Planning, ACT, Men, Crime and Policing: Building Cross-Gender Partnerships

Hellen Alyek, Uganda Police Force, Africa, Harmful Cultural Practices Against Women and Children (Girl Child) in Uganda/Africa

Libby Lloyd AM, National Committee UNIFEM, NSW, Mainstreaming Gender into the Police and Criminal Justice System: UNIFEM Interventions

Phil Cleary, Phil Cleary Enterprises, VIC, Women, Violence and the (Australian) Criminal Justice System

**11:00 Morning Tea**

**11:30 Concurrent Sessions: WOMEN, VIOLENCE AND POLICING GLOBALLY**

Organisational Barriers	Recruiting Women	Policing Women's Human Rights	Diversity	Domestic Violence and Crime Prevention	Trafficking in Women	Best Practice Models	Child Protection
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**1:00 Lunch**

**2:00 Concurrent Sessions: BEST PRACTICE INTERNATIONALLY**

Best Police Practice for Women in the Community	Profession Issues	Women in Government Investigation Units	Diversity	Feminist Dilemmas for Policing	Writing Your Legacy (workshop)	Dealing with Sexual Harassment (workshop)	Organisation Barriers
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**3:00 Afternoon Tea**

**3:30 Concurrent Sessions: WOMEN AND POLICE INTERNATIONALLY**

Status of Women in Policing	Conflict Management Leading by Example (Workshop)	Domestic Violence Training	Crime, Globalisation and Policing Policing	Employment Practices in Policing	Investigation Sexual Assault	TBA
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5:00 Bid Presentations for IAWP 2005 and 2006

7:00 Awards Dinner

### Wednesday, 23rd October 2002 (draft)

9:00am **RAPPORTEUR** Jane Mugford - Summary of Day Two and Welcome to Day Three

#### **WOMEN AND POLICE NETWORKS INTERNATIONALLY**

Chair: *Frances Heidensohn, University of London, UK*

**Anna Lena Barth**, European Network of Policewomen, Sweden, *Women in Policing in Europe*

**Terry Swann**, The International Association of Women Police, USA

**Margaret Hogan**, The Police Association of Victoria, *Police Federation of Australia, Women's Advisory Committee*

**Helen McDermott and Melinda Tynan**, Australasian Council of Women and Policing, *Where to from 2002?*

**Audrey Fagan**, Australian Federal Police, ACT, *Women in Law Enforcement Strategy - A Commonwealth Network*

**Maria Appelblom**, Stockholm County Police, Sweden, *Nordic-Baltic Network of Police Women*

**Anne Dellaca**, Australian Federal Police, Commissioners' Australasian Women in Policing Advisory Committee, *Influencing the Decision Makers: The Commissioners' Australasian Women in Policing Advisory Committee*

10:45 Morning Tea

11:15 **PANEL: TERRORISM**

Chair: *John Murray, ACT Chief Police Officer*

**Margie Moore**, National Centre for Women and Policing, USA, *United States Anti-Abortion Extremists/International Activities*

**Terry Tobin**, NYPD, *Women of Ground Zero*

**Kathy Burke**, Formerly NYPD, *Women Police and 11 September*

12:30 Lunch

1:30	<b>WORKSHOPS</b>						
	<b>WHERE TO FROM HERE?: DEVELOPING OUTCOMES AND STRATEGIES</b>						
	W1	W2	W3	W4	W5	W6	W7

3:00 Afternoon Tea

3:30 **POLICE COMMISSIONERS PANEL: WHAT ARE THE THREE KEY COMPONENTS POLICING NEEDS TO IMPROVE FOR WOMEN?**

Chair: *Dr Adam Graycar, Australian Institute of Criminology, ACT*

**RAPPORTEUR** - Jane Mugford *Summary of Conference*

5:30 IAWP AGM

7:00 Aussie BBQ

### Thursday, 24 October 2002

9:00 **Optional Post Conference Field Trip:**

1. Goulburn Police Academy
2. Australian Federal Police Tour

10:00 **Optional Post Conference Training Sessions:**

1. Promotion and Police Assessment Centres
2. Policy Development in Law Enforcement
3. Leadership and Policing

# Only 100 Years?

By Robin Tennant Wood – Trust the Women Community Coordinator

The 100-year anniversary of the Commonwealth Franchise Act, that gave Australian women the right to vote and stand in federal elections, was marked on June 12th 2002.

But this was an incomplete centenary because the Franchise Act denied the right to vote federally to 'aboriginal native(s)' of Australia, Africa, Asia or the Islands of the Pacific except New Zealand unless covered under Section 41.

The Trust the Women Convention held in Canberra from 11th - 13th June 2002 also marked 2002 as the 40-year anniversary of Indigenous people gaining the right to vote federally in Australia. The balance of 2002 provides a continuing opportunity for women in communities around Australia. This is an evocative time for women leaders no matter what the context- to encourage reflection and new energy to promote the status of women in Australia.

One of the main themes of the Trust the Women Convention was how long some of the things that need to be done are going to take. Women left the Convention with much food for thought about the role of Australian women in the social, political and constitutional future of our country.

The need for continuing work, at so many levels, passes from each generation of women to the next. And, while we look back to what has been achieved much more importantly - we must also find ways forward.

What can you do in your role, position or community to use the centenary and the 40 year anniversary to create new momentum?

A Convention!

Over 170 delegates attended the Trust the Women - women's convention from June 11-13, representing institutions, organisations, government departments, governments at all levels, political parties and, importantly, themselves. They came from all corners of the country, Torres Strait to Tasmania; the Pilbara to the Pilliga; Moree to Melbourne; Darwin to Dog Swamp; and Adelaide to Alice Springs.

A truly inspirational group of diverse, active and positive women's leaders.

In a full program held over two and a half days, delegates heard a total of 38 papers, which covered a range of subjects relating to women's participation at all levels of civic and political life. Most of the papers are now available on the Convention website.

<http://www.wcc2002.asn.au/program/index.htm>

The outcomes of the Convention consist of:

- The Statement of Regret and Apology
- The Convention Statement titles - Women Living Democracy Resolutions,
- Statement of Themes and
- Action Issues.

Women gave of their best during the Convention. For example, Eva Cox and Moira Rayner being unable to present their joint paper in person were nevertheless there in force through the efforts of Erica Lewis and Chelsey Bell, who delivered the paper in their place. Kiri Hata, Chair of the Australian National Committee for Refugee Women, led singing at the Convention dinner with Linda Crebbin from ACT Women Lawyers putting the ball in motion and Kerry Arabena egging everyone along.

The Convention came to an end on Thursday with a public Night Sitting at Old Parliament House, for the debate "Woman Should Never Have Got the Vote."

Alex Sloane umpired the hilarious, scathing and scintillating display and Rachel Berger helped turn up the heat.

The negative team (Kathy Gallagher, Liz Young and Ros Dundas) of course won but the affirmative team (Robin Tennant-Wood, Kate Carnell and Samantha Maiden) held out to the last breath.

Outcomes from the Women's Constitutional Convention 2002:

1. That the Trust the Women Constitutional Convention 2002 support Indigenous Australian Women in the establishment of a National Indigenous Women's Secretariat by whatever means and networks at our disposal.
2. This Convention, calls on the federal government to restore funding to the National Women's Non-Government Organisations funding program. The government has announced the intention to commission an artwork commemorating the centenary of women's suffrage which has been reported as having the same value as the money removed from the program: \$500,000. It appears that Government considers that a more appropriate commemoration of Australian women's suffrage, than to acknowledge the importance of supporting the voice of a broad diversity of women's organisations, with particular recognition of the need for an Indigenous women's voice.

For more information contact:  
National Coordination Office  
GPO Box 3148, Canberra ACT 2601  
Phone: (02) 6247 6679 Fax: (02)6257 3070

## Australasian Council for Women and Policing Inc. (ACWAP)

# Why Join? A New Committee Members Perspective

As a member of the Australian Federal Police (AFP) Southern Women's Network, I was invited to attend the 2001, annual general meeting (AGM) for ACWAP.

I arrived at the venue expecting to listen to a group of women discussing ACWAP business, what this meant, I was not sure, however I had the expectation that I might be bored. I did see this as an opportunity for me to meet and listen to Chief Commissioner Christine Nixon, of the Victoria Police, who would no doubt give a speech as part of the meeting. This alone was enough incentive to get me there.

I was not bored, I found the group to be focussed, interesting and the discussions to the point. Christine Nixon did give a speech and I found this to be informative, encouraging and stimulating.

Nominations were called for and I was nominated. I was initially not keen on the idea, being that I am busy with my existing life. However I accepted the nomination, seeing the positive side and the fabulous opportunity this presented for me to network and further my contacts within various Women's networks, both externally and within the AFP.

My first committee meeting was in February 2002, to determine the ACWAP Strategic Plan for 2002 - 2005. This meeting consisted of a day, at the office of Christine Nixon, at VICPOL HQ, Flinders Street MELBOURNE. The day was again, focussed, enlightening and I enjoyed the day immensely meeting all the participants and of course, the chairperson, Christine Nixon.

My perspective had suddenly changed totally. I now see my participation as a committee member of ACWAP as an opportunity for personal development, growth and achievement.

I was initially hesitant thinking, what could I contribute to this group of women, who have numerous years experience and expertise in policing and related women's issues? My concerns proved to be unfounded, as I was able to contribute and my experience was relevant. I also saw the opportunity for learning, and like to take advantage of all opportunities presented to me. The environment was friendly, casual and rank free. I felt that we were all of equal standing and our opinions equally valued. So, I say to all you women out

there, your experience is relevant and important. It is irrelevant whether you have been in policing for one year, or 25 years, or are sworn or unsworn, ACWAP want you. You do have something to contribute.

Since joining the committee I have realized another opportunity, to contribute to this magazine, The Journal for Women and Policing, which is the ACWAP magazine. This magazine is for all persons interested in issues relating to Women and Policing. The editor is pleased to receive contributions from all, especially articles related to women and policing issues. So for all of you who have always had a journalistic fantasy, here is a friendly open forum to take advantage of.

The council is focussed on establishing a global network for women in policing, improving the position of women in policing, and improving the policing service provided to women. The council also provides an arena for networking and liaison. The council consists of women from multiple jurisdictions who are voluntarily on the council and are not specifically representing their organisations. Women from all Australasian Policing organisations are most welcome to join. I am writing this piece in the hope of encouraging all women in all aspects of policing to consider joining ACWAP and to attend council meetings when they can.

Reasons for joining the council are:

- To be informed of current issues, trends, and achievements
- To be informed of upcoming events and functions.
- To receive The Journal
- To participate in conferences and meetings.
- Network with senior women in policing.
- Network with women in other policing organisations
- Expand the network, bring along your colleagues.
- Great for the resume
- ACWAP publishes this fantastic magazine, which exists for everybody to contribute to.
- To participate in an organisation for you.

Give us a call, write to us and be involved.

Melita Sterling

## The Changing Face of Victoria Police

By Jacqueline Sebire

- Melbourne's Gay Pride March

- Breaking down the Barriers

- Step forward against Discrimination

The homosexual community in Australia has fought a long battle with society in its struggle for equality and justice. However one of the most notable and admirable fights is that of the gay members of Victoria Police.

"The exact number of gay and lesbian members serving in the Victoria Police Force is difficult to gauge", wrote Sergeant Mark Keen. "Current estimates run at between five and ten per cent"

The divided opinions regarding the controversial presence of homosexuals in the police force were intensified in January this year, when St. Kilda hosted Melbourne's Gay Pride March. It was the first time uniformed police officers were allowed to participate, and the enthusiastic involvement of Christine Nixon marked the first time a Police Commissioner has marched in a gay event in Australia. Although the march was not collectively met with support, it was nevertheless a significant step forward in breaking down the discrimination barriers within Victoria Police.

This breakthrough signals the beginning of a new era in tolerance and support towards the gay community, particularly regarding the presence of gays and lesbians in the police force. An instrumental figure in gaining support for gay police members is Inspector Jill Wood. Inspector Wood was the first female police officer in Victoria to disclose her sexual orientation publicly after new legislation in the 1980s no longer declared homosexuality a crime.

This public stand against discrimination taken by Inspector Wood five years ago has been a source of inspiration for many homosexual members in the police force. Once described as "the most 'out' lesbian police officer in Australia" by the Executive Director of the Victorian Council for Civil Liberties, Inspector Wood's openness signals a changing of the times where people should no longer feel they have to suppress their sexual orientation.

Prior to 1995, assistance for gay and lesbian members of the Victoria Police Force was virtually non-existent. There was no formal mechanism for support or advocacy, nor at that time any legislative protection against discrimination. Since then, there have been several initiatives employed to provide support and guidance towards gay police officers. This is a far cry from just five years ago when the then Police Minister, Mr Bill McGrath said "there's no place for homosexuals in the police force". This comment "got the gay community really off side" recalls Inspector Wood. "It was a difficult time".

The work and persistence of the gay community since then has resulted in organisations such as the Gay and Lesbian Police Employees Network (GALPEN). This organisation was set up to assist gay and lesbian police employees to achieve their full potential within their employment by providing a formal mechanism for personal and professional support. There are also relatively new positions in the force such as women's liaison officer and a gay and lesbian liaison officer. Just a decade ago, positions such as these were non-existent and the presence of homosexuals in the police force was shunned.

The presence of homosexual police officers in Victoria really came to light in 1995/96 with the establishment of GALPEN. As Inspector Wood says "once GALPEN got up and running we started thinking about perhaps being a little bit more out there and vocal". Following this, there was a story run in the Herald Sun entitled "Gay Cops". This blatantly introduced the community to the fact that there was a strong contingent of homosexual police officers in Victoria. "We got some interesting reactions from it," remembers Inspector Wood "About 95 per cent was just fantastic. .... but we also got some death threats. We got people who said we know where you meet and we're gonna get you and you're gonna die in hell". These negative reactions not only came from

the public, but also from fellow police officers, reflecting the homophobic attitudes of the time. Although faced with widespread condemnation, this article proved to be an important catalyst in rebuilding trust between police and many gays and lesbians.

Research shows members of the gay and lesbian community have been reluctant in the past to report cases of discrimination, abuse and violence to police. However, as Senior Constable Melinda Edwards, a gay and lesbian liaison officer for the Victoria Police points out “homosexuals are probably over represented in regards to being victims of crime and especially serious types of crimes such as assaults and robbery’s”. The presence of uniformed police in the Pride March was a signal of support towards the gay community, highlighting a new level of trust between the police force and the community it protects and represents. Senior Constable Edwards reinforces, it is important to “be able to establish those trust levels so that we can actually know about these crimes so that we can look at preventing them. That’s ultimately what our job is about when you’re talking about policing”.

As a comparison, NSW has had a gay and lesbian liaison program for approximately 12 years. They’ve set their program out differently in the respect that they have about 130 gay and lesbian liaison officers throughout the state. But rather than full time roles, they’re portfolio roles. “One of the real difficulties they’ve found is having a real time commitment to the position. ... the reality is that there’s only about ten of them that are actually doing anything significant with the gay and lesbian community” say Senior Constable Edwards. However, the draw backs of the NSW program are beneficial, in that the Victorian Police Force “can learn from the issues (NSW) has faced. . . and know what has and has not worked for them”.

Although it came as a shock to many, the Gay Pride March was a symbol of the hard work that has taken place behind the scenes by the gay community in an attempt to gain respect and recognition. It was a celebration of the diversity of the community and an acknowledgement that the police are present to support, protect and represent the community as a whole. As Inspector Wood points out, “it’s all sort of out there and open now, it’s been great”.

When society changes, organisations as influential and prominent as Victoria Police are forced to change with it or they risk losing touch with the community. As Senior Constable Edwards points out, as society’s attitudes towards homosexuals change, so must those of the Victoria Police. “What Ms Nixon did this year, by allowing the (police) members to march in uniform, was a huge statement in regards to acknowledging diversity. . . letting the people know that Victoria Police are here to serve the whole community’ not just the sections that part of the community want served”.

Victoria Police are slowly beginning “to recognise and acknowledge the mistakes they have made” assures Senior Constable Edwards. “We can now concentrate on how to connect with the community, how do we make our relationship better, how do we move on from where we were?”. It appears that since the appointment of Christine Nixon, change is not going to be as difficult as it has been previously. “Having her here is just fabulous ... she’s very, very supportive” insists Inspector Wood. These thoughts are reiterated by Senior Constable Edwards, revealing “Christine is a lot more open with respect to her thinking, and although she’s not part of the gay community she has a great understanding of where we’re coming from. . . The morale within this organisation has changed dramatically over the last 12 months”.

The struggles in the past are a signal of how much progress there has been in the past ten years and is an indication of what this minority group has had to face in their attempt to be treated as equals.

The presence of homosexuals in the police force has always been met with divided opinions and their search for tolerance and understanding continues. Homophobic, ingrained attitudes are always going to be present as long as being gay is also perceived as being different. However, the openness with which the Victorian Police Force supports the gay community and their attempt to better reflect the community they serve is a positive sign of things to come.

Research shows members of the gay and lesbian community have been reluctant in the past to report cases of discrimination, abuse and violence to police.

# 2002 Australasian Council of Women and Policing Excellence in Policing Awards

The Australasian Council of Women and Policing is calling for nominations for the fourth annual Excellence in Policing Awards.

The awards will be presented at the 2002 Women and Policing Globally Conference Awards Dinner on 22 October 2002 in Canberra.

Nominations for the awards close on 13 September, although you are encouraged to submit them as early as possible.

The Australasian Council of Women and Policing Inc was established as an outcome of the First Conference of Australasian Women Police. It is an independent professional body which aims to:

- improve the relationship between policing and women in the community.
- create an Australasian link in the global networking of women in policing;
- improve the position of women within policing;

The Council's National Awards for Excellence in Policing is an opportunity to publicly acknowledge and reward the achievements of the women and men who are significantly contributing to making policing and law enforcement better for women. They will recognise the excellence that is being developing and currently exists in policing.

## Award Categories

Awards will be offered for both individuals and organisations for their achievement and excellence. The categories for the 2002 ACWAP Excellence in Policing Awards are:

### Individual Awards

Bravery Award

Most significant achievement in advancing the status of women in law enforcement.

Bev Lawson Memorial Award

Most outstanding female leader

Most outstanding female investigator

Most outstanding female administrator

Most outstanding female practitioner

### Organisational Awards

Best police service employer for women.

Most woman-friendly police union.

Most significant achievement in advancing the status of women in law enforcement.

### Community Awards

Most significant achievement in improving the relationship between women in the community and in law enforcement and policing.

## Judging the Awards

A selection panel comprised of the Council President, a member of the law enforcement community and a community representative will assess all nominations and shortlist nominees in each of the award categories.

Nominations must be received by the Council before 5pm on **FRIDAY 13 SEPTEMBER 2002**.

The winners for each of the categories will be selected and notified and the Awards will be presented at the Awards Dinner at the *2002 Women and Policing Globally Conference* in the Great Hall, Parliament House, Canberra on the evening of Tuesday the 22 October 2002.

The winner of the major award: The Excellence in Policing Award, will be selected from the category award winners.

## Who can be a candidate for these awards?

### Personal Awards

A current or former employees or contractor of an Australian (Commonwealth, State or Territory) or New Zealand policing or law enforcement agency, National Common Police Service or justice agency.

### Organisational Awards

Any Australian (Commonwealth, State or Territory) or New Zealand policing or law enforcement agency, National Common Police Service or justice agency.

### Community Awards

Any member of the Australasian (Australia and New Zealand) community with an interest in improving the relationship between policing and women in the community.

## Who can nominate?

Anyone who is concerned about and interested in improving policing for women.

## How to Nominate

Complete the Nomination Form and make sure it is received by the Council before 5pm on **FRIDAY 13 SEPTEMBER 2002**.

Useful and succinct supporting documentation is encouraged, but not essential. For example a supporting statement from a nominated officer's supervisor, women's network, union, or a feminist organisation would be useful in assisting the judging panel.

For organisation awards, while rhetoric and publicity material may be useful, a supporting statement from the organisation's women's network, anti-discrimination body or a feminist organisation would be essential.

About three pages additional to the nomination form would be optimal. Lengthier applications are not encouraged.

## Address and Deadline for Nominations

Please mail the completed Nomination Form to:

Australasian Council of Women and Policing  
PO Box 755  
Dickson ACT 2602

Or email to: [helenmcd@ozemail.com.au](mailto:helenmcd@ozemail.com.au) (these will be acknowledged)

### **NOMINATIONS MUST BE RECEIVED BY 5PM FRIDAY 13 SEPTEMBER 2002**

If you require any further information, please contact the Council on: phone 0417231838, or email [helenmcd@ozemail.com.au](mailto:helenmcd@ozemail.com.au)

## Selection Criteria

### Individual Awards

#### Bravery Award

This award is open to both women and men. Candidates will be assessed on her/his brave response to an incident or series of incidents. These incidents can be incidents involving the community, other police or law enforcement employees. The incidents can also include the resolution of long term situations.

The Award will recognize someone who has resolved violent or physical incidents in an innovative way. It is for someone who has faced a situation or a series of incidents that may have happened over time and the nominee's response did not just involve reacting to a

violent or physical incident in a way that risks life. Instead the award seeks to recognise the bravery needed to make the community and policing better for everyone. For example it may include resolving conflict or situations that require challenging policing itself and protecting others who are also negatively effected by unlawful, dangerous, discriminatory or unethical practices or events.

The judging panel will take into account how the candidate:

- resolved a situation or series of incidents to protect others who may also find themselves in the same situation in the future;
- protected and cared for others involved in the situation;
- resolved the situation or series of incidents using innovative and non-traditional responses; and
- pursued a resolution despite the level threat to the candidate and her/his career and well being.

#### **Most significant achievement in advancing the status of women in law enforcement.**

Candidates will be assessed on the overall achievements she/he has made to advancing the status of women in law enforcement.

#### **Bev Lawson Memorial Award**

The Bev Lawson Memorial Award is an annual award for the most outstanding woman who has been first in any policing or law enforcement activity or support service.

The criteria are to have:

- been a first in a particular area, field or endeavour
- made a significant contribution to that area, field or endeavour
- paved the way for women who follow
- encouraged other women to develop and pursue their skills, abilities and opportunities in that area, field or endeavour.

#### **Most outstanding female leader**

#### **Most outstanding female investigator**

#### **Most outstanding female administrator**

#### **Most outstanding female practitioner**

These awards are only open to women. Candidates will be assessed on the significance of her contribution to her field by her use of relevant skills, experience and personal qualities.

The definitions of the three categories are:

**leader** - any woman who has shown dynamic leadership and has mentored and provided guidance to women and men who do not conform to traditional male patriarchal models.

**investigator** - criminal investigations, for example the work performed by detectives in the state police services or operational federal agents in the AFP.

**practitioner** - a general category for anyone who is



# Women and Crime – Just Soft Porn for the Media?

By Helen McDermott and Melinda Tynan

A recent article in one newspaper highlighted to us recently how sexist some newspapers and journalists are.

We originally objected to a piece that soundly criticized two female police officers and were told by the newspaper that our article pointing out the shortcoming of the earlier opinion piece would be welcome. Well this was not so.

When we asked what had happened to our article we had submitted as agreed, we were told that we should take a broader view of the topic rather than just concentrating on the shortcomings of the newspaper in question!

Hmmm

So isn't it fortunate that we have our own journal and we do not rely on the male media to get our message across?

Here is a revised version of what we wanted to say:

No one is immune from drink spiking.

This predatory practice has been around far longer than recent media might have us believe, but now that it is moving into the mainstream community more serious attention is being paid to it.

Recent work by police services in Victoria, Western Australia and Tasmania has shown the extent of the crime in Australia and the excellent work of police services in educating the public about the danger.

More alarming than the incident itself however, is the attitude of a regional media outlet towards a female police officer who chose to keep her medical emergency private from the media.

Despite reporting the incident to appropriate authorities when it occurred, the report observes that missed was "a golden opportunity. . . there is

an argument for women police to justify equality in a traditionally male domain".

Possibly sexist attitudes about women not being "tough enough" for a "man's job" like policing may have flavored the newspaper's reporting?

Policing gains its legitimacy by representing the community and half the community are women.

Study after study shows that effective policing is not about scaling walls, stopping pub brawls and all-in gun fights, but that it is about having finely tuned communication skills, an empathy and understanding of all types of people, great patience and very good computer skills.

It is about having a service to which both men and women, young and old, straight and gay, wealthy and poor can turn to in times of crisis. It is about having a service that is respected for its even-handed compassion and thoughtful use of power.

For a victim of a crime to lose her rights to privacy just because she is a police officer is unacceptable.

The jurisdiction concerned and the relevant police union have done the right thing in refusing to allow the newspaper to make a victim of this police officer a second time.

With such an awful crime as drink spiking, the way we treat its victims is critical.

All women and men who are subject to such predatory behaviour must feel confident enough to go to their doctor or hospital and feel safe enough to tell the police without thinking that their humiliation will appear on the front cover of the regional newspaper.

We must remember that a common concern for these victims of crime is that they cannot be sure

For a victim of a crime to lose her rights to privacy just because she is a police officer is unacceptable.

Policing gains its legitimacy by representing the community and half the community are women.

So isn't it fortunate that we have our own journal and we do not rely on the male media to get our message across?

Too often the media report the details of crimes against women, not because the detail is important to the story, but because male reporters, editors and readers may find it titillating.

The implication that a female officer should have less right to her privacy is simply sexist and does these organisations a serious injustice.

The media needs to reflect whether they are really just selling soft pornography or actually reporting the news.

exactly which crime of which they have been a victim.

Think about it!

How difficult would it be to go to the police and tell them that you are not really sure if anything has happened, and that you are not sure whom it was who may have done anything to you while you were blacked-out?

Think about how terrifying it must be not to know whether to be tested for HIV, if you may be pregnant, if you may have been exposed to Hepatitis. Consider what not knowing must be like.

Drink spikers do not just prey on women.

While middle-aged men who do not frequent nightclubs may feel safe, they should not. We are all potential victims of this insidious crime.

Too often the media report the details of crimes against women, not because the detail is important to the story, but because male reporters, editors and readers may find it titillating.

The reporter's criticism of the female police officer for not revealing to the newspaper's public the details of her life-threatening medical

emergency leaves a very sour taste for women who are working in the community to prevent crimes of violence against women.

The reporter's accusation that the police service was over-sensitive to the female officer's feelings and choices is interesting. Surely the police service and the police union would have had exactly the same attitude if a male officer had been subject to the same circumstances?

The implication that a female officer should have less right to her privacy is simply sexist and does these organisations a serious injustice.

Women in public life and policing in particular frequently face this type of sexism. Forums like the *Women in Policing Globally* conference being hosted by the AFP and the Australasian Council for Women and Policing in Canberra in October are an important means by which the media and women themselves are able to understand and begin to address the dynamics of gender.

Issues such as the media's portrayal of both police officers and the victims of crimes need serious examination. The media needs to reflect whether they are really just selling soft pornography or actually reporting the news.



# Legacy Writing - Reflecting on Your Life and Telling Your Story

By Laura Goodman-Brown

*Laura is the former President of the International Association of Women Police and will deliver this paper to the Women and Policing Globally Conference in Canberra in October this year.*

In the age of cell phones, e-mail, facsimiles and palm pilots, the art of writing seems to have taken a back seat to modern information technology. Fewer and fewer people put pen to paper, instead opting for the keyboard or stylus<sup>1</sup>. I too find myself succumbing to the efficiency of today's current technology, but at the same time, I feel compelled to preserve the art of writing.

Since childhood, writing has been an outlet for me to express feelings, to examine ideas more fully, and to help focus on what is most important. I have utilized a number of writing styles including journaling, morning notes,<sup>2</sup> poetry, list making, Mind Mapping,<sup>3</sup> and story telling. When I entered my forties and realized that, unlike many of my friends, I would not have children of my own, I also came to view writing as my opportunity to leave a legacy of who I was and what was important to me in my life. More recently, the daily news and views of the situation of our world have prodded me into believing this could provide valuable insight and maybe a meaningful discovery for anyone. It seems a worthwhile task to periodically reflect on our personal values, our purpose, our ethics, and consider and evaluate the importance of each, as well as which beliefs we would want others to carry on in our absence. Or, to ask ourselves, "what is our legacy?"

I recently met with Barry Baines M.D., who has written a book entitled *Ethical Wills: Putting your Values on Paper*. In this book he discusses the purpose and value of writing down your values in the form of an ethical will. An ethical will provides a sense of significance and meaning for the

writer, by creating an enduring document for preserving and sharing values, beliefs, life lessons, hopes, love and forgiveness. It may well be one of the most cherished gifts we can give to others—a gift of self. An ethical will is just one of many ways to carry on ones legacy.

Transitional stages are another good time for self-reflection and consideration for writing an ethical will. Socrates is known to have said, "*An unexamined life is not worth living.*" New age writers like Julia Cameron emphasize writing three pages every morning to release ones anxieties and encourage reflection and focus. There are many reasons to consider self-examination and reflection and writing down the results. Dr. Baines suggests, for example, soon to be married or expectant couples can use an ethical will as an opportunity to take pause and reflect on values important to them as they embark upon these new life challenges. For elders, an ethical will provides an opportunity to "harvest" life experiences, convert these experiences into wisdom, and preserve this wisdom for future generations. For those facing a life-limiting illness, creating an ethical will provides a sense of meaning, purpose, completion, and peace of mind. For some, the various passages of time (30's, 40's, 50's. ..) are fodder for reflection and contemplation.

Dr. Baines has collected this partial list of reasons for writing an ethical will from people who have participated in workshops he has facilitated over the past 2 years. Ethical Wills...

- Offer the opportunity to be remembered and to leave something behind.

I also came to view writing as my opportunity to leave a legacy of who I was and what was important to me in my life.

There are many reasons to consider self-examination and reflection and writing down the results.

For those facing a life-limiting illness, creating an ethical will provides a sense of meaning, purpose, completion, and peace of mind.

Policewomen have an even greater justification to capture and reflect on their ideas and experiences over time. We see and experience things that many people never face.

Writing ones ethical will or legacy is not expensive, fairly easy to do, and requires little time investment. Perhaps a bit of coaching and you are on your way.

- Help you identify what you value most and for what you stand.
- Articulate what we value now so we can take steps to insure the continuation of those values for future generations.
- Assist you in learning about yourself in the process of writing.
- Tell our stories and the stories from which we come. If we do not, no one else will and they will disappear.
- Help us come to terms with our mortality by creating something of meaning that will live on after we are gone.
- Provide a sense of completion in our lives.

Dr. Baines believes that every ethical will is as unique as is the person writing it. He states, "After reading a number of them, I am struck by the fact that whether simple or elegant, all convey the sense of coming from the heart. For this reason, anyone can do this if they are interested. It may well be one of the most valuable gifts you can give."

Policewomen have an even greater justification to capture and reflect on their ideas and experiences over time. We see and experience things that many people never face. We are on a daily basis subjected to the seedier side of life. We are often employed in a work culture that is hostile and unappreciative of our skills. And, even those we help are often ungrateful or fail to express their gratitude, leaving us wondering if we have done any good at all. These experiences may create an unrealistically negative view of life in general or a sense of hopelessness. They beg for contemplation and reflection, which at its core breeds optimism for balance and offers glimpses into recognizing and practicing ones values, goals and beliefs.

Writing ones ethical will or legacy is not expensive, fairly easy to do, and requires little time investment. Perhaps a bit of coaching and you are on your way. To assist you in this process, during the 2002 Women Policing Globally conference in Canberra, Australia, I will be offering a workshop on creating your legacy using Dr. Baines book, methods and practices.

I hope this information will provide the spark you need to consider taking on the challenge of writing your ethical will. For those interested in pursuing this idea, resources can be found at [www.ethicalwill.com](http://www.ethicalwill.com) or by contacting Laura Goodman-Brown at [lgb@attbi.com](mailto:lgb@attbi.com) or Linda Miller at [lmiller4@mn.rr.com](mailto:lmiller4@mn.rr.com). I look forward to seeing you in Canberra!

*Laura Goodman-Brown is a retired Sergeant from the Minneapolis Police Department in the State of Minnesota, Immediate Past President of the IAWP, and currently the Ombudsman for the Office Crime Victims Ombudsman in the State of Minnesota. Ms Goodman-Brown, who has received high honors for her accomplishments in the criminal justice field, is a dynamic speaker who has conducted numerous presentations to professionals worldwide. She has been writing and studying creativity and writing for many years. She currently collaborates with other writers including fellow officer, Linda Miller (RET), Bloomington Police Department, and Dr Barry Baines in bringing awareness to the topic of writing one's legacy through writing, teaching and coaching writing She may be contacted by calling +651-470-3787 or by email at [lgb@attbi.com](mailto:lgb@attbi.com).*

## References

- <sup>1</sup>Tool used to input data into hand held organizers.
- <sup>2</sup>Cameron. Julia. *the Artist's Way – A Spiritual Path to Higher Creativity*. Penguin Putnam, Inc. 1992, 2002. Pages 9-18. Ms. Cameron uses this term in her book the Artists Way to describe three pages of writing done first thing in the morning.
- <sup>3</sup>Buzan. Tony. *The Mind Map Book*. Penguin Books USA, Inc. 1994

## Women on the March – History of Victoria Policewomen

By Sheree Argento - Unsworn Member Victoria Police

In 1917 the role of women was plainly defined. Society held they were to be virtuous and attractive with an unwavering diligence to husband and child.

One can only guess then, at what exactly was going through the minds of Nell Davidson and Madge Connor when they applied to be the first sworn female “agents” with Victoria Police.

Despite the scorn of their peers and comrades, these two women would pave the way for the appointment of the first fully-fledged policewomen in 1924 and every Victorian policewoman since.

As “agents” they were denied police powers of arrest and the ability to wear a uniform.

Their duties focused largely on issues of morality and included such tasks as “supervising thoughtless girls and young soldiers”, protecting the youth of the community from social evils” and “inspecting lodging houses, visiting wine shops, billiard rooms and picture shows where boys and girls were known to congregate”.<sup>(1)</sup>

Although their appointment were made with reluctance and scepticism (at the time Chief Commissioner Alexander Nicholson wrote about “their sex hampering their usefulness” (2)), the decision was, in many ways light years ahead of its time.

Women were given the right to vote just 16 years earlier and the appointment proceeded decades before similar opportunities were offered to women wanting to sit on the Magistrates’ bench or jury box.<sup>(3)</sup>

No further women were appointed to Victoria Police until 1929 when four women were enlisted, bringing the total number of women in the Force to eight.

More than 200 women applied for the positions, indicating a high level of interest in the Force even then.

In 1942 the numbers were increased to 12 with recruits undertaking a four-month course at the St Kilda Road Depot.



**First ‘all female’ squad 1942.**

*Back row (l-r) Mr Osborne, education teacher; Unknown, physical culture teacher; Sergeant Payne, Depot staff and Sergeant Kent, Law Instructor.  
Front row (l-r) Pauline Dundon 9713; Phyllis Armour 9715, Inspector Caffrey, Officer in Charge of the Depot, Jean MacInnes 9714 and Elaine Brown 9716.*

*Photo courtesy of Pauline Brunton (nee Dundon)*

By the time women were performing duties in full uniform in 1948 their numbers had grown to just 13 members.

The ladies of the day had policewoman Elva Carr to thank for their attractive “Street Patrol” uniform design.

Grace Brebner was the first woman appointed to the position of Detective in 1950, a true mentor to her colleagues.

She would later become the first female Inspector and recipient of the Queen’s Police Medal.

From 1950 to 1956 the number of women in the Force increased dramatically from 18 to 43 members.

Throughout the 1960s and 1970s women embraced police life and the challenges it presented them.

In 1966 the first woman was accepted for an advanced driving course and the 1 1970s saw the first woman attached to a Mounted Police Branch, qualify as



**Lecture Squad 1960**

*The policewomen of the era all 'took a turn' in the policewomen's section of the Lecture Squad (policeman and policewomen travelled separately). Pictured left to right are Betty Rees, Shirley Porter, Elva Carr (in charge and first recipient of a Chief Commissioner's Certificate for her outstanding lecturing ability), Val Armstrong, Marj Bowden and Betty Bishop. Note the calendar on the right.*

*Photo courtesy of Victoria Police Historical Unit*



**Policewomen on mobile patrol.**

*This 1960s shot shows Bette Piper (using radio) and Joan Ginnivan.*

*Photo courtesy of Victoria Police Historical Unit*

fingerprint expert and Air Observer Leader and be accepted to attend the Australian Police College.

Women now represent 17 per cent of Victoria's 10,300-member strong force with the numbers of women in training resting at 32 per cent.

Women have gradually entered the majority of all male domains including the Homicide Squad, Dog Squad and Search and Rescue. Another first was the appointment of our Chief Commissioner Christine Nixon. Not only was her appointment a first for Victoria for also for the whole of Australia.

And in April this year Senior Constable Natalie Cale was the first woman appointed to a one-person station.

However, the path to sexual equality has not always run so smoothly. Inspector Jill Wood recalls when women were given the "full run of duties" along side their male counterparts following the gazetting of the Equal Opportunity Act.

"Up until then our duties hadn't really altered from those given to the first agents but the introduction of the Act changed all that.

"I think a lot of men felt threatened for the first time and saw us as direct competition," Insp Wood said. "Attitudes have really come a long way since then and I've been very lucky to work with some fantastic male officers who have been wonderful mentors."

She said Victoria Police was investigating initiatives helping support women in the force including flexible



**Listen for the stroke of midnight**

*... and the ballgown would revert to a police uniform. Station Officer Grace Brebner ensuring Norma Hardy was properly attired for a 1961 ball. This was common duty for policewomen with Grace Brebner and Reg Henderson becoming very well known for their attendance at Royal and Vice-Regal functions*

*Photo courtesy of Herald & Weekly Times*

working hours, working from home, extending part-time opportunities and a bank of "on call" staff.

"We want to be seen as an employer of choice," she said. Insp Wood is also a member of the Recruit Support Network for women, which provides advice and assistance to new policewomen in all aspects of their careers.

"The message I would give to women contemplating a career in police force is that it will be the most exciting, challenging and rewarding job they can possible undertake.

"If they are the sort of person who wants to make a difference then this is job for them," Insp Wood said.

The 85th Anniversary of women serving with Victoria Police will be marked by a week of celebrations next month including;

- A non-denominational service of thanksgiving at the Police Academy Chapel, Viewmount Road, Glen Waverley at 7pm on August 26,
- A conference with Chief Commissioner Nixon looking at the past, present and future of women in Victoria Police encompassing the theme "Developing and Succeeding" at the William Angliss Centre, Level 5, 555 La Trobe Street, Melbourne on August 28 from 9am to 4pm, fee \$25, A Business Breakfast at the Riverview Room, Crown Entertainment Complex with guest speakers Chief Commissioner Nixon and Dr Sally Feelgood. The breakfast on August 30 will include a full parade of the history of Victoria Police uniforms. PPWPA members \$45 or \$50 for family and friends. Further details contact Sgt Wendy Cowling (03) 92475294 or Acting Inspector Lindy Kerr (03) 92473758.

## REFERENCES

- (1) *Arresting Women*, Colleen Woolley and Janet Eury, Victoria Press, Brunswick, 1997
- (2) *Police Life June 2002*, Chelsea Arnold, Victoria Police Corporate Communications Division, 2002
- (3) *Police Life March 1985*,



**Senior Constable June Plant No. 19773**  
*Joined 26-07-76, will retire 26-07-2002, 26 Years Service.*  
*General duties: Women Police Division, Welfare, Oakleigh/Clayton Snr Citizens Register.*



*The first all-female Colour Guard – Victoria Police Academy Chapel, 75th Anniversary of Women in the Victoria Police, 1992. Holding standard Sgt. Kirsten Halmarick, Right Kerry Holgate 23224.*

# Women's Suffrage Memorial

By Judy Harrison, Convenor National Women's Justice Coalition

In her speech delivered at Parliament House, on the centenary of the Commonwealth Franchise Act, 12 June 2002, Senator the Hon Amanda Vanstone, Minister Assisting the Prime Minister for the Status of Women announced, that the Commonwealth would commission a major public artwork to recognise the extraordinary efforts of those Australians, who early in Federation, achieved for women both the right to vote and stand in federal elections. **She said, "That Australia needs something lasting, something with gravitas, with quality and something inspiring...that highlights how important this centenary is"...**

Advertisements relating to the first stage of the work appeared in national newspapers on the weekend of the 22 June 2002. In her speech the Minister also stated, **"that the artwork would be commissioned in the next six months and would be unveiled in late 2002."**

The Minister announced that the artwork will be at the centre of the parliamentary triangle, on the Land Axis which connects Parliament House and the War Memorial and Mount Ainslie. The Minister said, "The Axis is central to Walter Burley Griffin 's design for the national capital. Not only is the site on that Axis, it is also appropriately placed between the old and new Parliament Houses. The symbolism of the site being on the Land Axis between the old and new parliament houses is very strong. The site is on the northern end of Federation Mall and can be clearly seen as you look out from the front of the new Parliament House from Queens Terrace."

A Steering Committee consisting of three high-profile fine art experts has been established. The members are Betty Churcher (Chair) former Director of the National Gallery of Australia; Ron Radford, Director of the Art Gallery of South Australia and Anna Waldmann, Manager Visual Art/Craft, of the Australian Council for the Arts.

The Steering Committee selected the site and will select the winning artist by November 2002 to carry out the project.

You are able to read the Ministers full speech online at:

<http://www.facs.gov.au/internet/minfacs.nsf/home/index.htm>

## News From Around The World

### USA

#### Unprecedented Million Dollar Settlement: Sheriff Held Accountable in Domestic Violence Homicide

In the first ever monetary award by law enforcement for their failure to protect a domestic violence victim leading up to her homicide, the Sonoma County Sheriff's Department agreed to pay a million dollar settlement in the landmark federal civil rights lawsuit of "Maria Teresa Macias vs. Sonoma County Sheriff Mark Ihde."

The announcement came mid-trial at the close of dramatic testimony by Sara Rubio Hernandez detailing more than 20 attempts by her daughter, Maria Teresa Macias, to get help with her violent estranged husband, Avelino.

Hernandez outlined her daughter's repeated reports to the Sheriff Department of Avelino's multiple felony crimes including his sexual assaults of Teresa and her children, his constant obsessive stalking, repeated threats to kill and restraining order violations.

The Sheriff's Department never once arrested or cited Avelino Macias. After deputies ignored more than twenty reports in just the last few months of her life, Avelino fatally shot Teresa, then shot and seriously wounded her mother, Sara, on April 15, 1996.

This landmark US federal civil rights lawsuit, filed in October 1996 claimed that Sonoma County Sheriff's Department violated Teresa's constitutional right to equal protection of the laws.

A July 2000 9th Circuit Appellate Court decision in the Macias case established for the first time and in the most unambiguous language to date, women's rights to sue law enforcement when they fail to act.

With today's testimony and the historic damages award, Sara Hernandez said, "I have fulfilled my daughter's wish." Shortly before her death, Teresa told her mother, "If I die I want you to tell the world what happened to me. I don't want other women to suffer as I have suffered. I want them to be listened to."

The settlement sends a resounding message to law enforcement around the country that they can no

longer ignore domestic violence victims with impunity. And it sends an equally forceful message to women everywhere, that they have a constitutional right to hold law enforcement accountable when law enforcement refuses to act.

source: Women's Justice Center,  
[www.justicewomen.com](http://www.justicewomen.com)

for more information: [www.purpleberets.org](http://www.purpleberets.org)

The US Women's Justice Center has produced a guide for rape victims and for all who want to help them. See [www.justicewomen.com](http://www.justicewomen.com),

### JAPAN

#### 38-year-old Japanese man jailed for buying sex abroad

Friday, June 21, 2002 at 09:30 JST

OSAKA—The Osaka District Court on Thursday sentenced a 38-year-old Japanese man to two years and six months in prison for paying two underage girls for sex in Cambodia in 2000.

He paid a 13-year-old Vietnamese girl \$60 to have sex with him in a hotel in Phnom Penh in August 2000 and paid a 14-year-old Vietnamese girl \$550 to have regular sex with him for a week in a hotel in the city in December 2000, even though he knew both girls were under 18.

The man's arrest in December 2001 was the first under a 1999 Japanese law that makes it illegal to pay for sex with a minor abroad.

The law banning people from buying sex from those aged under 18, which took effect Nov 1, 1999, allows Japanese police to arrest suspects even if the illegal acts have taken place abroad. (Kyodo News)

Source: Japan Today  
<http://japantoday.com/e/?content=news&cat=2&id=220119>

### UNITED KINGDOM

Britain is considering offering victims of domestic violence anonymity as rape victims are given in order to get them to go to court. Solicitor General Harriet Harman says the change might make more women willing to give evidence against abusive partners.

## CAMBODIA

### Young Trafficking Victims Treated as Criminals

On 22 June 2002, the New York based organisation Human Rights Watch reported that 14 Vietnamese girls who are alleged victims of trafficking were arrested by Cambodian authorities after they were rescued from a brothel in Phnom Penh, Cambodia.

Sara Colm, senior researcher for Human Rights Watch said that "Authorities should be protecting -not punishing – victims of trafficking. While these young women are in prison, their suspected traffickers and the brothel owner are free, protected by a criminal justice system that blames the victim. The traffickers are the ones who should be put on trial and punished."

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The arrested girls were originally rescued during a police raid on a brothel on May 23 in a red-light district of Phnom Penh, where it is well known that young girls, including virgins, are offered for sex. Ironically it was police officers from the Minors Protection Section of the Anti-Trafficking Unit at the Ministry of Interior who conducted both the rescue operation and the subsequent arrests.

"These arrests violate every principle regarding the appropriate treatment of apparent trafficking victims," said Colm. "They should be provided with medical and legal services, counselling, secure shelter, and given the opportunity to cooperate in the investigation into the traffickers. It is imperative that these girls get the services they need and deserve."

Under Cambodian law, the trafficking of human beings by any means for the purpose of sexual exploitation is a crime, regardless of whether the victim consents. Brothel owning and pimping are also crimes under the law subject to strong penalties, especially if the victims are children or are from a foreign country.

The investigating judge on the case told reporters that initial findings revealed that the girls were trafficking victims, but that when the court learned the girls had entered Cambodia without legal documentation, they were no longer considered victims, but violators of Cambodian law for illegal entry into the country.

Cambodian authorities also say that the girls are all more than eighteen years of age, but human rights observers present during yesterday's arrest as well as workers for the NGO that sheltered them said they are children, aged between twelve and eighteen.

"Although victims of trafficking who are children often need more support and may have been targeted initially because of their vulnerability, their age is ultimately irrelevant. The point is that they are victims, not criminals," said Colm.

Human Rights Watch reported on 24 June that while three of the girls were released on bail on June 24 until their trial, the judge has refused to drop the charges against any of the girls.

Source:

<http://www.hrw.org/press/2002/06/camtraff.htm>

When I'm an old woman I shall wear purple  
With a red hat that doesn't go and doesn't suit  
me  
And I shall spend my pension money on brandy  
and summer gloves  
And satin sandals and say we've no money for  
butter  
I shall sit down on the pavement when I'm tired  
And gobble up samples in shops and press alarm  
bells  
And run my stick along public railings  
And make up for the sobriety of my youth  
I shall go out in my slippers in the rain  
And pick flowers in other peoples gardens  
And learn to spit

You can wear terrible shirts and grow more fat  
And eat three pounds of sausages at a go  
Or only bread and pickle for a week  
And hoard pens and pencils and beer mats and  
things in boxes

But now we must have clothes that keep us dry  
And pay our rent and not swear in the street  
And set a good example for the children  
We must have friends to dinner and read the  
papers

But maybe I ought to practice a little now?  
So people who know me are not too shocked and  
surprised  
When suddenly I'm old and start to wear purple

Jenny Joseph

# No Honour for Women Police?

By Helen McDermott

Did the 2002 Queen's Birthday Honours list show women in policing yet again that their contribution is not respected and not recognised?

Only one of the 22 recipients of the Australian Police Medal was a female officer. That is a pathetic 4.5%.

Australia-wide 28.6% of sworn police officers are women. Western Australia, which has the lowest percentage of female police officers, has 13.2% and the AFP (overall) has 22.9% and the Northern Territory 24.5%.

Internationally, we have an exceptionally high percentage of female police officers. Compare the following statistics for women in the United States against those available through the National Center for Women and Policing in the United States ([www.feminist.com.au](http://www.feminist.com.au)).

## Percentage of Australian Female Police Officer by Jurisdiction

Jurisdiction	% of female police
NSW	21.3
AFP (ACT)	22.4
AFP (National)	23.2
NT	24.54
Queensland	19.7
South Australia	19.5
Tasmania	19.4
Victoria	16.4
Western Australia	13.2
Total	18.9

Source: Australian Institute of Criminology [www.aic.gov.au](http://www.aic.gov.au)

We all need to ask why less than 5% of the Australian Police Medals go to 28% of the people involved in the police services?

When we look at how women have been recognised by policing for their outstanding contribution to policing through the APM, it seems that women's efforts in policing are just not recognised.

The figures show quite clearly that women are just not awarded APMs at the same rate as men.

Number of Women Who Have Received APMs by Jurisdiction

	APMs**	No. of Women in police service*	%
AFP	3	463	0.65%
NSW	6	2897	0.21%
Qld	8	1596	0.50%
SA	4	743	0.54%
Tas	2	219	0.91%
WA	5	657	0.76%
Vic	7	1690	0.41%
NT	0	241	0.00%
Total	35	8506	0.41%

\* source Australian Institute of Criminology

\*\* source: [www.itsanhonour.gov.au](http://www.itsanhonour.gov.au)

## And in 2002?

Only the Queensland Police Service thought that any of its female police officers were worthy of recognition for the 2002 Queen's Birthday Honours List and Detective Inspector Anne Macdonald is to be congratulated for her outstanding achievements.

In the same Honours List, police officers awarded APMs came from every rank, from Constable to Superintendent (well done Western Australia for recognising the contributions of one of your constables!). But as would be predicted for a meritorious award such as the APM, generally the recipients were at the higher management levels.

The 2002 Australia Day Honours List had good representation of female police officer. 13%, or 3 of the 26 APMs awarded went to women. And hats off again to WA which recognised the outstanding achievements of two of its female police officers.

Inspector Catherine Bullen (WA)  
 Detective Sergeant Gianina Hunt (Qld)  
 Senior Constable Rebecca West (WA)

Our research has found the following women who have been awarded the Australian Police Medal to date:

Helen ADAMS (Vic)  
 Robyn AITKEN (Vic)  
 Christine BETTESS (SA)

Lorraine BLACKWELL (Vic)  
 Vicki BROWN (Vic)  
 Catherine BULLEN (WA)  
 Ruth BURGESS (Qld)  
 Denise BURKE (Qld)  
 Maria COYNE-HEWITT (WA)  
 Fiona CROMBIE (AFP)  
 Ljiljana CVIJIC (WA)  
 Lesley DICKINS (NSW)  
 Valma DOHERTY (WA)  
 Kathryn FINNIGAN (SA)  
 Kaye FITZGERALD (Tas)  
 Sandra GESELL (Vic)  
 Gayle HOGAN (Qld)  
 Gianina HUNT (Qld)  
 Lynette JONES (Tas)  
 Irene JUERGENS (NSW)  
 Browyn KILLMIER (SA)  
 Sandra LANGLANDS (Vic)  
 Glynnis LAPHAM (NSW)  
 Christine LAWRENCE (SA)  
 Beverley LAWSON (NSW)  
 Ann LEWIS (Qld)

Alexis LOEFFLER-WHITE (Qld)  
 Janet MAKEPEACE (Qld)  
 Ann MCEVOY (AFP)  
 Christine MCINTYRE (Vic)  
 Christine NIXON (NSW)  
 Sandra PEISLEY (AFP)  
 Kathleen RYNDERS (Vic)  
 Carolyn SMITH (NSW)  
 Rebecca WEST (WA)

If there is a woman we have missed, we would love to hear about it!

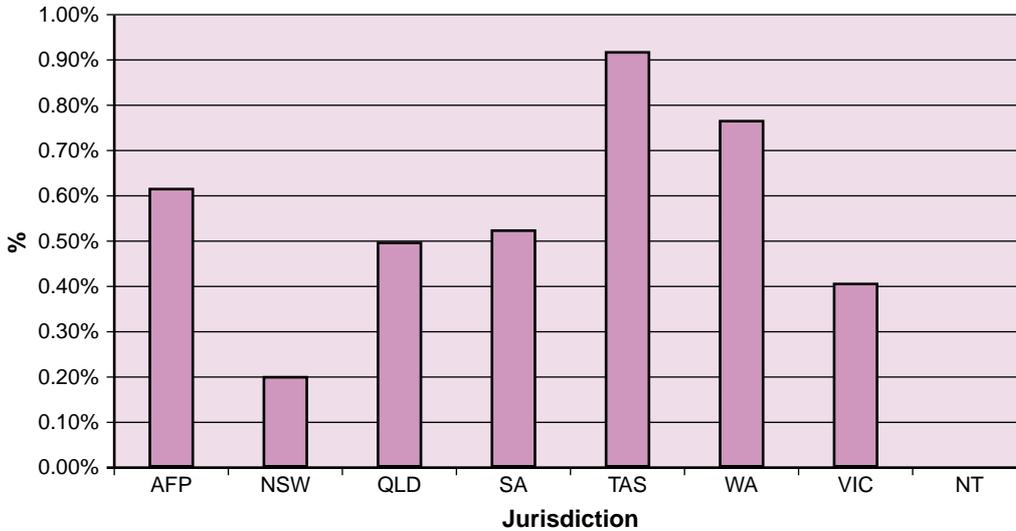
**So what?**

So why don't you nominate a female police officer who is making an outstanding contribution to your police service? Too much effort?

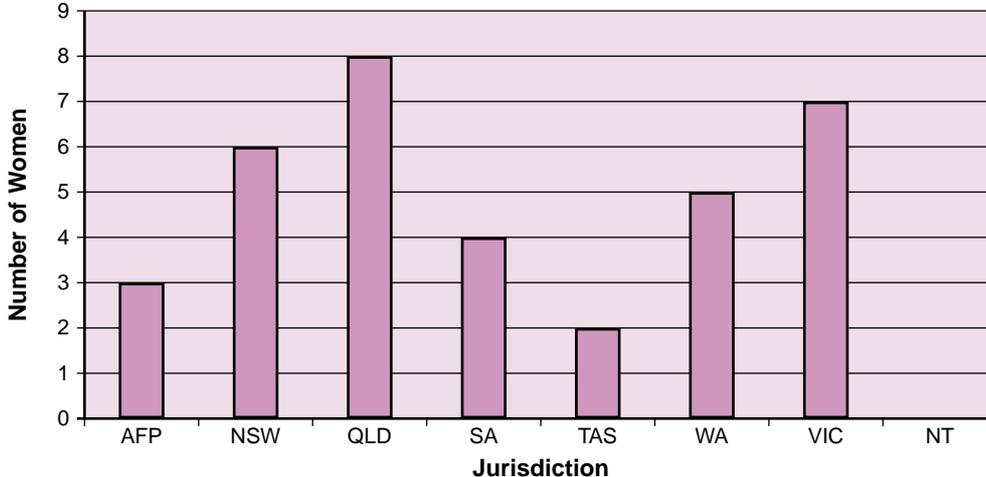
**Congratulations to you all!!!**

The Australasian Council of Women and Policing would like to congratulate all the men and women who did receive the Australian Police Medal and recognises their commitment and outstanding contribution to policing in Australia.

**% No. of Women (by jurisdiction) who have been awarded the APM**



**Number of Women Awarded the Australian Police Medal**



## Equality Denied: The Status of Women in Policing: 2001

In order to gauge the status and growth of women in law enforcement, the National Center for Women & Policing conducted its fifth annual study on women sworn and civilian personnel within the largest law enforcement agencies in the United States. In addition, the second annual survey of small and rural law enforcement agencies was conducted by the Justice and Safety Center at Eastern Kentucky University, in cooperation with the National Center for Women & Policing. This report includes the results of both studies and examines the gains - and the gaps in the numbers of women in policing, providing a picture of where women are in law enforcement today.

The *2001 Status of Women in Policing Survey* provides a comprehensive - and discouraging picture of women's representation in law enforcement. Our research shows that the number of women in sworn law enforcement remains small, and in large agencies the pace of increase has stalled or even reversed.

In 2001, women accounted for only 12.7% of all sworn law enforcement positions in large agencies (with 100 or more sworn personnel) - a figure that is less than four percentage points higher than in 1990, when women comprised 9% of sworn officers. In small and rural agencies (with fewer than 100 sworn personnel), women comprise an even smaller 8.1 % of all sworn personnel. When these figures are combined in a weighted estimate, they indicate that women represent only 11.2% of all sworn law enforcement personnel in the U.S. - dramatically less than the participation of women in the whole of the labor force at 46.5%.

Although women gained approximately half a percentage point per year in their representation within large police agencies from 1972 to 1999, there is mounting evidence that this trend has

now stalled or even reversed. In 2000 and 2001, the representation of women in large police agencies actually declined from the year before - from 14.3% in 1999 and 13.0% in 2000 to 12.7% in 2001. At the present rate, women will not achieve equality in large police agencies for several generations, if at all.

Despite overwhelming evidence that women and men are equally capable of police work, widespread bias in police hiring, selection practices and recruitment policies keeps the numbers of women in law enforcement artificially low. Entry exams, with an overemphasis on physical prowess block many qualified women from serving, even though research documents that such tests are not job-related and they do not predict successful job performance. While discriminatory height requirements were finally discarded in the early 1970's, today's tests continue to bar highly qualified women from entering policing.

Moreover, many women are discouraged from applying to law enforcement agencies because of policing's aggressive and authoritarian image, an image based on the outdated paramilitary model of law enforcement. Once on the job, women often face discrimination, harassment, intimidation, and are maliciously thwarted, especially as they move up the ranks. This undermines any efforts to recruit and retain women, and contributes to their dramatic under-representation in sworn law enforcement.

The continued under-representation of women in policing is a significant contributing factor to the widespread excessive force and corruption scandals plaguing law enforcement today. Research conducted in the United States and internationally demonstrates that women police officers utilize a style of policing that relies less on physical force and more on communications skills.

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The under-representation of women in law enforcement also has significant implications for women in the community who are victims of domestic violence.

Studies have found that up to 40% of police officers commit domestic abuse themselves. That means that 4 in 10 officers responding to the scene of a domestic violence incident may themselves be abusers.

There is now mounting evidence that the slow pace of increase in the representation of women in large police agencies has stalled or even possibly reversed.

As a result, women are often better at defusing potentially violent confrontations, and are less likely to become involved in use of excessive force situations. In fact, no matter which measure of excessive force is used - citizen complaints, sustained allegations, or civil liability payouts - the pattern is both dramatic and consistent. Women are substantially less likely to be named in a citizen complaint, sustained allegation, or civil lawsuit for excessive use of force.

The under-representation of women in law enforcement also has significant implications for women in the community who are victims of domestic violence. Research shows that women officers respond more effectively to domestic violence incidents - which constitute approximately half of all violent crime calls to the police. Moreover, studies have found that up to 40% of police officers commit domestic abuse themselves. That means that 4 in 10 officers responding to the scene of a domestic violence incident may themselves be abusers. The overall quality of police response to cases of violence against women would improve greatly by increasing the numbers of women in law enforcement.

Clearly, the grave disparity between the numbers of men and women involved in policing adversely impacts the culture, operations, and efficacy of law enforcement agencies throughout the country. Given the many difficult challenges facing modern police agencies, the imperative to hire more women has never been more urgent.

## KEY FINDINGS

- Women currently comprise 12.7% of all sworn law enforcement positions among large municipal, county, and state law enforcement agencies in the United States with 100 or more sworn officers. Women of color hold 4.8% of these positions.
- In small and rural police agencies, women hold only 8.1% of all sworn positions. Women of color are virtually absent, with a representation of 1.2%. For this survey, small and rural police agencies are defined as those county and municipal agencies located in a county with a population of less than 50,000 and with fewer than 100 sworn personnel.
- Over the last ten years, the representation of women in large police agencies has slowly

increased from 9% in 1990 to 12.7% in 2001 - a gain of less than 4%. This under-representation of women is striking, given that women account for 46.5% of the adult labor force.'

- There is now mounting evidence that the slow pace of increase in the representation of women in large police agencies has stalled or even possibly reversed. The percentage of women in large police agencies was 14.3% in 1999, 13.0% in 2000, and 12.7% in 2001. This discouraging trend is primarily concentrated among municipal and state agencies, and raises the question of whether women will ever reach equal representation or gender balance within the police profession.
- Within large police agencies, sworn women currently hold only 7.3% of Top Command positions, 9.6% of Supervisory positions, and 13.5% of Line Operation positions:<sup>3</sup> Sworn women of color hold 1.6% of Top Command positions, 3.1% of Supervisory positions, and 5.3% of Line Operations positions.
- In small and rural agencies, sworn women hold only 3.4% of all Top Command positions, 4.6% of all Supervisory positions, and 9.7% of all Line Operations positions. Women of color represent less than one percent of both Top Command positions (0.3%) and Supervisory positions (0.4%) and only 1.5% of all Line Operation positions.
- More than half (55.9%) of the large police agencies surveyed reported no women in Top Command positions, and the vast majority (87.9%) reported no women of color in their highest ranks. For small and rural agencies, 97.4% have no women in Top Command positions, and only 1 of the 235 agencies has a woman of color in their highest ranks. This is a clear indication that women continue to be largely excluded from the essential policy-making positions in policing.
- Among those police organizations with at least 100 sworn personnel, state agencies trail municipal and county agencies by a wide margin in hiring and promoting women. Specifically, state agencies report 5.9% sworn women law enforcement officers, which is significantly lower than the percentage reported by municipal agencies (14.2%) and county agencies (13.9%).

- One possible explanation for the stall or even decline in women's representation within sworn law enforcement is the decrease in the number of consent decrees mandating the hiring and/or promotion of women and/or minorities. Among surveyed agencies, eight consent decrees expired in the period of time from 1999 to 2002, yet only two consent decrees were implemented since 1995, and only six were implemented in the entire decade. Without the consent decrees imposed to remedy discriminatory hiring and employment practices by law enforcement agencies, even the marginal gains women have made in policing would not have been possible.

## National Center for Women & Policing

*a division of the Feminist Majority Foundation*

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## What on earth is a GLBTI?

By Det S/Const Dee Quigley

Society and Law Enforcement in particular, is full of jargon and acronyms. Just as we become used to one acronym it changes and we are left scratching our heads, thinking that we thought we understood but are now not so certain! GLBTI is no different. It is another one of those acronyms that sounds like a sandwich from a multi-national chain restaurant!

As we all know 'society' likes to teach us to conform to 'norms'. These norms help to shape our mindsets and behaviour relating to life, love, marriage, sexuality, gender etc. We are also taught to pigeonhole, stereotype and label just about everything that does not conform to the norms. (These so called 'norms' actually now have their own label, 'Heterosexism'.)

Given societies propensity for these heterosexist labels it is 'normal' for anyone that is different in relation to their Sexual Behaviour, Sexual Identity and Gender Identity to be tossed into the same basket, thus we have GLBTI's.

GLBTI's are the reason that we have Gay & Lesbian Liaison Officers (GLLO's) (heck, another acronym!). Although GLLO's do liaise with the whole GLBTI client group, it is far easier to refer to the liaison officers as GLLO's than it would be to refer to them as GLBTILO's!

So just what does GLBTI stand for and why is it important to not just label the whole package as Gays & Lesbians? Certainly it would make things a lot less complicated. However, it does not reflect the fact that all of those included within the GLBTI umbrella are not necessarily same-sex attracted. Now, some of this stuff is basic but some of it gets confusing, hopefully I can provide some understanding. If in doubt and things are still shrouded in uncertainty, just ask a GLLO for assistance.

**G = Gay.** This is a more modern term used to describe homosexuals. To many men it is preferable to Homosexual which was a medical term invented in the nineteenth century to describe sexual acts between persons of the same sex. Although Gay is predominately utilised by men, some women prefer it to the word Lesbian, therefore Gay may also be used in a generic manner to encompass Homosexuals and Lesbians.

**L = Lesbian.** The term gives same-sex attracted women their own identity, separate from gay men. Lesbian originally described the female occupants of the Greek island of Lesbos and somewhere through history became a description of same-sex attracted women. Some women will tell you they have never been to Lesbos, don't like the terminology and may therefore prefer Gay.

**B = Bisexual.** Refers to men or women that enjoy sexual or romantic relationships with either men or women. They tend to love the person and it matters not about gender.

**T = Trans/gender.** Now this is where things may start to become a little confusing! My personal preference is to refer to those that society has pigeonholed within this category as Trans people. This is due to there being such a large continuum. This continuum begins at one end with Cross-dressing or Transvestism (which may be for various reasons including: comfort, stage/screen through to eroticism) and the person would never want a sex change. Moving through to those that identify as being of the gender opposite to which they were born and may/may not undergo hormonal and/or some surgical treatments. Then at the other end of the scale are those that have completely undertaken gender transition. As Law Enforcement officials you should exercise caution in labelling any Trans person as being Gay, as many are not.

**I = Intersex.** Intersex conditions are extremely complex. I will do my best to give an explanation that can be understood without belittling the complexities of the conditions and issues concerned. Intersex conditions were often previously described under the umbrella term Hermaphrodites. The terminology in itself raised misconceptions of people born with two sets of genitalia. Intersex conditions are those biological conditions that result in the birth of a child with internal or external reproductive organs, or sex chromosomes, that are neither exclusively male nor female.

Androgen Insensitivity Syndrome (AIS) is an example of an intersex condition in which the reproductive organs/genitalia can be at variance with the genetic sex. AIS is caused by an alteration in a gene, which blocks the body's response to masculinizing hormones (androgen) during foetal development of an embryo with XY (most often considered "male") sex chromosomes. Complete AIS is a condition in which the external genitals are completely female but the internal female reproductive organs are missing. Partial AIS is a variant where the affected child is born with masculinized genitalia. i.e. enlarged clitoris or an almost fully formed penis/scrotum. The presence of testes and the absence of a uterus is characteristic of both CAIS and PAIS<sup>1</sup>.

Generations of parents have struggled with some issues surrounding the birth of a child with an intersex condition, not really understanding their child's condition. How could a child be born with an enlarged clitoris, without a womb and with testes? Intersex conditions are now being more openly discussed as conditions that affect the development of the reproductive and genital organs and there are now support groups that can assist adults with these conditions and families of children born with intersex conditions.

Intersex conditions present a conundrum for Government and law enforcement officials. The biological sex of those with intersex conditions is not exclusively male or female and some not only have an intersex condition but identify as being neither male nor female, so that their gender is actually intersex too. The Victorian State Government has recognised this and there is now a gender identity attribute that includes intersex in the Equal Opportunity Act. VicRoads has also recognised that there is not just the 'normal' male/female dichotomy of genders and are now leaving gender completely off drivers licences. Given that officers won't want to incorrectly address people, there is nothing wrong or insulting in diplomatically asking someone how they like to be addressed, for example asking what title they prefer and then using an appropriate personal pro-noun. As previously stated most Intersex and Transgender people are not same-sex attracted, but because they don't fit the 'norms' society often associates with sex categories are sometimes thrown into the same basket as Gays, Lesbians and Bisexuals.

Hopefully this will help provide some education to law enforcement officials about the dangers of making assumptions and stereotyping of those that are categorised as GLBTI!

1 Warne, Garry L, *Complete Androgen Insensitivity Syndrome*, Department of Endocrinology and Diabetes, Royal Children's Hospital Flemington Road Parkville, Vic, p5-7, 1997

i For further information on AIS contact the AIS Support Group Australia at [www.vicnet.net.au/~aissg](http://www.vicnet.net.au/~aissg) or [aissg@iprimus.com.au](mailto:aissg@iprimus.com.au)

# The Impact of Police Culture on Women and their Performance in Policing

Carmel Niland

Paper presented at the Australian Institute of Criminology Conference, First Australasian Women Police Conference

Sydney, 29, 30 & 31 July 1996

Printed from Internet: 05.06.2002

Policing is one of the world's most masculinised occupations.

Policing grew (with few exceptions) from a military background in the nineteenth century. Police drew from army corps or militia for its first recruits and adapted a military model for its uniform, its promotional structure and its culture. Most police forces continue today as semimilitary, strictly hierarchical organisations with deeply sexist views about women. And they are deeply resistant to changing.

When I first encountered women in the NSW Police, in 1977, they had just been released from welfare duties, assisting traffic at school crossings and teaching children about road safety. They were confined to these duties by their presumed lack of competency to perform the general duties of a policeman or, in other words, it was believed they lacked the physical strength, stamina, height and weight to deal with thugs and brawls. I was surprised, at that time, that the policewomen did not protest about their menial duties, but when I examined the NSW Police recruiting procedure, I understood why. At their first interview, all police applicants were given a number of points out of ten: points for spelling words correctly, points for being the correct height and weight, and points for how closely they were related to a serving police officer. They gained more points for a blood relationship like brother or father and fewer points for a relationship like cousin or uncle. The small female quota filled quickly with women whose male relations had presumably ensured that they understood the appropriate role of women in supporting male police and freeing them from so called "trivial duties". Thus the

female police who were recruited were already enculturated, ready to accept their supporting duties.

It was with enormous pleasure that I accepted a consultancy last year with the Australian Federal Police, under Commissioner Mick Palmer, to review their EEO performance and to describe the two cultures of its workforces: one involved in community policing in the ACT and the other in its main investigative body.

Before I comment on general findings about AFP culture, let me return to my opening statement - *Policing is one of the world's most masculinised occupations*. What does this mean? What are masculine occupations? What are feminine occupations?

Masculine occupations are ones which traditionally men have done. They include

Fire Fighter	Engineer	Armed Forces
Politician	Farmer	Mechanic
Builder	Banker	Conductor
Doctor	Miner	Accountant

Feminised occupations are ones which traditionally women have done. They include:

Teacher	Social Worker	Beautician
Secretary	Nurse	Hairdresser
Shop Assistant	Midwife	Librarian
Waitress	Dressmaker	Bookkeeper
Receptionist	Housewife	

There are a number of generalisations we can draw about these separate occupations. Masculinised occupations are more valued by society. They are rewarded and paid more. The work often involves physical danger and required physical strength.

On the other hand, female work is underpaid and undervalued. It often involves emotional danger and calls less for physical strength than for physical stamina. Female work is an extension of women's role in the home. Men have traditionally not welcomed women who want to work in masculinised occupations. There have been a number of arguments advanced for this. I will deal with six of them.

The first argument, the protective argument, is that men's work is not fit work for a woman. It is too physically demanding and arduous, too demeaning, too dirty and could expose women to the more debased aspects of society, either in the form of swearing workmates or criminals and crooks, and therefore men should protect women, the weaker and purer sex, by doing this work themselves. The second argument is the "women as risks" argument. Men should not expose themselves to the risk of having to rely on someone not physically able to support them in dangerous situations or to protect them in return. Women create sexual danger, as well, in that they can be seductive and men cannot trust themselves around them. The third argument maintains that women undermine men's conditions. Until 1975 women were paid a proportion of men's wages and men feared that women, costing employers less, could be hired more cheaply to take men's jobs and undermine their conditions. The fourth argument is that women's destiny is biologically determined - women get pregnant, get periods, get PMS and hot flushes. Their hormones have to be accommodated and this causes problems. The fifth argument is that of customer preference. Customers and clients would refuse to work with women. And the final argument is that women will undermine the standing or the value of men's work in society's eyes. Because women's work is seen as trivial and men's work is seen as important, if women do men's work then men's work will not be taken seriously and men's self-esteem and pride in their work will be lowered.

After twenty years of integration of women into the masculinised profession of policing, it was

surprising to hear the old arguments repeated in focus groups from young people while I was mapping the culture of the Australian Federal Police.

Both men and women said there were disadvantages in hiring women. The main disadvantages were:

1. Women had physical limitations, they lacked brawn, you wouldn't want them in a pub brawl, they could get hurt in tactical positions and were not as able in dealing with male offenders. (The "protective" argument combined with the "women as risk" argument).
2. Mixed partner couples form relationships which break up marriages. But you can't have two women together as partners. ("Women as risks" argument).
3. For religious and cultural reasons some men won't allow women to protect them. Ethnic groups won't relate to women police. ("Customer preference" argument).
4. Women are difficult to retain, and get pregnant and there are not enough day jobs or part time jobs for them. ("Women's destiny is biologically controlled" argument).

On the other hand, the focus groups identified the following advantages:

Women are needed for special jobs - sexual assault, body searching and finger-printing. They are more organised, think better, adapt better to technology, are more responsible and tougher, with more stamina. They also help defuse violent situations. (This advantage creates a new feminised occupation in a masculinised occupation).

Whether the advantages of hiring women as police are any more accurate than the disadvantages, I believe they reflect current attitudes and beliefs. They indicate that both police training and the example of commanding officers have been ineffective at addressing the fears of police officers about female police or in dismantling the stereotypes about women workers.

But even if fears and stereotypes had been eradicated, along with all of the discriminatory practices, the culture of policing still prevents many women from achieving their potential. The culture emerges from the underlying values which

inform the organisation's behavior, and the sum of attitudes, beliefs, values and customs which are rewarded and accepted as normal.

There are many ways of analysing the values of organisations, but I find the approach of Carl Jung, one of the fathers of modern psychology, most useful.. Jung divides values into "masculine" and "feminine". Masculine values are not about men. They are values which are recognisable in both men and women and Jung's use of these terms is similar to the Confucian values of "yin" and "yang", characteristics which exist in everyone to differing degrees.

I've set out the masculine and feminine values below. Each value operates to balance its opposite and both values are necessary for balance and harmony in an organisation.

Masculine	Feminine
Competitive	Collaborative
Hierarchical	Networks
Rules	Alliances
Infiltrate	Adapt
Explain	Explore
Debate	Consensus
Independent	Interdependent
Firm	Flexible
Unyielding	Conciliatory
Single minded	Understanding
Achievement focus	Relationships
Rational	Intuitive
Power	Empower

The values illustrated were dismissed in the Seventies as reinforcing stereotypes about male and female behaviours. Now, researchers working with cultural change in organisations are using them again, because the masculinised organisations developed over the last one hundred years exhibit a preponderance of masculine characteristics to such an extraordinary degree that those people who exhibit feminine values find it difficult to be accepted in those cultures.

It is interesting to compare this list with a list of some of the negative values associated with the

Australian Federal Police in the early Nineties. These values are gleaned from my own and others' research.

Negative values included:

Hierarchical	Highly specialised	Control
Competitive	Rigid	Conformity
Lacking trust	'Old boys' network	Lack of emotion
'Tell' leadership style	Rules and regulations	Respect for position
Autocratic, paramilitary style	Top down communication	

Positive values included:

Strong teams	Rationality	Strategic thinking
Logical	Sense of adventure	Hard work ethic
Analytical	Courage	Strong collegiality and mateship

One can see an absence of feminine values.

A simplistic view of organisational change would be to argue that women on the average exhibit more feminine values than men and introducing more women into masculinised organisations would not only change their culture but it would give men an opportunity to exhibit their feminine values. This does not happen because the organisation's informal and formal system of rewards and punishments already endorses the accepted masculine values and those who are different, be they men or women, would be forced to move into compliance with the existing values or be forced to move out.

Fortunately, a different set of values is now being associated with successful policing. These values reflect feminine values. I will return to these later. But, first, what happens to women in masculinised organisations?

In a masculinised organisation, women are seen as "the other", "not part of" or peripheral to its operation. They don't fit in naturally. Men are fearful of women for the reasons I've already advanced. This can impact on women in the following ways:

- Women have to become more like men to survive and in some instances will survive by adopting strong masculine values.
- As a consequence, some women will resist any attempt to identify them as a special group labelled "women".

- Women will have to perform at higher levels than men to succeed.
- Women's progression will be dependent on their acceptance by or their defeat of, an 'old boy' network.
- Women who are promoted on merit will be disparaged as not deserving their promotion. It will be said that they received their promotion for two reasons: either they slept with someone or it's solely because of affirmative action for women.

Women will be seen as useful in auxiliary or peripheral jobs - in administrative and welfare roles but not in operational roles.

- Women will be subjected to sex-based and sexual harassment.
- Women who want to complain about sexist treatment will not be supported, and
- Women who do complain will be ostracised and victimised.

There are many elements of organisational cultures which make the implementation of real equality of opportunity difficult, if not impossible, despite the fact that the organisation has adopted EEO as a management practice and a goal, and this was the case with the AFP. The AFP had a strong anti-sexual harassment policy, a grievance system and some harassment contact officers, but it still had some serious cases of sexual harassment last year. Why?

Let me give you an example. Five male police officers sexually harassed ten female police officers. The incidents included constant obscenities, touching, pushing, leering and spitting. The male superintendent observed the behaviour and did nothing. The women eventually complained to EEO. Some were ostracised and others were moved immediately.

What were the values and beliefs held by some AFP officers behind this behaviour?

- That women were seen as a safety risk to their partners in dangerous situations and therefore no good as police;
- That because some magistrates won't convict members of the public for swearing at police in public, female police shouldn't complain about swearing and bad behaviour at the station but they should up with it like all police put up with it on the street;

- That during demonstrations, police women must be prepared to be manhandled by crowds and, therefore, at the station they should be able to "cop it sweet" if they are "man handled";
- That sexual harassment doesn't happen here. "If only someone" the joke goes, "would sexually harass me!"
- That you don't complain about a brother officer, no matter what happens;
- That if you can't take the heat you should get out of the kitchen and, finally,
- It's not safe to complain because you won't be taken seriously.

If you compare this set of beliefs with the checklist of the nine predictions about what happens to women in masculinised occupations, you will see some striking similarities.

What makes police forces different from what happens in other masculinised organisations? The people who are attracted to be police officers are men and women who want to serve others, make society safer, show courage and enjoy adventure, and they want to exercise power over others.

It is only the last desire which is relevant here. The use of power in a disciplined, quasimilitary organisation, encourages fear or, as it is more colloquially called, "respect". The power is not demonstrated by brute force; instead it is exercised through the virtue of either superior position or superior numbers to intimidate, ridicule or belittle women officers. This has the following outcomes for women police:

- They are reluctant to join women's networks.
- They are reluctant to support other women who rock the boat or make waves.
- They will resign rather than work part time to cope with family responsibilities.

### Family Responsibilities

Women in the AFP who work in community policing give strong support to part time work, job sharing, paternity leave and child sickness leave. Their male colleagues do not. They see these as benefits which go to women and increase the burden on them of having to do unpopular shifts, covering for women who leave work "early" or come "late" and decreasing the opportunities for clerical or desk jobs - that is, non-shift work which is filled by women.

### Promotion

When running focus groups with the AFP, I asked a number of questions about promotion, including: *What does a man have to do to be successful? and What does a women have to do to be successful?*

Obviously I was trying to probe the group response and see if there were any perceived differences. There were. Here are the five most frequently cited responses about what men have to do to be successful::

- Perform, work hard, be competent.
- Stuff up, drink.
- Brown-nose, grovel, be a suck, laugh at boss's jokes.
- Have a sponsor, a patron to assist you.
- Be a Mason, a Catholic or join the Lodge.

Here are the six most frequently cited responses for women:

- Be more competent than a man, be 110%, be bigger, better, brighter and more beautiful, make no mistakes, super performer, be 150%.
- It's easier for women, reverse discrimination, need to fill quotas, women are promoted quicker than men.
- Same as a man, no bias between the sexes
- Be like a man, adopt male attitudes.
- Perform, work hard.
- Screw stripes on. Was your promotion sewn or or screwed on?

The differences are evident in the responses. The notion that you must fit in or assimilate into the dominant culture comes through. As one man said: *Gender is not the issue - it's how you fit in that counts*". He agreed with me that fitting in meant conforming to a masculinised culture, not a feminised one - and therefore, it would be easier if you were a man in the first place.

Some of the behaviours rated very highly for men, like brown-nosing, etc., did not rate a mention for women. There was a general belief that women didn't have to grovel. But there was a perception strongly held by men and, to a very much lesser extent, by women, that there is reverse discrimination and filling of quotas. As one man said: *A womens' promotion draws more comment.*

To which a woman added: *If she's promoted it's because she's female*, which reinforces the belief that she did not deserve it. "Sleeping her way to the top" was still a prevalent belief in some sections, but the majority of women who responded said that women had to be more competent to be successful. They also agreed that being attractive helped but breasts, the bigger the better, also helped. *If you look good and are the right shape you will do better a female of ficer said. If you are seen as forceful, a loud mouthed female, they won't like you.*

The perceived promotion system of men - the "sponsorship" and the networking, which are very important considerations for male officers - was not seen as important for women. A male officer commented that *Sponsorship by senior officers is the greatest determinant for promotion. Sponsorship discriminates against both men and women.*

### Results of Research

The results of my research show that women have not been fully accepted by or integrated into the AFP. They are resisted by their male colleagues. Women and men have quite different and separate perceptions of this experience. Further, the training of police officers had no mention of gender awareness or difference nor did it offer any strategies to trainees on how to counter sexist workplace behaviour or sexual harassment. Nor were issues like organisational culture mentioned or explored in the training.

The organisational style of the AFP favoured those in the past with personal characteristics which are typically masculine, like aggressiveness and competitiveness. Most women and any men who do not behave this way, have said they were not deemed suitable for promotion.

In 1995 the AFP decided its culture was going to change. New values and new structures would shape a new culture. It would take five years to effect the change.

AFP, like other police forces, has been dominated by the masculine values of competitiveness, hierarchy, toughness, discipline and rules. Now a different set of values is necessary for police success. These values include respect for people and for difference, trust, integrity, cooperative teamwork, high performance, innovative risk taking, enabling leadership, collaborative and participative decision-making and an open

approach to learning. These values will shape an integrated, cross-functional police service.

I am not suggesting that all the traditional masculine values will be or should be swept aside. Far from it. They have contributed a great deal to modern policing. But as the emerging feminine values complement and balance them, and as police officers learn the behaviours to implement them, we will finally see women appropriately integrated into police services.

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## Stellar Suites



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# Notice of Annual General Meeting of the Australasian Council for Women and Policing Inc.

5.30- 6.30pm Monday 21 October 2002  
National Convention Centre, Canberra

All financial members are eligible to vote and stand for positions.  
To obtain a nomination or proxy form, contact the Secretary Melinda Tynan  
at: [tynan\\_melinda@hotmail.com](mailto:tynan_melinda@hotmail.com) or telephone (02) 6278 3069.  
Nominations for committee positions should be returned to the Secretary  
Before 14 October 2002.

Come along, join the Council and share some nibblies and drinks and hear  
about the work of the Council over the past twelve months.

*All welcome!*

Australasian Council for Women and Policing Inc.  
Management Committee positions and current office bearers

President: Christine Nixon

Vice-President: Helen McDermott

Secretary: Melinda Tynan

Treasurer: Sandra Langlands

Committee members: Jennifer Bradley, Margaret Rhodes (Editor),  
Lola Scott, Melitta Sterling, Jill Wood

## Diary of Events - What's on in 2002

**August 9th**

**International Day of the World 's  
Indigenous People**

[www.un.org/rights](http://www.un.org/rights)

**August 15th-29th (Thursdays)**

**Course on Asylum Seekers -  
"Refugee Aliens " and Border  
Crossers**

By Dr Klaus Neumann CAE Centre, Melbourne. (03)  
9652 0677

email: [history@cae.edu.au](mailto:history@cae.edu.au)

**August 23rd**

**National strategic conference on  
Human Rights education in  
Australian**

Venue: Australian National University Canberra.

Expressions of Interest: Michael Curtotti

email: [curtotti@ozemail.com.au](mailto:curtotti@ozemail.com.au)

Phone: (02) 62872211

Website: [www.humanrights.s5.com](http://www.humanrights.s5.com)

**September 8th**

**International Literacy Day**

**September 8th**

**World Reconciliation Day**

**September 9-11th**

**55 Annual Conference for NGOs  
associated with the UN "Rebuilding  
Societies Emerging from Conflict:  
A Shared Responsibility."**

Venue: UN Headquarters NY

Info: Caroline Hernandez at WFUNA

Email: [wfunany@wfuna.org](mailto:wfunany@wfuna.org)

**September 13-15th**

**UNAA national Conference**

Venue: Adelaide

Info: Heather Southcott Phone: (08) 8271 4433

Email: [hjs@senet.com.au](mailto:hjs@senet.com.au) or UNAA (SA) (08) 8226 4141

**September 16th**

**International Day for the  
Preservation of the Ozone Layer**

[www.unep.org](http://www.unep.org)

**September 21st**

**International Day of Peace**

[www.un.org/peace](http://www.un.org/peace)

**Last week in September**

**World Maritime Day**

[www.imo.org](http://www.imo.org)

**October 1st**

**International Day of the Older  
Person**

**October 4th**

**World Habitat Day**

**October 13th**

**International Day for Disaster  
Reduction**

**October 16th**

**World Food Day**

[www.fao.org](http://www.fao.org) and [www.wfg.org](http://www.wfg.org)

**October 17th**

**International Day for the  
Eradication of Poverty**

**October 20-24th**

**Women & Policing Globally 2002  
Canberra Australia**

Venue: National Conference Centre Canberra

**October 28th**

**Universal Children 's Day (Australia)**