

Commemorative
Pictorial
Edition

Women
Policing
Globally
2002
Canberra, Australia



THE JOURNAL FOR WOMEN AND POLICING



International Association of
Women Police



Commemorative Edition

\$5 for non-members
Issue No. 11



40th Annual IAWP Conference

RRP \$5.00

Issue No. 11

Published by

**AUSTRAL MEDIA
GROUP P/L**

ACN 068 899 696

63-71 Boundary Road,
North Melbourne, Vic. 3051
Tel: (03) 9328 4226
Fax: (03) 9329 4633

Advertising Enquiries:
Bill King

The Journal for Women and Policing
is published for the Australasian Council of Women
and Policing Inc.

ACWAP Membership is available from \$30 per year.
For more information please contact the Editorial
Committee, PO Box 755, Dickson, ACT 2602 or phone
(02) 6278 3069.

Address: PO Box 755, Dickson, ACT, 2602

Advertising: Advertisements in this journal are
solicited from organisations and businesses on the
understanding that no special considerations, other
than those normally accepted in respect of commercial
dealings, will be given to any advertiser.

Editorial Note: The views expressed, except where
expressly stated otherwise, do not necessarily reflect the
views of the Management Committee of ACWAP Inc.

Articles are accepted for publication on the basis that
they are accurate and do not defame any person.

Due to the difficulties involved in checking sources
NO responsibility is accepted for errors or omissions
although every effort to vet material is made.

Not a Phone List: It is the desire of the publishers
that the ACWAP Buying Guide be used for the benefit
of its members and valued sponsors. Therefore we
ask you to respect the intention of the ACWAP Buying
Guide and not to use it for the purposes of telemarketing
and soliciting of donations. Any person, group
or company who decides to use the directory in this
way is deemed as having accepted the following rates
and becomes legally liable to pay these amounts:

1. An amount of \$20,000 to a charity nominated by
the publisher for the use of the directory as a
mailing list.
2. An amount of \$50,000 to a charity nominated by
the publisher for the use of the directory as a
telemarketing list.

contents

Editorial	3
Day One	5
Day Two	13
Day Three	17
Day Four.....	27
Australian and New Zealand History of Women in Policing	34



Smart Parents...



...Lucky Kids

Smart parents... "Jason & Kerry Stevens completed the advance property course at The Investment Institute and are well on their way to achieving financial independence and their highest priority.... securing the future of their kids Jordan and Nicola"

...Lucky Kids

secure your children's future
create a passive income for life
achieve short & long term profits from property
renovate to maximize profits

WEALTH THROUGH KNOWLEDGE

TAKE CONTROL - TAKE ACTION
CALL NOW FOR A
FREE CONSULTATION
1800 027 555

www.theinvestmentinstitute.com.au



A new year and our first edition for 2003 presents to you a pictorial edition of the 2002 Women and Policing Globally Conference held in Canberra October 20th-24th 2002, hosted by Australian Council of Women and Policing, Australian Federal Police and the International Association of Women Police.

This will be a treasured keepsake to remind you of the great time we all spent together, listening and observing presentations which gave a broader understanding of issues facing women in policing globally. The most reassuring effect of the conference was the knowledge that we are in support of all women and by coming together in this global situation we can share ideas and encourage suggestions to find answers and consciously strive to make a difference within, not only our own state, nation or territory, but internationally.

The Canberra National Convention Centre was the venue, the Conference commencing with an assembly at the Canberra War Memorial with 600 delegates massing to march behind their countries flag. All delegates wore the green and gold ribbons as a mark of respect to the Bali victims and a minutes silence was held during the opening ceremony to pause and remember.

The days that followed were filled with informative sessions, power point presentations, work shops, question and answer time being given to delegates to obtain a better understanding and gained further knowledge of presentation issues.

The night at the Parliament House Gallery was indeed a glittering affair attended by delegates, State and National Police Commissioners and Government Ministers who presented outstanding achievement awards. The conference ending with a Commissioners panel, questions were put to Commissioners and Deputy Commissioners from New Zealand, Fiji and Australian Police Forces. The delegates, seeking information comment and discussion of issues raised from conference sessions.

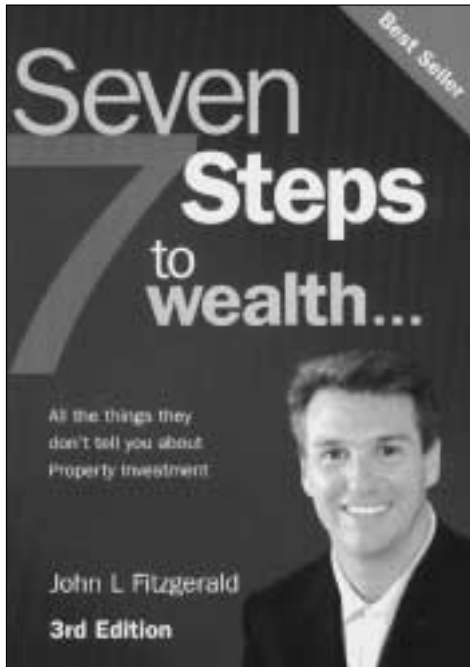
This was a most valuable experience and when a similar opportunity presents again I encourage all to make a conscious effort to attend and gain valuable knowledge which will be instrumental in networking your career planning and assist in creating an informed work environment.

Margaret Rhodes

Editor

WOMEN AND WEALTH

Why is it that 38% of women retire on someone else's income and only 14% retire on business, property or investments?



Come along to one of our presentations, specifically designed for women to learn why females face a far greater challenge in retirement. For example:

- Taking time off work to have children
- Women live longer in retirement
- Women are paid a lower income on average than men

Our presentations show you how you can take control of your financial independence and begin your wealth building journey.

Learn the TRUTH about:

- | | |
|--|------------------------------------|
| ■ Market cycles – when to buy and why. | ■ Maximising tax benefits. |
| ■ Identifying property for capital growth. | ■ Why units are a poor investment. |
| ■ The importance of bank valuations. | ■ Understanding land content. |

WORKSHOPS

Call Now

*Please call Jessica in the Melbourne office on 9593 3280
for details on upcoming workshops or to arrange a
Free of Charge workshop at your station!*

Must call to reserve your seat

(03) 9593 3280

www.wealthbuilders.com.au

info@custwb.com.au



Subsidiary of



40th annual IAWP conference

International Association of Women – 40th Annual IAWP Conference and 2002 Women and Policing Globally Conference – National Convention Centre Canberra – 20-24 October 2002

Sunday 20th October 2002:

- War Memorial Assembly
- Motorbike outriders, horses and band at the ready
- Chatting before the march
- The march begins
- Parade to Convention Centre
- Flag Presentation – CC Nixon, APM Victoria Police – Australia
- National Anthem – Victoria Police Constable Daina Jowsey – Australia
- Welcome by Official Party

Key note speakers:

- Opening address: MC David Marshall – Canberra Australia
- Senator the Hon Chris Ellison, Australian Federal Minister for Justice and Customs
- Commissioner Mick Keelty APM, Australian Federal Police
- Mr John Stanhope MLA, Australian Capital Territory Chief Minister
- Ms Christine Nixon APM, President, Australasian Council of Women and Policing
- Ms Terrie Swann, President International Association of Women Police, USA
- Mrs Ruth Bell, Ngunnawal Elder, Canberra – Australia
- IAWP International scholarship and Recognition awards winners
- Keynote Address: Ms Pru Goward, Federal Sex discrimination Commissioner, Australian Capital Territory
- Welcome Reception and Exhibit Hall Opening:
- Trade booth Canada
- Second Chance – Body Armour
- Jurisdictional display of Women in Policing
- AFP Recruiting Booth
- Delegates enjoying the reception















40th annual IAWP conference

Monday 21st October:

Session topics covered were Policing Domestic Violence, Women in Policing, Women and Management, Sexual Violence, Policing Internationally, Child Protection, Dealing with Sexual Harassment and Violence against Women. Gender and Excessive Force, Status of Women in Policing, Flirting with the Gender Agenda.

Speakers:

- Dr Elsie Wainwright, Australian Strategic Policy Institute
- Senator Marsie Payne
- Ms Maggie Moore, National Centre for Women and Policing USA
- Professor Frances Heidensohn, University of London UK
- Dr Tim Prenzler, Griffith University Queensland – Australia
- Ms Marisa Silvestri, South Bank University UK
- Agent Delores Perez – Spanish Police
- Detective Constable Dee Quigley – Australian Capital Territory Police
- Ms Ulvi Oksa, Estonian Police Board
- Ms Margaret Quirk, Government Whip, Western Australian
- Dr. Jim Hann, AIPM, New South Wales – Australia
- Major Kathryn Douthett, Pennsylvania State Police, USA
- Professor Weiyi Rong, Chinese Peoples Public Security University
- Detective Sgt June Dobson, Ontario Provincial Police Canada
- Dr. Mangai Natarajan, Women Police India
- Ms Maria Cardozo, Argentina
- Amina titi, Abnakar, Africa
- Dgt Vicki Key, Vicpol Australia
- Supt Merewalesi Verebalavu, Fiji Police Force





SEXUAL ASSAULT WHEN SEX IS NOT OK

Have you found it difficult to respond to disclosures of sexual assault? Do you know what happens when a client reports an assault to the police or attends at a crisis unit for a forensic medical? Or do you speak with children, adolescents or people with an intellectual disability about this confronting issue?

If so, this kit is for you!

This kit deals with what constitutes a sexual assault and how and where to seek help if you have been assaulted. It is presented in an easy to understand format and is suitable for use with a number of different individuals or groups, including adults, children, adolescents and people with an intellectual disability.

It is a useful tool for any professional that deals with protective behaviours and disclosures of sexual assaults.

The Kit Comprises:

- **1 x 7 minute video**
(vhs format)
- **1 x Information Booklet**
(including instructions on how to use this kit with the intellectually disabled.)
- **1 x Enhanced CD**
(including full text of booklet, audio of booklet, digital imaging of video for use on computer and list of relevant contacts with website links.)

Cost: \$88 (inc GST)

South Eastern Centre Against
Sexual Assault

Southern Health
(ABN 821 420 80338)

Please return to:

SECASA

Southern Health
P.O. Box 72
East Bentleigh 3165

Phone: 03 9928 8741

Fax: 03 9928 8749

Email:

secasa@southernhealth.org.au

Order Form: Sexual Assault: When Sex is Not OK

Please Forward:

Copies @ \$88.00 each (inc GST)

Name

Address

Organisation

Phone

Method of Payment

☐ Cheque

☐ Money Order

Order total:

Total:

Please Note: Credit Card Facilities Not Available

40th annual IAWP conference

Tuesday 22nd October 2002

Presented topics discussed: Flexible Employment and Best Practice, Trafficking in Women, Issue Resolution, Role of Victims Contact Officer, Gender and Violence, Gender Discrimination, Policing as a Career, Homophobia and Police Gay and Lesbian Liaison, Prostitution and Violence.

Cross section of speakers:

- Ms Laura Goodman-Brown, Crime Victims Ombudsman, USA
- Ms Cynthia Shain, Kentucky Regional Community Policing Institute USA
- Ms Nadia Boni, Australia Centre for Policing Research South Australia
- Mr Michael Chesworth, New South Wales Police, Australia
- Chief Insp Miriam Yawa, Royal Papua New Guinea Constabulary
- Snr Constable Melinda Edwards, Victoria Police, Australia
- Inspector Paula Rose, New Zealand Police
- Dr Sheila Jefferys, University of Melbourne, Australia
- Sgt Maree Foelz, Queensland Police Service, Australia
- Mr Alan Malinchack, Federal Bureau of Investigations, USA
- Ms Sue Woolfenden, Strategic Directions, UK
- Ms Stephanie Yearnshire, Teeside University, UK
- Ms Anne O'Dell, STOPDV Incorporated, USA
- Ms Wendy Austin, New South Wales Police Force, Australia
- Sgt Jill Bruce, Victoria Police, Australia
- Ms Zahida Tarq, International Association of Women Police, Pakistan
- Ms Julie Spence, Thames Valley Police Headquarters, UK
- Ms Charmaine Quade, Australian Federal Police, Australia

Tuesday Evening: Dinner at Great Hall Parliament House Canberra.

IAWP and ACWAP OFFICER OF THE YEAR AWARD WINNERS:

Medal of Valor Award:

- Provincial Constable Belinda Rose – Ontario Provincial Police – Canada

Most Outstanding Female Leader:

- Inspector Jill Wood, Victoria Police – Australia

Most Outstanding Bravery Award:

- A/Sgt Melinda Edwards, GLLO Co Coordinator Victoria Police – Australia

Bev Lawson Memorial Award:

- Ms Margaret Hogan, Victoria Police Association – Australia

Most Outstanding Female Administrator:

- Ms Tarina Martyn, (ex) Victoria Police – Australia

IAWP Mentoring Award:

- Police Constable Carol Thomas – United Kingdom

Most Outstanding Female Practitioner:

- S/Const Donna Gale- Victoria Police – Australia

Most outstanding Female Investigator:

- Detective Sergeant Jill Rogers – New Zealand

Outstanding IAWP Conference contributions Award Winners:

- Federal Agent Audrey Fagan, Exec. Director Protection, Australian Federal Police
- Det/Superintendent Charmaine Quade, Co Coordinator South District, ACT Police, Australia
- Ms. Melinda Tynan, Secretary Australasian Council Women and Policing – Australia
- Ms Helen McDermott, Australasian Council Women and Policing – Australia
- Member Ms Lill Sclater, AFP Conference Secretary, Australian Federal Police
- Federal Agent Anne McEvoy, Work Life Diversity, Australian Federal Police
- Member Ms Catherine Crane, Media Unit, Australian Federal Police

Community Service Award:

- Lieutenant Marie Przynski – Minneapolis – USA

Excellence in Performance Award:

- AFT Special Agent Sandra Devalkenanre

Officer of the Year Award:

- Police Constable Andrea Renyolds – United Kingdom

Leadership Award:

- Assistant Chief Constable Julie Spence – United Kingdom

Women Community Law Enforcement and Policing Award:

- Sergeant Mary Skelton – Northern Territory Police – Australia
- Senior Constable Janet McGrath – West Australian Police – Australia

Advancing the status of Women in Law Enforcement Award:

- Dr Tim Prenzier- Griffith University, Australia

Best Police Service Employer for Women:

- Tasmania Police Service – Australia













RETIREES (Now UP TO AGE 75)

Are you missing out on \$20,000* pa...

**Centrelink Pension and Benefits because you have
\$600,000 or more in shares, cash and managed funds?**

How would you like an incredible \$20,000 more each year?

- **a Centrelink Pension and all the fringe benefits ...**
including concession at the theatre, social outings, hair cuts, as well as gas, electricity, telephone, motor reg., medical, pharmacy, travel, etc.
 - **you retain your shares.**
Were you told they would have to be sold to purchase a complying annuity if you wanted a Centrelink Pension?
 - **you control your own money currently controlled by fund managers.**
Do you remember when your funds were frozen by the fund managers following September 11?
 - **your own individually managed portfolio ...**
to suit your individual needs and make your money work and grow.
 - **amazing flexibility to move and change with your changing needs.**
Emergencies, births, deaths, marriages, estate plans, legislation, etc, etc.
 - **yours – a remarkable \$20,000* more income – increasing every to keep pace with inflation.**
- * couple

John & Joan's Story

John & Joan retired 9 years ago at age 60 with investments totalling \$799,000.

They commenced two allocated pensions, paying a total \$45,000 pa.

8 years later they came to Segue very concerned. Their fund had declined \$575,444, paying pensions totalling \$55,500 pa. Based on the funds performance, their money was going to run out at age 81-81.

Segue recommended they set up a private superannuation fund (self managed superannuation – fully maintained and managed by Segue). They rolled over their \$575,444 from the Master Fund, and Segue

arranged a portfolio of direct shares, fixed interest securities and property trusts and set up a complying pension and an allocated pension paying a combined total of \$35,000 pa. They also obtained a Centrelink Pension plus the fringe benefits totalling more than \$20,000 pa.

Assuming a long term (conservative) average return of 8% (net of fees) and 3% indexation, John and Joan will now run out of money at age 102 instead of 82.

Are you at risk of running out of money too soon?

Call Segue on 9509 1599 if you would like to improve your fund's chances of survival.



Joy Smith

Ring now on 03 9509 1599

To attend a free information briefing and free consultation

SEGUE PORTFOLIO PARTNERS Pty Ltd.

ABN 84 078 921 781 – Licensed Securities Dealer

2/307-313 Wattletree Road East Malvern Vic 3145

SEGUE ... the private portfolio specialists



Segue



40th annual IAWP conference

Wednesday 23rd October 2002

Topics discussed:

International Police Networks, Terrorism, Ground Zero, The Other Victims and Strategies for Developing Nations.

Presenters:

- Helen McDermott, AWAP, Australia
- Kim McKay, New South Wales Police, Australia
- Inspector Jill Wood, Victoria Police, Australia
- Captain Terry Tobin, New York Police Department, USA
- Ms Kathy Burke, Retired Detective, New York Police Department, USA
- Ms Margaret Hogan, Victorian police Association, Australia
- Ms Anna Lena Barth, European Network of Policewomen, Sweden
- Ms Terri Swan, President International Association of Women Police, USA
- Ms Christine Nixon APM, Chief Commissioner, Victoria Police, Australia

Service Award:

Ms Christine Nixon APM, Chief Commissioner, Victoria Police, 30 years Service to Policing.

Commissioners Panel:

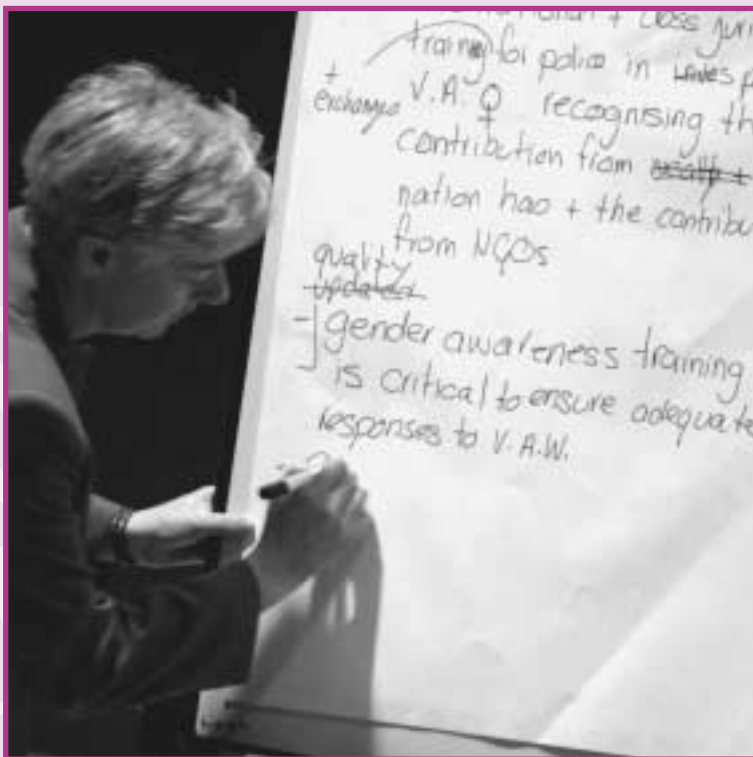
Chaired by Dr. Adam Graycar, Australian Institute of Criminology, Canberra, Australia.

- Commissioner Mick Keelty APM, Australian Federal Police
- Commissioner Paul White, Northern Territory Police – Australia
- Commissioner Barry Matthews, West Australia Police
- Deputy Commissioner Richard Conder, Queensland Police – Australia
- Commissioner Richard McCreadie, Tasmania Police – Australia
- Chief Commissioner Christine Nixon APM, Victoria Police – Australia
- Commissioner Kenneth Moroney, New South Wales Police – Australia
- Commissioner John White, South Australia Police
- Deputy Commissioner Lyn Provost, New Zealand Police
- Deputy Commissioner Moses Driver, Fiji Police

Close of Conference







WOMEN AND POLICING GLOBALLY: 2002 INTERNATIONAL CONFERENCE**THE COMMISSIONERS' PANEL**

The 2002 Conference is now three months behind us. It may be timely to reflect on what was achieved and what issues remain to be addressed. The following material relates to the Commissioners' Panel, that was held late on the final day of the Conference.

Prior to the Commissioners' Panel, participants were asked about the issues that they felt were most important for the Commissioners to consider. Their feedback was summarised and used as the basis for briefing the Commissioners, before they proceeded to the Panel. What follows is a brief summary of the key points made from participants, and from the pre-Panel briefing.

Points Made By Participants

Many participants contributed their views, and the consistency of this contribution was staggering. What most people said, one way or another, was that workplace culture remains an enormous problem:

There are at least two overlapping cultures:

- Men/women
- Sworn/unsworn
- Cultural change will not occur without addressing these tensions
- Diversity needs to be managed constructively, so that everyone is valued
- Men need to be part of the solution
- Work culture issues are relevant both to developed and developing countries and participants were informed of the extreme difficulties and challenges experienced by colleagues in developing countries – this led to a major groundswell of support for these colleagues, raising the question of how this support can be activated
- If changes are not made, women will neither be attracted to nor retained by policing organisations
- Women are still disenfranchised by glass ceilings/promotional difficulties and by inflexible working conditions (the latter is increasingly a problem for men too and has not yet been resolved)
- Police women want greater operational roles – and not just dealing with crime against women – and genuine leadership opportunities
- Women need to be creative and imaginative about how they challenge the work culture and create improvements within a command hierarchy
- Further research is needed in order to attract and retain women in policing.

Pre-Panel Briefing of Commissioners

The advice given to Commissioners was as follows:

Broader cultural issues:

- A need to recognise that the workplace culture is still perceived as discriminatory towards women, particularly in relation to:
- Promotion strategies (the old boys network continues to see 'cloned' via selection processes)
- Sexual harassment and bullying
- Obstructive middle management (training and sanctions advocated)
- Such issues cause retention problems

- Women seek significant operational roles
- Women seek leadership opportunities
- Women need to be accepted and valued for what they bring to policing, not just as a token or male substitute.

Commissioners have an opportunity to be champions of change, by:

- Acknowledging the above issues
- Reflecting on their own values/practices, to ensure that these are in line with policy – 'walk the talk'
- Listening to women – set up forums to listen to issues
- Getting around and talking to people – be seen and involved, hear concerns
- Being part of the solution

Importance of police women also taking more responsibility for themselves, by:

- Empowering actions and training
- Networking, locally and globally
- Actively encouraging support from Commissioners

Other issues included:

- Sending higher ranked delegates to the conference, to facilitate change processes (recognising that change must start at the top of organisations)
- Supporting stronger International focus through secondments and exchanges of personnel
- Ensuring that conditions are equitable across different police services (for example, extending maternity leave in NSW to 12 weeks to bring into line with other Australian states)
- Recognition of differences between countries and establishing support mechanisms to assist those that are more disadvantaged
- Importance of global approaches to identifying and interrupting the development of terrorists, organised crime etc, and the fact that women police have a role to play here too.

Most of the Commissioners were from Australia, with Britain, New Zealand and Fiji also represented. Specific issues for the Commissioner from Fiji, which echoed themes made more generally during the conference, were:

- Stronger recognition of the contribution of women, both to society and to policing
- Improved advancement and promotion to leadership positions
- Develop a women police network.

Postscript

Despite the fact that some progress has been made for women in policing (for example, the ratio of men: women has slightly improved in a number of countries, and there are now local and global support organisations) the key issues facing women in policing have not changed dramatically over the years. Women continue to leave policing in large numbers. Commissioners have an opportunity to be part of the solution. Do we know what action the Commissioners on the Panel have taken in the three months since the 2002 Conference?

Jane Mugford
Helen Coventry

Jane Mugford
QQR
PO Box 12, Gungahlin ACT 2912

Overview of Conference survey:

The survey resulted in an overall response of being a good to excellent conference. Although the responses were limited the information gathered by the conveners was of high value and will assist in future conference constructions.

The rated categories were:

- Program – Excellent 26.77% – Good 52.76%
- Speakers – tied at Excellent and Good 38.1%
- Administration – Excellent 59.35% to Good 31.7%
- Venue – Excellent 73.8% to Good 24.6%
- Handout material – Excellent 19.3% to Good 43.7%

General comments were: very informative, good mix of speakers, communication good, delegates kept informed ... to brilliant, professional and well organised, great topics and a wonderful experience and provided great networking availability. Delegates found the sessions relating to personal experiences drew the most attention, particularly Captain Terry Tobin, Ground Zero presentation. Some of the down side projected was: that more handout material from presenters would be beneficial, more current issues ie Terrorism. The need to be aware that our visiting delegates do not have English as their first language and found it difficult to completely comprehend the issues being discussed. More time to be spent with the Commissioners panel to resolve issues relating to women and policing, more workshops with resolutions and outcomes to be raised at the panel sessions.

The overall response for the conference was Excellent 44.53% and Good 45.31%.

The most frequent message stated was that the conference covered a diverse range of topics relevant to issues facing Women in Policing today, and a more hands on approach to these issues.

Australian and New Zealand History of Women in Policing: Acknowledgement

This exhibit was designed to inform delegates at the Women and Policing Globally 2002 Conference in Canberra of the history that underpins our women in law enforcement and the part they played within their respective jurisdictions.

I wish to acknowledge and give my sincere thanks to Joanne Loades AFP Canberra for her diligence and assistance during the formation and implementation of this exhibit idea, AFP Personnel, AFPMedia, Margaret Tyrie AFP Museum, Australian and New Zealand jurisdictional personnel, John Roycroft SBX, Pierre Rey, Bytes 'n colours Printers, Embassy Florists, Bill King Austral Media Group Ltd, for their support and encouragement in bringing this work to its successful conclusion.

The idea was focused on our past and present women in jurisdictional police forces both in Australia and New Zealand, demonstrating the effort and investment made by both sworn and unsworn members upholding law and order and contributing to community understanding.

The driver for this exhibit was to ensure to women attending the conference, that every endeavour, assists in making a difference.

Margaret Rhodes
Exhibit designer



Women in New Zealand Police – An Historical Perspective

"The greatest difficulty we have in training the men is to teach them to control their tongues. How long it would take to train a woman, I do not know. "

The employment of policewomen by New Zealand Police was delayed until well into the middle of last century despite pressure from women's groups and previous developments overseas. The prevailing attitudes made the idea unthinkable in some quarters and most certainly undesirable in many others.

The First Policewomen

From December 1895, Police Matrons had been appointed to stations in the four main centres but the task of the Matron was principally custodial. She took charge of all female prisoners, searching and caring for them and ensuring that no unauthorised person visited them.

Legislation making it possible for women to join NZ Police was passed in 1938 but recruiting did not begin

until a year later. Even then, the war intervened and so it was not until 1941 that the first 10 policewomen, personally selected by Commissioner D J Cummings, were appointed as temporary constables. They formed a special intake at the Wellington South Training School in that year and were the first group in the new Women's Division.

On graduating they were sent to the four main centres Auckland, Wellington Christchurch and Dunedin.

When the women took up their positions, they encountered difficulties which severely restricted the scope of their duties. Even though they had the same legal powers as the men, many of their superiors were unsure of what to do with them, how to treat them and the type of work they could be assigned to. Most officers dealt with these issues by maintaining a policy of not allocating women tasks that were difficult or dangerous and instead restricted their duties to typing, filing and other basic duties of a mundane nature.

Many of the new policewomen were quickly sidelined into clerical positions, but there were others who resisted and gained more operational experience. One was Edna Pearce, who made the first arrest by a police-woman in November 1941.

Uniforms

These early policewomen also faced the difficulty of working without a proper uniform although there was a dress standard. Hats and gloves had to be worn or carried at all times when in public. The first uniforms were finally introduced in 1952. Initially, wearing a uniform was an experiment, but it was to prove popular with the public and after some initial reservations with the policewomen.

Seeking Equality

If the 1940s had been the pioneer years for New Zealand policewomen, the 1950s were the years where women settled into their position and sought to align their role more closely with that of their male colleagues.

In 1954, the Police Association endeavoured to obtain improvements in pay and promotion prospects for women members. Policewomen received only 90 per cent of a constable's pay and their scale of increments for service was more limited. Policewomen were entitled to sit promotion examinations however, the more ambitious sought to become detectives. Auckland Constables, Nora Crawford and Molly Sim, were allowed to attend a detective course in 1955, but after their induction period, were declined the designation. Another barrier was broken when they were eventually designated as detectives in 1958.

Despite this, some change was occurring although it was not consistent or continuous. While some police-women were given arduous duties and assisted in demanding enquiries, there still remained male officers who were conservative and over-protective. They continued to restrict the scope of tasks allocated to women, to the extent that some women were accused by other male colleagues of not pulling their weight and old attitudes were reinforced.

The promotion of Betty Bennett to the rank of Sergeant in 1961, commenced a decade of major advances towards equality.

A major breakthrough came in the General Instructions issued by Commissioner Spencer which in effect disbanded the separate Women's Division. He directed that, all things being equal, sex would no longer be a

factor in detailing policemen and women for duties. It was a major breakthrough for policewomen and by issuing these instructions Commissioner Spencer was acknowledging the contributions made by women.

In practice, the directive was largely ignored. Supervisors continued to protect women by refusing to place them in positions of physical danger, despite the women accepting the inherent risks of police work when they joined. It was not until 1973, when these instructions were re-issued by Commissioner Sharp with explicit directions that they be implemented, that the move towards actual equality gained momentum within Police.

Nora Crawford Wing

It has been customary since the inception of the Royal New Zealand Police College to name recruit wings after a patron. Until 1986 only two wings had been named after women. They were the **Dame Atairangikaahu Cadet Wing** and the **Dame Cath Tizard Recruit Wing**.

On 1 May 1986, the 101 Recruit Wing graduated from the Royal New Zealand Police College at Porirua under the patronage of Nora Crawford. It was the first Wing to be named after a policewoman. It was a fitting acknowledgement, both of Nora's own contribution to Police during 35 years of service in Auckland, and of the contribution made by all policewomen toward the development of Police into the service it is today.

Women in NZ Police Today

Changes to human rights legislation has meant that the ratio of women to the total establishment can no longer be dictated. This has seen a big increase in the number of women recruited. Sworn women currently make up 14.69 percent of the service and 68.38 percent of the non-sworn staff. Most recruit wings have about one-third female members.

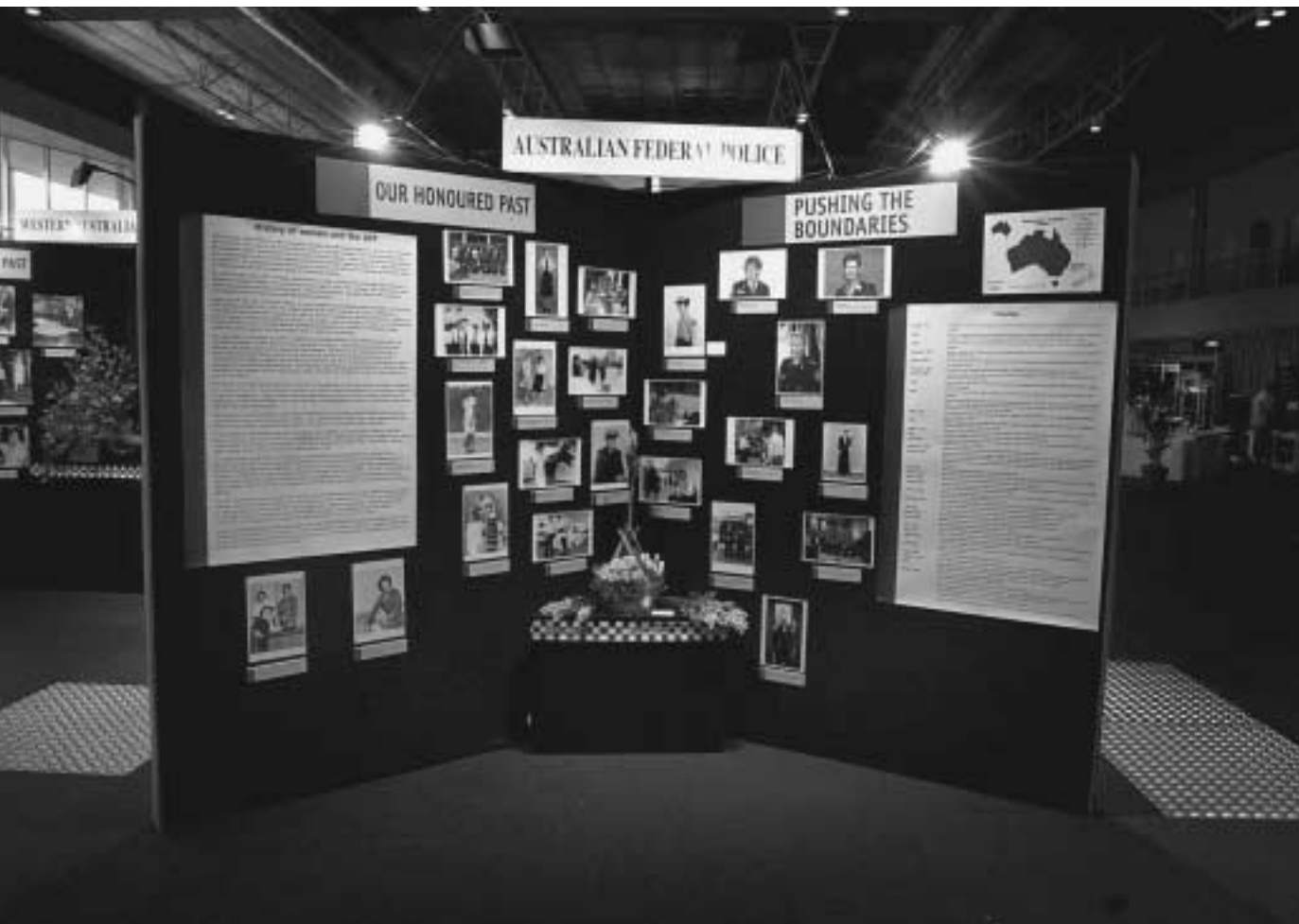
The number who have qualified for rank is increasing, albeit at a slower rate than for men. Women are widening their experience in a full range of policing activities so that they are able to compete on a level footing with their male colleagues when it comes to promotion.

It would be unrealistic to state that women had achieved equal status in service. The unique qualities of women which were a barrier to them entering the Police and used to keep them in a subordinate role for so long, continue to be issues. Policewomen will achieve true equality only when the workplace reflects a society with true equality.



Chronicle of Women Police in SAPOL

- | | | | |
|------|---|------|--|
| 1915 | Kate Cocks, the first woman police officer appointed to the Police Force | 1977 | Women police permitted to carry handguns |
| 1921 | Women police increased to seven | 1979 | Cadet Course 69 includes female cadets for the first time |
| 1922 | First woman police officer transferred to the country (Mount Gambier) | 1979 | First Female Commissioned Officer appointed – Fay Leditschke |
| 1934 | Kate Cocks retired | 1980 | Sex Discrimination Board inquiry into SAPOL |
| 1946 | Women Police Office staffed by 18 women officers | 1982 | First woman appointed to the Mounted Cadre – Sue Vivian Mixed patrols ceased |
| 1952 | Government threat to police women's equal pay | 1983 | First female Detective Sergeant – Kathryn Finnigan |
| 1953 | Women police undertake the same training as males for the first time | 1990 | Parental Leave conditions improved |
| 1954 | Women Police Office now staffed 24 hours | 1993 | Part time employment introduced |
| 1974 | Women Police Office disbanded
Women police commence duties in uniform – mixed patrols
Women police go onto same seniority lists as males
Women police no longer required to resign on marriage | 1995 | Women police comprise 14.86% of SAPOL |
| | | 2001 | Gender Equity Action Plan introduced
First female Assistant Commissioner– Madeleine Glynn |
| | | 2002 | Women police comprise 20.5% of SAPOL |



History of AFP Women

The Australian Federal Police is one of Australia's youngest law enforcement agencies. By 1979 the year of the AFP's formation, police women in other jurisdictions had already fought and won a number of important battles such as equal pay and the right to work after marriage.

On its first day of operation the AFP had a total of 195 female officers made up of former members of the Commonwealth Police, ACT Police and the Federal Narcotics Bureau. These law enforcement organisations were incorporated to form the AFP following a review into Australia's policing needs by Sir Robert Mark.

Their duties covered most aspects of police life including general duties, juvenile aid, street policing, welfare, investigations, protective security, training and other specialist fields.

Today the AFP has over 495 female officers or sworn members and 455 female unsworn members. The unique charter of the AFP to operate at a local,

national and international level means that women in the AFP can serve in a number of policing environments. Women in the AFP can serve in community policing in the ACT or Australia's external territories, overseas as an International Liaison Officer or part of a United Nations peacekeeping operation or around Australia as a members of the many investigative teams combating transnational crime, illicit drug trafficking, people smuggling, fraud against the Commonwealth, money laundering or e-crime.

Ten years after its formation in 1989 in recognition that female officers in the AFP still encountered old-fashioned attitudes an AFP's Women's Forum has held in Canberra. Topics discussed included part-time policing, job sharing and 24-hour crèches for shift workers. The forum was an important first step in addressing many issues facing women in the AFP and was the first of many forums that lead to the development of support networks and structures for women in the AFP. A second forum focussing on career development was held the following year.

Then Commissioner Bernice Masterton of Victoria Police, Australia's then highest ranking woman police officer, attended the conference as well as senior members of the AFP executive.

This conference led to the establishment of a women's liaison officers who had direct access to the Commissioner's office on women's issues. Then Superintendent Audrey Fagan was appointed the first women's liaison officer and establishment of women's networks in each state office.

To enable women in the AFP to contribute on a national level and the development of women in law enforcement, the AFP in June 1999 established the AFP National Women's Consultative and continues to have representatives at the Australasian Women and Policing Advisory Committee (AWIPAC) and actively supports the Federal Government's Women in Law Enforcement Strategy (WILES). The AFP also supports, encourages and participates in conferences with the Australasian Council for Women and Police (ACWAP). AFP is co-hosting, along with ACWAP and the International Association of Women Police (IAWP), the 2002 Women and Policing Globally conference.

AFP's most senior women today are Executive Director Protection Audrey Fagan, Commander Mandy Newton and Marion Cowden General Manager, Finance and People Management. Sandra Piesley was our first female Duty Officer, first female Commissioner Officer to Cyprus, first female Director, first female Commander and first female General Manager.

Below is a timeline of some of the milestones, firsts and achievements of the many remarkable women who worked and continue to work in the AFP. Sincerest apologies if anyone is left out. A special mention goes to the authors of the book *I'm not mad ... I'm not mad I'm a police woman* which proved to be an invaluable resource in developing this history of women in the AFP.

Timeline

October 1979

Margaret Jane McInness, Wendy Ann Norris and Melita Donna Zielonko were the first women to be sworn into the AFP.

January 1987

Senior Sergeant Karen Beck appointed the AFP's first female International Liaison Officer. Karen was posted to Los Angeles

December 1987

Constable Louise Denley was the first woman to complete the AFP's motorcycle riders' course

1988

Kathy Burdett appointed the AFP's first female to be deployed as part of a peacekeeping mission to Cyprus (28th contingent)

1989

First AFP's Women forum held in Canberra, topics discussed include: part-time policing, job sharing and childcare

Sergeant Fiona Crumbie heads up the AFP's sexual assault unit. The unit achieves a 100% conviction record during its first two years of operations

Constable Louise Denley becomes the first woman to become a full time member of the ACT search and rescue team

March 1991

The then minister for Arts, Sport, the Environment, Tourism and the Territories, Ross Kelly addresses the AFP's second Women's Forum

1991

Sergeant Virginina Lynch awarded the inaugural Judge Travers Medal for outstanding results at an National Crime Authority white collar crime course

September 1991

Detective Constable Colleen Dixon is the first female from Northern Region to go to Cyprus as part of a peacekeeping mission (35th Contingent)

October 1991

Sergeant Louise Denley becomes the first woman to become a traffic adjudicator in the ACT region

1992

Constable Danielle Woodward wins a silver medal at the Barcelona Olympics

April 1992

Sergeant Vicki Stevenson is the first policewoman to win a place on the Commonwealth's Senior Women in Management program (SWIM)

September 1992

Sergeant Mandy Newton appointed the AFP's first Women's Desk Officer

January 1993

Gaby Kierspel (International Strategic Analysis and Assessment Branch), Jane Day (Personnel and Industrial Relations), Carmel Riethmuller (Policy and ACT

Government Relations Branch) and Mary Axelby (Personnel Consultancy and projects) receive Australia Day Medals

July 1993

AFP's EEO program launched.

January 1994

Detective Sergeant Fiona Crombie becomes the first woman in the AFP to receive the Australian Police Medal

August 1994

The AFP Women Police and Management conference held in Bungendore

October 1994

Detective Constable Sharon McTavish, Dee Quiggly SID and Trish Reynolds are part of the peacekeeping contingent sent to Haiti

December 1995

Detective Sergeant Sheryl Hedges is appointed head of the AFP Aboriginal and Torres Strait Islander unit

February 1996

Superintendent Audrey Fagan is appointed the AFP's first Women's Liaison Officer

Constable Antoinette (Toni) Farrell was the first police-woman to take up a position at Jervis Bay

July 1996

AFP supports and attends the first conference of the Australasian Women Police in Sydney

January 1997

Federal Agent Rebecca appointed the AFP's first female driver trainer

October 1997

Federal Agent Audrey Fagan appointed the AFP's first female police liaison officer within the office of the Attorney-General

June 1998

Patrician Hayes becomes the longest serving female Commonwealth officer in the AFP

Sandra Piesley appointed Director Operations ACT region

January 1999

Commander Sandra Piesley receives the Australian Police Medal

June 1999

The AFP Commissioner endorses the formation of the National Women's Consultative Team

July 1999

Second Australasian Conference of Women and Policing held in Brisbane

August 1999

Federal Agent Janine Ennis was the first woman to be appointed to *Operation Bel Isi*, the AFP part of the peace-monitoring group in Bougainville

April 2000

Federal Agent Andrea Humpherys selected as the Australasian representative to international Association of Women Police (IAWP)

March 2000

The Federal Government's WILES program launched

June 2000

Federal Agent Ann McEvoy awarded the Australian Federal Police Medal in the Queen's Birthday Honour's list

Marion Cowden appointed the General Manager, People and Financial Management

2002

Commander Mandy Newton appointed Commander ACT region

July 2002

Federal Agent Audrey Fagan appointed Executive Director Protection (rank equivalent to that of Assistant Commissioner)

October 2002

AFP co-hosts the *2002 Women and Policing Globally* conference with ACWAP and the IAWP

Some more pioneering women of the AFP include:

Senior constable Sharon Varley was the first dog handler in Australia

Federal Agent Monica Hennig was the first person to qualify as fingerprint expert after the formation of the AFP. Monica was the first woman to join the AFP's Forensic Services Fingerprint section

Constable Freya Schild was the AFP's first female firearms instructor

Federal Agent Tracey Lowe was the first woman to hold the position of National Media Liaison Officer



Police Women in the Northern Territory

In 1961 women were introduced into the Northern Territory Police Force when five women were accepted as recruit Constables. These pioneers graduated on the 10th April 1961. In June 1961 Joyce Richardson, a South Australian policewoman with sixteen years experience was seconded to the Northern Territory Police. Joyce Richardson remained with the Northern Territory Police for a period of twelve months as Officer in Charge of the new group of women graduates, with the task of establishing the Women Police Section of the Northern Territory Police Force. Following Joyce Richardson's return to Adelaide, another South Australian, Pauline Russ was seconded as the replacement Officer in Charge of the Women Police Section for twelve months.

The Northern Territory Police promoted its first woman to Sergeant in November 1975. This honour is held by Glenys Simpson who served with the Northern Territory Police from September 1970 until July 1998.

Until 1978 women police were attached to the Criminal Investigation Branch in plain clothes, primarily dealing with women and juveniles. In February 1978 a uniform was introduced for females enabling the incorporation of women into the general duties stream. In many

respects this signalled the rapid acceleration of the policewoman's role in the Northern Territory. In just a few short years women have made an enormous impact, serving in almost all areas of the Police Force.

In 1980 Kate Vanderlaan became the first female police member to ride a motor cycle in the Australian Police Services. Since that time many milestones have been achieved and many precedents became the norm. For example, in 1992, Constable Cheryl Bell became the first woman to be permanently appointed to a 'bush station'. This particular 'bush station' was Yuendumu, which was a three-person station situated 300 kilometres north west of Alice Springs in the Tanami Desert. Women now frequently serve at 'bush stations' on a permanent and relief basis.

The lateral transfer in 1992 of Barbara Etter was a further milestone for the Northern Territory Police. Barbara Etter remained within the Northern Territory Police Force for a number of years, attaining the rank of Acting Assistant Commissioner of Police when she was seconded to the Australasian Centre for Policing Research.

Women police in the Northern Territory have only had forty years of service, however in that time tremendous inroads and achievements have been made.



History of New South Wales Women in Policing celebrating 140 Years.

Policing in NSW was a profession for men only until 1915, when the Inspector General asked that women police be introduced. It is believed his recommendation to the Chief Secretary was influenced by pressure from a growing feminist movement.

Maud Rhodes and Lillian Armfield were the first women appointed special constables on 1 July 1915. They were to be "social and moral guardians" to women and children. They were not given the full powers and entitlements of Constables. They did not wear a uniform and they had to sign an indemnity absolving the Police Force from any liability if they were injured or killed on duty. In addition, they had to take a life insurance policy and were not entitled to superannuation. Sp Constables Rhodes and Armfield were deployed to the Women Police Office within the Criminal Investigation Branch. Recruitment of women police was slow and by 1929 they included Mary Paulette, Nellie Mooney, Nellie Kathleen Mitchell, Mary Madden Ellen Bennett, Rose Cuneen and Eva Rosser.

During World War II, NSW police found it hard to recruit men and in 1941, the number of women police increased to 14. In 1947, the duties of women police were extended with a trial of Sp Constables Amy Millgate and Gladys Johnson on traffic duties. That year Sp Sergeant (first class) Lillian Armfield became the first woman in the British Empire to receive the King's police and Fire Service Medal for distinguished service. She retired two years later after 33 years of service. Sp Sgt Lillian Armfield received no pension or retirement benefit.

The first women to join their male colleagues in a passing out parade were Janice Mossfield and Nellie Hobart from the class of 1958. In 1959 training for women police was extended in line with male recruits, although women's training did not include physical

training nor pistol practice. By 1961, another barrier was broken when NSW Police allowed women to stay employed after they married. Women gained full police status on 18 March 1965, when the title of special constable for women was dropped. Women officers received equal entitlements to superannuation, long service leave, a pension and other entitlements previously available only to men.

In 1967, Del Fricker and other policewomen won praise from the Commissioner for their arrest of two offenders wanted for murder and escaping custody. Del Fricker won the WD and HO Will's trophy for Most Outstanding Police woman in 1970 and went on to become one of the first women detectives. Inspector Beth Hanley became our first commissioned police woman in 1972.

In 1976 the first four women police officers were transferred to general police duties on a trial basis/ by 1979 firearms became standard issue for policewomen and Gwen Martin was the first woman appointed to the Executive of the NSW Police Association.

Jill Frazer received the Policewomen of the Year Award for bravery. She died from injuries after being assaulted by an offender during an arrest. In 1981 the Equal Employment Opportunity Branch was established at Police Headquarters and began to assist women with discrimination and harassment issues.

Constable Sally Verhage became the first police woman in the Police Rescue Squad (1981)

Constable Lisa Ford was certified the first police woman diver in 1984 and went on to become the first woman in the Water Police in 1986.

The first woman appointed as patrol commander Bev Lawson, became the first woman superintendent and district commander and later deputy Commissioner.

Detective Inspector Lola Scott was appointed the first women patrol tactician at Redfern in Jan 1993. The following year she became the first women detective chief superintendent when she was appointed Commander Internal Affairs and the first to be appointed as Region Commander in 1997.

In 1994 Constable Debbie Lee became the first police woman appointed to the Police Dog Unit.

Christine Nixon became the first woman to be appointed Assistant Commissioner in 1994, she went on to be the first woman appointed to the rank of Chief Commissioner in Victoria and Australia on 23 April 2001.



History of Women in the Western Australia Police Service

The history of women in the WA Police Service harks back to 1917, when an instruction was issued to the Commissioner of Police from the Colonial Secretary desiring the employment of two women police.

New South Wales and South Australian Police Forces were already employing women officers at this stage, but this was a new and groundbreaking concept for the people of Western Australia.

First Woman Officer

The first woman police officer to be appointed was a widow by the name of Helen Blanche Dugdale, an Inspector with the State Children's Department prior to joining the police.

The second was Miss Laura Ethel Chipper, a former Matron of a Rescue Home.

Duties

Their duties mainly revolved around the welfare of women and children, and were carried out in plain clothes. Their responsibilities included:

- Keeping young children from the streets, especially at night
- Patrolling slum neighbourhoods, looking after drunken women and obtaining assistance for their neglected children
- Protecting women and girls in the public parks and gardens, and when going to and from work

These two women were pioneers in an area that had been considered until then a male occupation. In his Annual Report of 1918, the Commissioner stated that women police had performed 'useful and satisfactory

work which was seen as fully justifying their attachment to the Constabulary'.

Extra Women

As a result of Commissioner Connell's comments, two extra women constables were employed. In 1918, Miss E Austin and Miss M Fogarty were appointed.

Interestingly enough, and in contrast to other occupations, the women officers were paid the same rates as men, and were given lodgings and clothing allowances.

By the mid 1920's, it was explicitly stated that the primary requirement for an appointment to the Women Police, apart from being physically fit, was nursing training. Other qualities certainly helped. She had to be conscientious. She had to possess self-discipline. And she had to be courteous, especially considering the fact that the many irritating jobs she needed to carry out would break her temper.

In the 1930's, women applicants were required to be between 25 and 30 years of age. A number of young women were required to resign upon marriage. Also at this time, attempts were made to remove the requirement for nursing training, but without success.

The role of women police changed very little as time went on, and no attempt was made to increase their numbers. In 1940, there was a total of six female officers, and this became eight in 1941, when approval was given to employ two more women officers.

An approach to the Police Minister to clothe women officers in uniforms was declined.

First promotion

The opportunity for women to be promoted was proved when Miss Ethel V Scott, who joined the WA Police in 1939, was promoted to the rank of Third Class Sergeant. Although she passed the required promotional examination before this time, she had to wait until 1947 to be appointed. Ethel Scott ended her career at the rank of Superintendent, the first woman to do so, and was awarded the Queen's Police Medal in 1971.

No formal training was given to new women recruits – they were simply given on-the-job training by older women. Women officers were under the control of the Metropolitan Police.

From 1917 to 1976, women remained within a separate branch in the Force. They maintained a separate seniority list, wore plain clothes, received separate training from the men and were still employed principally in overseeing the welfare of women and children. Should

the services of a women officer be required, by another section, then one was seconded for the duration of that particular task.

In 1960, the requirement for women applying for the Service to be trained nurses was lifted. All work was still performed in plain clothes and if a women married, she was definitely not able to continue in the Service.

A further 12 officers were appointed in 1960. However, their duties were still very similar to those back in 1917.

In 1975, many changes took place, with women being finally issued with uniforms (albeit complete with gloves and handbags!), and restrictions on married women lifted.

1976 saw the first women to go through the Academy and the Women Police Section was finally disbanded. Of a school of 53 recruits, 6 were women. Helen Ann Dawson nee Cruthers, graduated as the most senior with number 5437.

Detectives

Police women were absorbed into the various sections of the Force when the Women Police Section was disbanded, with 2 of the 38 women becoming the State's first female Detectives. They were Bronwyn Keighley-Gerardy and Anna Schaper, and although they were called Detectives, they continued doing the same work that police women were doing.

Many firsts

As the years went by, women police continued to achieve many firsts.

In 1983, Senior Sergeant Jennifer Leete was the first female police officer to be selected as WA's Police Officer of the Year.

Sergeant Catherine Bullen was promoted to Officer in Charge of Dowerin, the first women in charge of a station.

And in 1989, Constable Catherine Schober was the first woman to receive the Certificate of Merit. She was also awarded a Bronze Medal for bravery by the Royal Humane Society.

Many other fine women of the WA Police Service made the first steps in the history of women police officers, and continue to do so today.

Women now perform all duties in police stations across the State.

They perform motorcycle patrols, they lecture at the Academy, they are Forensic Officers, they are pursuit drivers, they can be found in the Major Crime Squad, the Major Incident Group ... all duties, all sections.

Current day

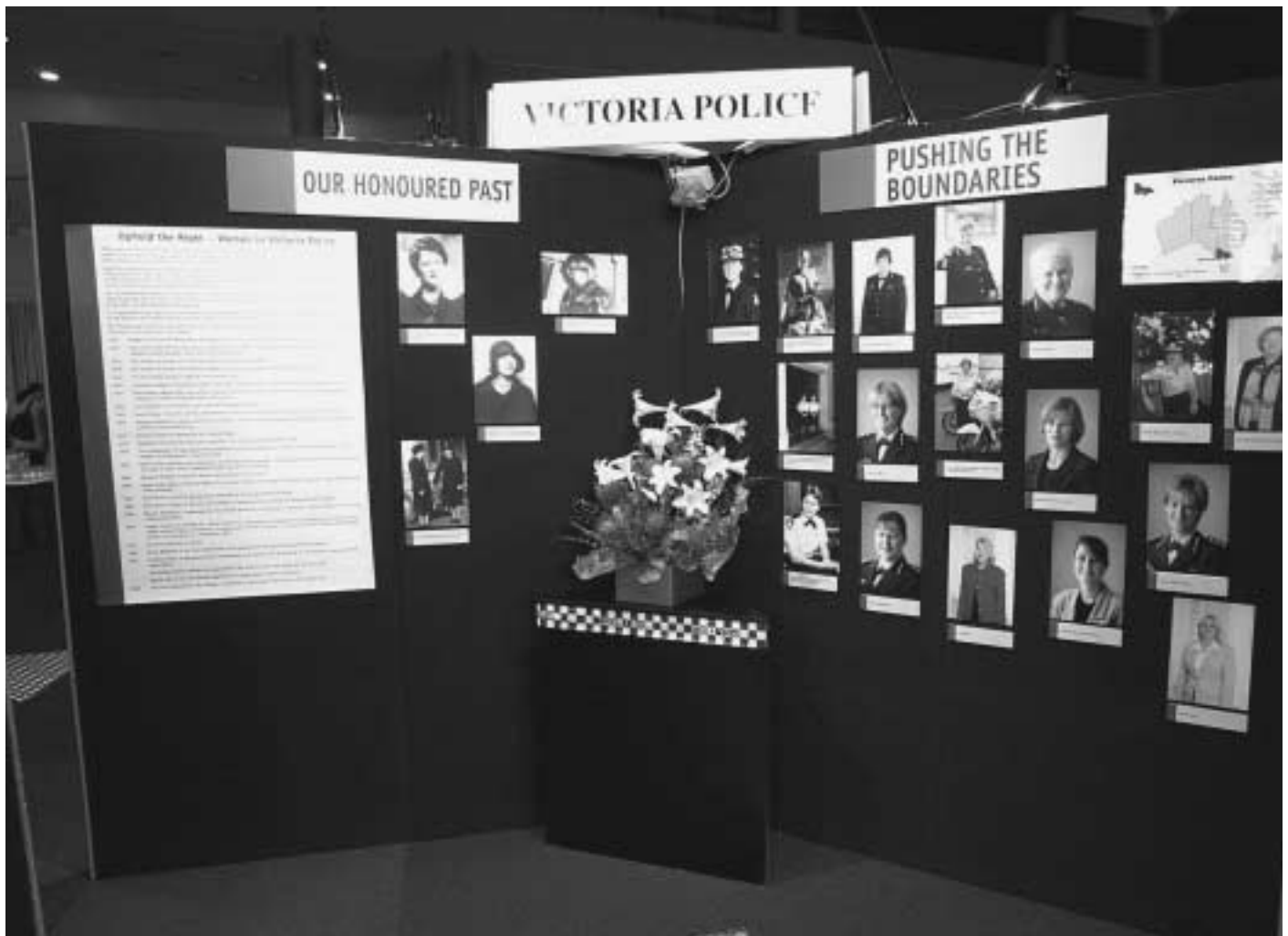
There are two female Commissioned Officers in the WA Police Service, namely Inspector Catherine Bullen (Officer in Charge of the Police Media Unit) and Inspector Louise Ball (Police Royal Commission Unit).

Females account for around 14% of police officers around the State – a total of 701 compared to 4254 males.

And things are progressing ... at the latest Academy graduation, a first was celebrated when the school was composed of more females than males.

At the eightieth anniversary of women in the WA Police Service, renowned academic Dr Irene Froyland wrote:

"We have much to celebrate about eighty years of women in policing, but if we can then turn to meet the challenge of the next 80 years, we will truly have celebrated this contribution."



Uphold the Right – Women in Victoria Police

2002 marks the 85th Anniversary of women serving within Victoria Police. During this time, significant progress has been made in improving the role and opportunities for women within the organisation. This progress has mirrored wider changes within society and the workforce, in terms of increasing choices available for women in their personal and professional lives.

From the employment of two female police agents in 1917 to the appointment of a female Chief Commissioner in 2001, Victoria Police has often led the way in advancing equality for women within the Australasian policing environment. The women of Victoria Police have continually earned the confidence and respect of their colleagues and the community by the manner in which they have fulfilled each new role open to them.

The calibre and effectiveness of these women, combined with an organisational commitment to equality and merit, have made it possible now for every woman who joins Victoria Police to participate in, and contribute to, any aspect of policing on the basis of their experience and expertise.

It is appropriate then, that as we look forward to further developments in women in policing, we also look back with pride at the distance that women, policing and the community have already come.

We therefore pay tribute to the women who have achieved the following milestones, and the women who – at present and in the future – will build upon their legacy.

1917 Madge Connor and Elizabeth Beers are appointed as police "agents" for Victoria Police.

- 1923 Ellen Cook is the first woman to join Victoria Police in the footsteps of other family members. Ellen is the daughter, grand daughter, sister and niece of policemen.
- 1924 Four women are sworn in on the same basis as male police members.
- 1929 The number of female police officers doubles with the appointment of an additional four women.
- 1942 The first female squad is inducted into Victoria Police.
- 1943 Katherine Mackay is promoted to Senior Constable, the highest rank in Victoria Police or policewomen to date.
- 1947 Policewomen design their own uniform, but are instructed by Chief Commissioner Duncan to omit epaulettes because no woman would ever reach officer rank.
- 1950 Grace Brebner is promoted to the Criminal Investigation Branch.
- 1952 Jessie Clarey is the first serving policewoman to die in Victoria Police and is buried with full police honours.
- 1956 Katherine Mackay is refused promotion to sergeant as she would be in charge of male members. This led to the splitting of the seniority list.
- 1972 Married women are allowed to join Victoria Police.
- 1975 Maternity and paternity leave are introduced. The number of policewomen is 278.
- 1978 The introduction of equal opportunity legislation and the reintegration of the seniority list contributes to the transfer of policewomen to general duties.
- 1982 Women Police Divisions are replaced by Community Policing Squads. These squads are staffed primarily by women, who play a major role in implementing the new focus of policing.
- 1984 Margaret McVeigh is the first female Superintendent in Australia.
- 1986 Angela Rose Taylor is Victoria Police's first female member to be killed in the line of duty as a result of the Russell Street bombing.
- 1987 Julie McTier is the first policewoman attached to the Victoria Police Air Wing.
- 1988 Vicki Brown (Fraser) is the first policewoman in Australia to be awarded the Australian Police Medal.
- 1989 Bernice Masterson is appointed the first female Assistant Commissioner in Australia. Victoria Police now has over 1400 policewomen.
- 1991 Angela Coulson is awarded the "Valour Award" for "outstanding courage and total disregard for her own personal safety while off duty, in entering a burning house on two occasions in the rescue of four intellectually disabled persons at Thornbury on 7 November 1990."
- 1992 Part time policing is piloted.
- 1993 Jenny Wiltshire is the first policewoman to be gazetted to the Victoria Police Homicide Squad.
- 2001 Christine Nixon is appointed Chief Commissioner and becomes the first female in Australasia to head a policing organisation. Two female police members are appointed to the Victoria Police Dog Squad for the first time. Natalie Cale is the first female appointed to a one-member station in Victoria.
- 2002 The first policewoman, Bec Caskey, is gazetted to the Victoria Police Search and Rescue unit.



Queensland Police Service

On 1 January 1864 the Queensland Police Force began operating under its own legislation with 143 employees under the command of Commissioner D.T.Seymour. The Force was then divided into the Metropolitan Police, Rural Police, Water Police and Native Police.

While women were not inducted into the force until many years later, the wife of Constable Hugh O'Loan at the Murphy Creek police station, assisted with the tasks of cooking, cleaning and doing the paper work, for those in the "lock-up", whilst her husband was out and about keeping the peace.

It was in 1931 that Zara Dare and Eileen O'Donnell, were the first females appointed to serve with the Queensland Police Service and commenced duty at Roma Street Police Station. Their duties were mainly to assist in inquiries involving female suspects and prisoners. They did not have police powers of arrest or a designated uniform. The term of their employment has not been found in the archives.

1941 saw the formation of the Women Police Section. Five policewomen staffed the section. At this time the force had 1,610 sworn police, 34 trackers and 341 police stations.

By 1950 the department was staffed by 2,030 sworn personnel, 10 women police and 30 trackers, the state population had reached one million. During that year six policewomen Clare Buchanan, Laura Frisch, Ailisa Warnick, Patricia Ryan, Elizabeth Boyle and Olwyn Doolan were inducted into the Women Police Section.

During 1955 Policewomen Ellen O'Donnell was tasked with presenting gifts to children at the Royal Brisbane Children's Hospital.

1963 saw the establishment of the Juvenile Aid Bureau, staffed by one female and one male officer.

In March of 1965 a group of eight women were the first to be sworn into the police service. These policewomen still were not given police powers of arrest and were expected to perform mainly office duties and be involved in any women or children's issues. In June of that year policewomen were given a uniform and the same powers as male officers.

1970 saw the introduction of equal pay for policewomen; this was achieved by the Queensland Police Union who believed in equal pay for equal work.

It was not until 1990 that the first five policewomen were appointed as commissioned officers, they were Inspectors Jill Bolen, Veronica Kane, Kathleen Rynders, Denise Burke and Ruth Burgess.

From 1992 to 1997 the force went through many changes. The Special Emergency Response Team was formed and 1993 saw the development of the Computerised Facial Identification Technology State, (COMFIT). The Police Bike Squad was reformed – 100 years after bicycles were first introduced to the service.

2000 saw the first female Assistant Commissioner appointed and policewomen numbered 18.5% of the current serving force.

There are 16 women police promoted to Inspector and are currently serving in the Queensland Police Service.

Our highest-ranking policewoman is Assistant Commissioner Kathy Rynders APM who was inducted as a Probationary Constable in the Queensland Police Service in 1975. Assistant Commissioner Rynders has served in areas of Traffic, Prosecutions, Staff Officer to the Deputy Commissioner, Regional duties in the South Eastern Region, QPS Academy, was District Inspector at Logan District, Superintendent at the Gold Coast District, Chief Superintendent and Executive Manager to the Human Resources Development Branch and promoted to Assistant Commissioner on 14 December 2001.



Women in Tasmania Police Service

Mrs. Kate Evelyn Campbell was the first woman appointed as a policewoman in October 1917 and discharged in January 1918. Mrs. Maud Hughes in Hobart and Miss Maud Cross, Launceston, were added to the police staff in 1918, with the particular duty of policing the "Infant Life Protection Act", "Youthful Offenders, Destitute and Neglected Children Act" and "Offences against the Person Act".

The function of policewomen was perceived as essentially an extension of a nurturing and caring role. Policewomen emphasised their unique ability and skills in work related to women and children, and demonstrated their complimentary role to the male function and not to supplant it

The resignation of the Hobart policewoman in 1921 was followed by the Launceston policewoman in 1922. Mary Jane Priest occupied a position from 1921 to 1933 in Hobart, followed by Elizabeth Twichett from 1931 to 1944. It was decided to appoint a permanent position to Launceston and following this in 1944 the appointment of a policewoman at Burnie occurred.

In 1953 within the Policewomen's Section, five police-women and one Auxiliary policewoman based at Hobart and Launceston performed "useful work" (as quoted in the Annual Report) by giving attention to juveniles, assistance to female witnesses at courts and inquests, inspecting hotel lounges and assisting the Criminal Investigation Branch in certain classes of crime. The policewomen regularly patrolled the streets, parks and other places where young girls and children were assisted. The female First Class Constable in Hobart supervised the work of the other women.

In 1957, Sergeant Beth Ashlin was seconded to Victoria Police for a three-week study tour, which included visits to the Victoria Police Academy, the Criminal Investigation

Branch and Traffic branches. Commenting on the secondment, the Tasmanian Commissioner of Police at the time, Mr. Knowles said:

"... Sergeant Ashlin's visit emphasises the significance of the policewoman's role in the modern police service. They are no longer just females in uniform confined to minor tasks. As in Victoria, our policewomen have equal jobs and responsibilities with the men. On every occasion they return an equal measure of service to the public, and we are very proud of their efficiency. We are indebted to Mr. Jackson, Victoria's Commissioner of Police, for his invitation to send a senior policewoman to Victoria ...".

At the time, the policewomen were not issued an official uniform but were paid an allowance to purchase a style of uniform which was invariably a black suit and white shirt with hats and shoes of their choice. Employment conditions at the time dictated that policewomen had to be divorced, widowed or single and at least 25 years of age and received less remuneration than their male counterparts. However, during the late 1970's these rules were relaxed and increasing numbers of women were employed and the separate Policewomen's Section ceased to exist.

In 1978 the numbers of women increased to thirty-five and Inspector Beth Ashlin became the first woman to be appointed to Commissioned rank in Tasmania Police. Since this date, a further three women have been appointed to the rank of Inspector, two of the members remain in the service today.

In March 1982, Cadet Course 12 was the first course into which female cadets were inducted. This course is also notable as it was to be the last course of cadets since the introduction of the scheme in 1971.

As 1993 drew to a close, Tasmanian policewomen were delighted with the announcement of a pilot scheme which allowed former policewomen to return to the service on a permanent part-time basis – for the first time allowing mothers with family care responsibilities to remain in the policing organisation and to consider, in some cases, the pursuing of a career previously denied to them.

Tasmania Police Service, over the past ten years, has driven reform regarding the issues of access and equity for its members and minimising gender discrimination. This reform has seen diversification within the workplace as well as a doubling of the numbers of police-women employed by Tasmania Police Service.