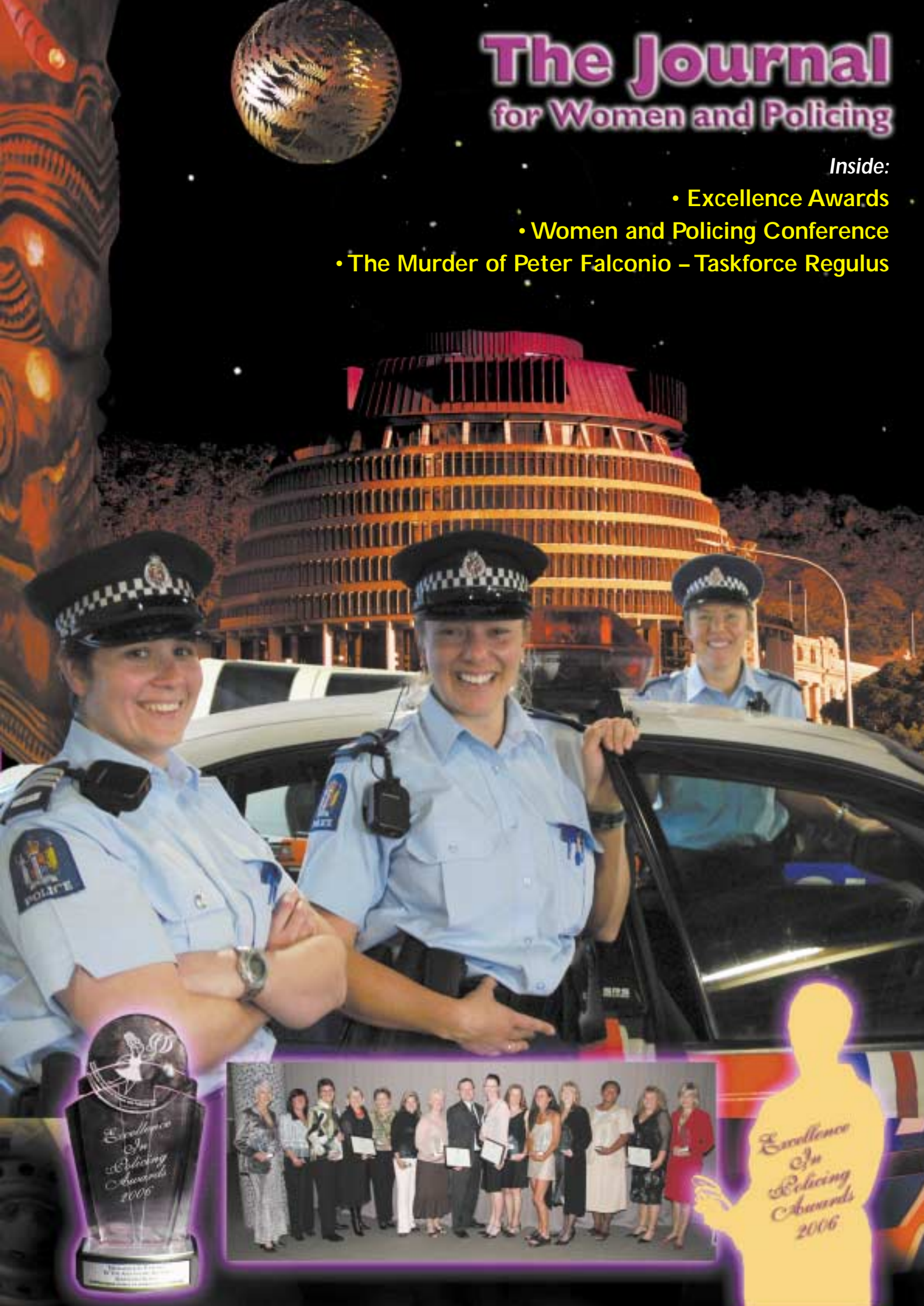


The Journal for Women and Policing

Inside:

- Excellence Awards
- Women and Policing Conference
- The Murder of Peter Falconio – Taskforce Regulus



*Excellence
In
Policing
Awards
2006*



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The Journal

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Cover:

Wellington – Host of the ACWAP Excellence Awards 2006
 Photo taken by ACWAP official Photographer –
 Constable Greg Dwyer QLD Police

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Editor's Report

Welcome to the 2006/2007 Summer Edition of the Journal for Women and Policing.

Women in policing are leading the change in policing and in this edition we have the opportunity to profile female officers from Australasia, and hear about the Career and Leadership Forum held by the South Australian Police service as well as having an update on the Pacific Islands Chiefs of Police – Women's Advisory Network, (PICP-WAN).

The ACWAP committee traveled to Wellington, New Zealand to host the 2006 Excellence in Policing awards. We braved the famous Wellington winds and the World Ruby Over 35's Tour to honor the achievements of police officers and support staff, both male and female whose contribution to policing and the community have been outstanding.

The local police made us feel very welcome and we toured Wellington Police Station as well as the Royal New Zealand Police College and Police Museum. Wellington is a delightful place and ACWAP would like to thank the officers of New Zealand Police Service for your hospitality and assistance. Greg Dwyer our official ACWAP photographer managed to take lots of photos for those of you who were unable to make it.

2007 is facing up to be another big year for Policing in Australasia.

The World Police and Fire Games are being held on the 16-25th March 2007 in Adelaide; good luck to all the competitors.

Police in the Asia Pacific region will continue their important work overseas in 2007 with deployments for police officers from the Asia Pacific Region with officers from the Royal New Zealand Police, Australian Federal Police and State and Territory Police Services participating in the International Deployment Group. The experience, networks and opportunities these deployments bring are proving to be a benefit to all, both those participating in the deployments and those on the receiving end of their advice and assistance. The Australasian Council of Women and Policing will continue to monitor these deployments with a view to encouraging a greater recognition of the importance of the United Nations Security Council Resolution 1325 in regions of conflict and post conflict.

2007 sees ACWAP celebrating ten years since its formation the fifth conference in the Australasian Women and Policing Series, Women Leading Change, to be held in Melbourne at the Carlton Crest from 26 to 30 August 2007.

The Women Leading Change conference is open to everyone interested in improving policing and will be an opportunity for police, law enforcement, policy makers, activists, decision makers and researchers to explore how women are leading change within policing, the opportunities that women's leadership can provide policing, and whether that leadership is improving policing for women.

Registration forms are included in this journal and for more information go to our website www.auspol-women.asn.au or email acwap@ozemail.com.au.

ACWAP held its Annual General Meeting in Wellington. We welcomed Senior Sergeant Megan Rowe from Northern Territory Police Service and Dr Susan Harwood as new committee members.

2007 ACWAP Committee:

President:	Christine Nixon
Vice President:	Helen McDermott
Secretary:	Narelle Beer
Treasurer:	Leanne Lomas
Journal :	Kim Eaton
Committee Member:	Jenny Fleming
	Joanne Howard
	Talei Bentley
	Leisa James
	Kim Ferguson
	Megan Rowe
	Susan Harwood

We hope you enjoy reading this 19th edition of our journal and remind you not to forget to register for the Women Leading change conference.

If you have any interesting stories, papers or other research relating to women or women in policing why not contact the editor via email at eatonbandk@optusnet.com.au.

ACWAP wish you well in your policing endeavors and leave you with this quote from Anne Frank:

How wonderful it is that nobody need wait a single moment before starting to improve the world.

Kindest Regards

Kim Eaton
Editor



Left to Right: Leisa James, Kim Eaton, Leanne Lomas, Helen McDermott, Megan Rowe, Jenny Fleming, Narelle Beer

Australasian Council of Women and Policing Eighth Annual Excellence in Policing Awards Presentation

By Senior Constable Kim Eaton, QLD Police

The 2006 Australasian Council of Women and Policing (ACWAP) Eighth Annual Excellence in Policing Awards were presented in Wellington at the Museum of New Zealand – Te Papa Tongarewa on the 28th October 2006. Nominees from Australia and the Asia Pacific Region traveled along with their winter woolies to Wellington to join ACWAP committee members in acknowledging the Award winners for their contributions towards policing and the community.

This annual event hosted by the Council is an opportunity for the policing and law enforcement community to recognise and reward the many women and men who are making a difference to policing for women.

The council received numerous nominations for each category and would like to acknowledge and congratulate all candidates for their contributions towards policing. We would also like to thank the nominator's who took the time to identify suitable recipients. Well done to all involved.

ACWAP would like to acknowledge the following award recipients:

Most Outstanding Female Administrator

**Inspector Mandy Anderson,
Queensland Police Service**



Inspector Anderson has been a Queensland Police officer for more than 33 years. She has shown dedication and commitment toward her duties and has had an outstanding career. She has demonstrated a strong commitment towards leading, coaching and supporting women in the Queensland Police Service and in being nominated for this award the Queensland Police service acknowledged her life long commitment.

Unfortunately Inspector Anderson was unable to travel to Wellington to accept her award due to a family illness. It was with admiration and respect that I was able to accept this award on behalf of Inspector Anderson and the Queensland Police Service. Inspector Anderson's award was presented at the Queensland Police Headquarters in Brisbane by Assistant Commissioner Kathy Rynders.

Most Outstanding Female Administrator – Highly Commended Ms Helen Harris, New Zealand Police



Helen was the first non sworn member of NZ Police to deploy to the Regional Assistance Mission to the Solomon Islands (RAMSI). She completed a continuous deployment period of 18 months in the position of Staff Officer to the Manager Operations Support of the Participating Police Force (PPF).

A significant part of Helen's daily duties had been addressing issues sourced from within the NZ and Pacific Islands (13 counties) contributing contingents. This role was demanding and an unpredictable one that successfully allowed the participating Pacific Islands to work together harmoniously. Her ability to quickly resolve problems and produce results meant she was highly regarded as a problem-solver and was highly valued amongst the NZ and Pacific contingents. She was also tasked with an additional role as NZ contingent Welfare Officer for the duration of her deployment.

Helen's role included setting up the inaugural Solomon Islands Police Bicycle Squad. The members had never ridden bikes before, so Helen had to teach a skill to adults that comes easily to the younger you are. Helen had to teach them everything, from road rules and instruction on fitting helmets to practical sessions on the bicycles to community policing.

In nominating her Graeme Cairns said, "Helen has been an integral part of the numerous New Zealand Police Operation Galaxy deployments in this period and has played an important role in the PPF Executive management workplace".

Excellence in Employment Initiative

**Inspector Lesleigh Jackson,
Queensland Police Service**



Inspector Jackson possesses a genuine commitment to assisting others. She is the Inspector in charge of the First year Constable Program, which provides education, training and monitoring of police officers in their first year of service. Inspector Jackson has been at the forefront of a number of Queensland Police Service initiatives designed to foster the development and participation of women in policing.

She developed a gender specific training day for female officers to enable them to be more confident in coping with female strip searches, dealing with difficult persons, dealing with rape victims, shift work and balancing work and family life. Inspector Lesleigh Jackson is a dynamic lady who is involved in the Peer Support program, lectures senior officers at the Leadership and Mentoring program and is a Senior Mediation officer.

Inspector Jackson displays excellent leadership, vision and genuine sincerity towards all members of the Queensland Police Service and the community. In receiving her award she focused on the positive future for women in policing, highlighting the dynamic young females in our organisations. Inspector Jackson's contributions towards improving policing for females already has made improvements for women and will no doubt benefit the future of women in the Queensland Police Service.

Monash University: Criminology – Excellence in Research on Improving Policing for Women Award

**Dr Abby McLeod,
Australian National University**



Dr McLeod's interest in women and policing began while she was working in the highlands of Papua New Guinea on her PhD dissertation, which had a significant focus upon domestic violence. Upon completing her PhD she worked as gender adviser to the Royal Papua New Guinea Constabulary. Based upon this practical experience, she has since focused her

research on women and the law in Papua New Guinea. In particular, she is interested in the cultural impediments to improving women's status within Melanesian police forces and to improving the delivery of policing services to women in the community.

Dr McLeod presented a research paper at the 2005 Women in Policing Conference in Darwin titled, "Women, peace and security in Melanesia".

This paper focuses upon a single aspect of women, peace and security, namely, the human rights of women and girls, as they relate to the police in Melanesia, with a particular emphasis upon Papua New Guinea. This is available from the ACWAP website.

Excellence in Policing in the Asia Pacific Region

**Inspector Maryline George,
Vanuatu Police Force**



This mother of eight children, Inspector Maryline George, is currently the Officer in Charge of the Family Protection Unit in the Vanuatu Police Force (VPF) Criminal Investigations Division. She is based at the Port Vila Police Station, Port Vila which is also Vanuatu's capital city.

Inspector George leads by example and initiates new ways to ensure the community work closely with the VPF. Inspector George often goes to the outer islands, the more remote areas of Vanuatu, to provide an awareness program to the communities in these areas about the VPF Family Protection Unit and its role in serving the community. During one visit for this program Inspector George was able to encourage the Chiefs of the villages to understand that the serious child abuse cases were best not dealt by the local custom laws but were best handed over to the police for investigation.

As a result five child abuse cases were tried in court in Vanuatu. Had these cases been dealt with by custom law, the result would most likely have been a fine of handing over a local mat and the killing of a pig. If presented to a court the maximum sentence for child abuse cases in Vanuatu is 14 years, something the Chiefs were not aware of until the Inspector went out to these areas to educate the community. The fact that the Chiefs listened to the recommendations made to them by Inspector George demonstrates her determination and the trust she has gained in the community.

Charles Sturt University Most Outstanding Female Practitioner

**Senior Constable Deborah
Charteris, Victoria Police**



For more than 30 years Deborah has mainly dealt with children and adult victims of sexual assault, and child victims of physical assaults. She has worked in the front line on a daily basis with women and children victims and witnesses, which has

included involvement in many of the most horrific and high profile child abuse and sexual assault cases Victoria has seen.

Senior Constable Charteris has displayed dedication and determination in the delivery of policing services to the victims and witnesses of sexual assault and a positive and consistent role model to service providers.

ACWAP received a joint application nominating Senior Constable Charteris in the Charles Sturt University Most outstanding female practitioner category for 2006 from Senior Sergeant Andrew Caulfield of Victoria Police and Carolyn Worth, manager of "The South Eastern Centre Against Sexual Assault".

Excellence in Policing for Women Initiative Highly Commended

Sergeant Alan McGlade, New Zealand Police



Sergeant Alan McGlade is a passionate, determined and innovative champion working to improve the reporting and reducing the incidence of domestic violence and child sexual abuse. As Sergeant in charge of the Family Safety Team (FST) he brought to this role expertise and experience with dealing with families involved in domestic and sexual abuse. Previously a Detective with the Hamilton Child Abuse Team (CAT), this officer has developed relationships with existing family violence agencies and key stakeholders.

He has gained the respect and trust of both the workforce and victims of family violence. His efforts in this field have had a positive impact on the ability of women to come forward and report this crime and through his work with the justice system, he has reduced some of those barriers which in the past have prevented or caused fear of reporting.

Excellence in Policing for Women Initiative

Superintendent Wendy Steendam, Victoria Police



Superintendent Steendam played an integral role in the review of Victoria Polices response to violence against women. The subsequent report, *Violence Against Women: The Way Forward* outlined 25 recommendations to improve the organisations response to family violence and sexual assault which are crimes perpetrated primarily against women. One of the key recommendations included the development and implementation of the Code of Practice for the Investigation of Family Violence (COPFV) which formed the basis of a multi-agency response to family violence in Victoria.

Victoria Police has improved its response to family violence. After the first year of operation, statistics demonstrated that members

were taking more action at family violence incidents. The number of intervention orders applied for by Police members on behalf of victims increased by 81% and the number of incidents where charges were laid increased by 73%.

Superintendent Steendam has dedicated much personal time and effort to improving Victoria Police responses to violence against women and has done so tirelessly and without great fanfare. This award recognizes the contribution she has made towards policing for women.

Most Outstanding Female Leader Highly Commended

Federal Agent Tina Westra, Australian Federal Police



Federal Agent Westra was nominated by senior management from the Vanuatu Police Force for her outstanding and dedicated work in the Pacific region with the establishment of a Transnational Crime Unit combined with her support and mentoring of women in the region. Tina's thoughts:

"To be acknowledged and nominated for such a prestigious award is overwhelming. To hear the comments made by those who put forward the nominations was touching and brought a tear to my eye. Hearing what a difference I have made in some of the lives of the fellow police officers I have had the pleasure to serve with in Vanuatu is what made the award all the more gratifying. To be nominated amongst some awe inspiring individuals is what made the night special to me and I will cherish receiving the award for ever. My only regret is that my father, a former police officer himself, is not alive today to have shared this special honor with me."

Most Outstanding Female Leader

Assistant Commissioner Kathy Rynders, Queensland Police Service



Assistant Commissioner Rynders is highly respected by staff at all levels and is renowned for her encouragement and mentoring of younger staff members, best effected through her approachable and friendly manner. Her leadership style encourages inclusion and participation and is a more democratic style of leadership. She has negotiated policing in her own way with a distinguished policing career.

Assistant Commissioner Rynders projects a quiet self-confident air due to her broad knowledge of contemporary policing issues brought about by continuous professional development, a broad range of experience in difficult and demanding roles. She displays an incredible drive, honesty and integrity and a desire to lead. Assistant Commissioner Rynders is a dynamic and innovative leader who has made a real difference to how women are policed.

Bravery

Leading Senior Constable Maree Bowman, Victoria Police



Senior Constable Bowmans calm and prompt decision making and her quick action resulted in the securing of a mentally ill person without injury to the police or the person involved. A situation that could have easily escalated into a far more serious scenario.

She joined the Victoria Police Force in February, 1990 at the age of 28 working in various Police Stations in Melbourne, Gippsland, the Mornington Peninsula and North East Victoria. She was stationed in Benalla in 2002, performing duties in the North East Water Police. Senior Constable Bowman has also previously received a commendation for her duties as an Operational Skills and Safety Tactics Instructor.

Maree's words upon receiving this award:

"I would like to thank my mother who taught me independence and strength, my sister who taught me sensitivity and femininity, my four brothers who taught me the ways of the world, my partners who taught me what true emotion is and what true emotion is not and my father who gave me the interest in law. With all these I believe I am armed with the necessary tools required as a capable and competent front line policing member. A special thanks to my partner on the day of this incident Senior Constable Peter Milligan, whom without, may have seen the outcome in a completely different light. Thank you to my colleagues at Benalla Police Station and my Officer in charge for their belief in my ability. It is not often that front line police members are recognized for their achievements whilst working at the coal face of policing".

Bravery

Senior Sergeant Janet Mitchell, Victoria Police



In October 2004 Senior Sergeant Janet Mitchell became the 40th President of the Victorian Police Association. Since its inception in 1917, the Association has always been led by men. Janet was the first woman President.

Janet's completed a thesis on "The history of police women in Victoria", for her Graduate

Diploma in Women's Studies at Melbourne University. This saw her doing a lot of research into the role of women in the Force.

"Essentially those early women officers were only here to do the jobs men didn't want to do or jobs related to women and children. And that type of thinking wasn't just historical. It very much existed today. That motivated me to get interested in women's issues. There were still things to do.

"Helping people is what I am interested in – it is also the responsibility of the association. There is a responsibility to the legacy of our history. I want to do the best that I can. There is an increased need for professionalism and that is what the Association has been working on in recent years. I see my role as an extension of that. I need to be professional and a good communicator to do my job effectively. I am acutely aware that I personally want to do my best to serve the Executive and the membership that have put their trust and faith in me".

She challenged the strongly masculinised culture of the Police Association and is recognized for her advocacy for women and cultural change.

Outstanding Female Investigator Highly Commended

Detective Senior Constable Teresa Langmead, South Australian Police



and strong leadership.

Detective Senior Constable Langmead is a dedicated and committed investigator. She is a role model for other female officers and her advice is sought after by younger officers. In receiving this award she is recognized internationally for her outstanding investigation of violence against women, and for her professional

Outstanding Female Investigator

Senior Sergeant Megan Rowe – Northern Territory Police



She is currently the Officer in Charge of Tennant Creek Police Station, Barkly Region Northern Territory. Senior Sergeant Rowe joined the Northern Territory Police in June 1986 and has a broad range of policing experience in rural and urban centers. She has served in General Duties Darwin, Katherine and Alice Springs and has served in the Criminal Investigation Bureau (CIB) in Alice Springs and in Darwin. She has worked on two operations as an undercover officer in the Drug Enforcement Section and in the Marine and Fisheries Enforcement Section, has served in the Major Crime Unit in Darwin and the Criminal Intelligence Section.

Throughout her career, she has mentored and supported other women in the service, guiding and encouraging their development. Senior Sergeant Rowe is an experienced police officer who has worked to improve the treatment of Aboriginal women and children at the hands of the criminal justice system as well as on high profile cases. She has made a real difference to the culture of her police service.

Contribution to Policing

Inspector Lyn Jones – Tasmania Police



This year the Council decided that it could not let two particular women leave policing without recognizing their efforts. These women are modern Bev Lawsons, and are women who have watched the Council grow and, in their own very different ways, have supported the women in policing.

Their contribution to policing is one which the Australasian Council of Women in Policing would like to recognise.

Since we first created the Council, one woman has ensured that her police service is represented at every forum; she has made sure we have articles about her state police service; not one year has passed when she hasn't made sure someone from her organization is nominated for an Excellence in Policing Award; and her police service always participates in the Australasian Women and Policing Conferences with speakers and delegates.

This is despite being from one of the smaller states. This is despite travel to and from her state being relatively costly.

When the Council decided that we should recognise her wonderful contribution to policing and the Council, we wrote to her Commissioner and asked if he could send her here. We really didn't expect him to say yes, after all it was an award that Council wanted to present to her in part the work she done for us.

But it just shows what immensely high regard she is held, when the day after we faxed the letter to Richard McCreadie, she was organising her travel over her to New Zealand.

When we wrote to her Commissioner, we highlighted how that as an organisation that deals with policing services nationally and internationally, that we were in a position to recognize someone who is among the most professional and strategic women in policing who ensured that the efforts of her police service were promoted through the Council.

For her unwavering support of the women in the Tasmania Police, for her professional representation of the Tasmania Police and for her reliable and outstanding contribution to the Australasian Council of Women and Policing, the Council presented Inspector Lyn Jones with an award recognising her Contribution to Policing.

Contribution to Policing

Federal Agent Karen Beck – AFP (retired)



Karen Beck recently retired as a member of the Australian Federal Police after almost 33 years of dedicated service. Karen joined the AFP on 30th July 1973. She had a long and successful career in policing, achieving a number of significant 'firsts' for women, in an environment which was often not supportive of women in policing. She was a quiet achiever in the AFP, forging paths into traditionally male dominated roles and acting as a role model to

other women. She offered support and guidance to other women and demonstrated strong leadership at all levels of the organisation.

Karen was awarded for her dedication to policing, for being a quiet achiever who made an exceptional contribution to policing locally, nationally and internationally.

Bev Lawson Memorial Award

Inspector Paula Stevens – New Zealand Police



This is the council's most prestigious award and the 2006 recipient Inspector Stevens from New Zealand Police Service is an outstanding woman and worthy recipient. She demonstrates in her work skills and in her personal life all the attributes of a natural leader to all police members.

Inspector Stevens joined the NZ Police in 1972. She undertook command positions at line manager level in rural areas during the late 1990 and then took up a city commander positions in the capital, Wellington, in 1991. She subsequently moved to a command and control position in Christchurch where she had management and incident and dispatch oversight over all of the south island of New Zealand through the Southern Communications Centre. This covered a population of about 800,000; seven police districts with some 1,200 police staff; and direct interaction with other command and control services for the NZ Fire Service which were housed in the police command facilities.

Inspector Stevens demonstrates outstanding leadership as a woman who has taken on the hard challenges and been the first woman in New Zealand Policing in a range of disciplines including tactical and specialist response; overseas deployments; and in developing the opportunities for women police across the Pacific.

She took up her current role as the Pacific Islands Chiefs of Police (PICP) Secretariat in 2004. She has developed opportunities for police women into other countries and mentored them to take on management and leadership responsibility. The position of Secretariat Officer in the PICP has again set the example of the first woman undertaking this sort of work in this entirely male dominated field of Chiefs of Police in the Pacific.

Conclusion

The recipients of the Excellence in Policing Awards all demonstrated their commitment to improving the policing services provided to women, have improved the opportunities and outcomes for women within policing and have in their own way encouraged others to follow.

The council congratulates and commends you all for your outstanding achievements and acknowledges you all for making a real difference to policing for women.

ACWAP encourages you to start thinking about those around you who you think would be worthy of a nomination in next years Excellence in Policing Awards and when the time comes, put pen to paper in recognition of their hard work.

The Role of Women in Sustainable Development in the Process of Dialogue Among Civilization; Perspective From Iran



Dr. Tahereh Ebrahimi-far
Faculty of Political Science.
Islamic Azad University.
Tehran Central Branch
Tehran- Iran

Introduction

The main area of life can be interpreted as mutually inter-dependent and connected with political, economic and social change. Sustainable development has mainly emerged in the last decade as an operational concept.

However, the subject of development dates back to long time ago when it was regarded as an economic matter and was measured by gross national production. After that development stretched to social fields and education. The most important aspect of development in the 70's was manpower which meant investment in the improvement of human abilities and skills in a manner to allow all to benefit from the process. It was at that stage that attention was focused on the role of women.

Another turning point that strongly influenced the attitudes and steps taken towards development was recovery of the dynamic role of women during the 80's, which became a serious goal. This change was made due to two important reasons:

- (1) women's interest in accepting responsibility and
- (2) their desire to benefit from a specific identity.

During the past two decades efforts made in that field were directed towards sustainable development. Sustainable development emphasizes both the quantitative and qualitative aspects of economic growth. This implies that economic growth should be accompanied by an increase in the measures of well being such as per capita food consumption, improvements in education and health, higher life expectancy, and betterment of environmental conditions. Sustainable development, therefore can be defined as a growth process during which the above mentioned set of economic and social indicators grow and change harmoniously.

Sustainable development is therefore, a process in which mankind meets his needs and upgrades his living condition without depriving future generations from the existing resources or making it difficult for posterity to meet its requirements⁽¹⁾.

Sustainable development will happen at a time when it is based on a novel and permanent foundation and meets the material and ethical needs of communities. In this system man is considered as the core stone of sustainable development. It is widely believed that each community development objective can be best achieved only when all its individuals have the capacity to accept the process of growth and can find correct ways and methods to achieve sustainable development. Sustainable development covering human growth can materialize when the government will prepare a suitable ground and environment for growth to enable individual talents and skills to flourish and the community will benefit from the collective effort.

Contrary to common assumptions about the universal seclusion and oppression of women in the developing societies, twenty-first Iranian women played a significant role in the process of "sustainable development". Women in Iran have combined their family life with their professional activities. The possibilities of women participation in both Public (work) and private(family) sphere has also become accepted through the implementation of the principle of equal rights and opportunities with men reflected in the legislation, although some problems still remains⁽²⁾.

However, women in Iran have achieved this in privilege in different ways. Iranian women have taken the combination of public and private spheres as an inevitable feature of their lives while Western women often see this as an opportunity for economic independence.

Broadly speaking, considering the fact that women form nearly half of the global population, sustainable development cannot be achieved without empowering women. The first requirement to meet all needs in communities is to possess knowledge and the first attempt towards acquiring knowledge is to conduct dialogue. Dialogue will help us to become aware of the methods employed by other cultures and civilizations and such information can play an important role in the development of thought and sustainability. As the governors of family affairs, women can play a significant role in preparing the community to achieve human intercourse through dialogue.

Cultural differences cannot be denied. The differences enable us to benefit from varieties and by being acquainted with other cultures and civilization mankind benefits from the diversity of cultures. This paves the way for comprehension of existing realities in various cultures and prepares suitable grounds for incorporation of change of conditions in the existing world.

In whatever light we view civilization or sustainable development we find that it invariably resolves itself into a question of individual training. Society is made up of an immense number of individuals; and just in proportion to these individuals we are faced with well or ill educated women, so will the community which they form be more or less characterized by the manifestation of social development and civilization.

Nowadays human life suffers from distortion and imbalance. In order to deal with the problems and difficulties in the existing world that is faced with various civilizations and cultures we must benefit from all these cultures so that we can make a careful and precise evaluation of our living environment and identify factors that upset our balance. Surely in order to attain Sustainability we must simultaneously identify and focus on all sustainable indicators such as economical, social, cultural and living environmental factors, etc. As long as we fail to give enough attention to women's participation in such activities it would be impossible to attain sustainable development.

In an effective dialogue towards sustainable development each culture, first of all, must announce its difficulties according to its own yardstick.

- (2) The common and conflicting points among cultures must be identified and established
- (3) Common points must be strengthened and
- (4) suitable methods and systems must be developed to solve the problems.

Without the cooperation and solidarity of people in various cultures such a goal cannot be achieved. As a mother, teacher, a citizen and facilitator of dialogue among civilizations, a woman is capable of discharging outstanding service by teaching, promoting and attaining lasting peace which is the foundation of sustainable growth.

The role of women especially the role of Iranian women of as facilitators of dialogue among civilizations towards sustainable development can be noted in the following fields:

Women's Role in the Family

Dialogue and mutual understanding in the smallest unit of the community or family up to national and ultra national level covers a vast ground of human interaction and understanding. Undoubtedly women who form half of the human community play a substantial role in that area. During the course of history by shouldering the responsibility of education of future generations women have had a remarkable role in forming and shaping civilizations. Only such civilizations can speak of their cultures with each other whose common cultures and civilizations can consolidate with each other.

That which helps cultures and civilizations to approach each other is the young generation. Despite giant difference between various cultures and civilizations, as managers of human units women can play a decisive role in shaping the personality of the younger generation. By educating a well-informed and thoughtful generation to understand the need for peace and sustainable development women can reduce human anxieties and disorder. By exchanging information and by understanding and cooperating with human communities such a generation can achieve the understanding and ability to collaborate and solve problems that besets the community. The role of women in the education of similar manpower can practically facilitate community planning for sustainable development.

Women steer a big helm in the community thanks to their strong morals and sympathy and motherly instinct in the family and their general role in the community.

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According to the order of nature, domestic life is always preparatory to social. It is the homes of the people that the minds of the people are formed, and from that first source issue the principles and maxims which govern society. Man advances from childhood to citizenship, from family to society, from the domestic hearth to the public forum. As children rise into men, they carry into practice the education which they received in their early years. The feelings, prejudices, virtues and opinions, which are instilled into the susceptible mind of childhood, in time become the feelings, prejudices, virtues, and opinions which govern the world. Public opinion is made up of the tiniest bits of opinion, which, first sown in private, afterwards issue forth, and increases in public life. And thus it happens; that it is through the training of infants and children that mankind comes to be civilized.

It is incalculable, how greatly the influence of women, properly directed, might tend to humanize mankind, and to produce harmony and peacefulness among the various classes of society. The elevation of the standard of moral excellence would be affected by the moral and intellectual improvement of women. Where she is debased, society is debased; where she is morally elevated, society will be elevated also. Nations are but the reflex of homes: Peoples of Mothers. Possessing a power so extensive, and holding an influence so universal, the community have, indeed, a right to ask that it should be properly directed.

In spite of various meaning of the culture⁽³⁾, we can say that the culture of each community ensures its independence and identities all that which incorporates customs, rites and traditions. Naturally a big portion of the community's culture is transmitted to children by mothers. In Iran, domestic comfort, habits of cleaning, habits of order and the knowledge of cooking, among other things, are the habits which Iranian women are thought to cultivate. Their duty to work in public fields did not eliminate Iranian women's duty of motherhood.

Hence, women can play a leading role in building cultures, institutionalization of dialogue in the family and spreading the dialogue in the community.

Women's Role in the Field of Training and Culture

The social influence of women will appear more obvious, if we notice a little more in detail the circumstances over which she exercises a direct and almost exclusive control, in training and education of the individuals of which society is composed. In the first place may be noticed her great influence over the physical well-being and happiness of man. It is at home that the character of the population is chiefly formed. It is in our dwelling that their physical frames are nurtured, that their moral nature is educated, that their judgments are trained, and the future place of the human being in the scale of morality and intellect, is to be determined. And it is woman who, in all spheres and stations of life, there regulates those influences which operate the most powerfully on the physical, moral, and mental constitution of man.

Precision and delicacy is one of the wonderful powers that nature has bestowed on women. Gifted with natural qualities such as toleration, patience, perseverance and endurance women are capable to change

the criteria of power into human criteria and qualities by propagating sympathy and harmony during dialogue among civilizations. The same outstanding qualities in women has converted them into skillful executives for promotion of constructive communication that can play an effective and decisive role in the dialogue among civilizations and sustainable development.

The position of women in the family and community structure has helped them to increase their perceptive power to clearly perceive various circumstances. This prepares a suitable ground for women to play a positive role in educational institutes and to be recognized as perpetrators of cultures and civilizations through that channel. On the other hand women's skill in developing constructive communication proves that they are really involved and instrumental in promoting dialogue among civilizations and achieving sustainable development.

If the individual which is the main element that builds a community did not exist no community would have existed, and if women did not steer the family helm as the central figure, the family would have no meaning at all. As a result the duty of a woman is to help perpetuate mankind because it is the woman that helps human life to perpetuate and survive.

Woman is thus the immediate transmitter of "the store of civilization" of our time. If we seek to civilize mankind and would have society made perfect through the superior development of individuals composing it, we must make mothers the efficient teachers and trainers of their children. And it is only by making woman a pure, and intelligent being that her influence is to be employed for the benefit of society and in working out the progressive advancement and civilization of the human species.

In Iran love or sympathy is one of the noblest qualities of Iranian woman enabling her to spread virtue, affection, purity and gentleness through society. Iranian female through education has conducted herself creditably in all the various relationships of life- as sister, wife, friend or mother. In her mental strength she always finds a stronger and surer protection than mere ignorant and helpless innocence; in cultivated moral and religious feelings she finds sources of influences more lasting than in mere physical attractions.

Therefore, the main mission of dialogue among civilizations is in fact vested on women who by teaching mankind and by acquiring further information about various cultures can train individuals for sustainable development during the process of dialogue among civilizations.

Employing women is not necessarily meant to earn bread or perpetuate their survival; in fact it is her cultural goals that play a remarkable role. A healthy and active community needs active female presence and the culture-building role of women can materialize only at a time that they receive enough education.

As a whole women are regarded as community instructors and their teaching role in the improvement of manpower can flourish only at a time that those who devise development policies will try to elevate and improve the social and cultural conditions of women.

Women's Role in the Economy

Every civilization is formulated on the basis of a strong ideology and the progress of culture perpetuates civilizations. Thanks to their inherent values women play a special role in economical and social interrelations. By regulating the family economy and by transferring such habits to the next generation in grand scale women play a

constructive role in sustainable development. They play an effective role towards universal peace and continued security thanks to their eloquence, ability and education.

Moreover, development advocates began to stress gender equality as an essential component development, in recognition that women make up the majority of the poor in the developing world.⁽⁴⁾

The elevation of women's dignity depends on the economical conditions and developments in the community. Nevertheless thanks to the position of women and their important role in the family they are regarded as the perpetual nucleus of the community and the main platform for economical, social and cultural changes in the community. Displaying a positive picture of female participation in the community's economy will lead to progress and sustainable development. The more educated, well informed, skillful and expertise women flourish in the community the more the community's ability will augment.

Thrift is key to sustainable development that has been lost in the cycle of events. Thrift or measuring the real needs starts from the family and can be taught to children by the mother in the family. Teaching correct consumption patterns and its impact on the community by the family can play an influential role in the family basket. Saving basic materials can contribute to the development process and in the meantime reduce pollution. It can help the living environment to become much more healthy and can reduce medicare expenses.

Efficient and progressive manpower is an important factor that can help a community to develop. A community which is capable of identifying its manpower and plan according to their abilities, talents, shortcomings and needs can preserve its symmetry alongside development. In the same way that lack of cooperation between husband and wife in the family disturbs the family peace, it can weaken the family's role in the preservation and consolidation of the community. The first step towards recognition of manpower in each community is to identify men and women in the community and understand their difference and train them to be adaptable according to their different genders. Obviously without cooperation of all individuals a community cannot develop and before accommodating collaboration between men and women towards perpetual development any other efforts in that direction seems to be futile. In between deploying women's abilities in the economic affairs will encourage and inculcate confidence and dignity among women and will help them to develop an acceptable personality for themselves and cause them to act more alert and firm versus others in the community.

Preserving natural fuel resources can effectively contribute to economic bloom. Only by reasonable consumption can we really protect our natural resources and matters. Women play a leading role in the correct use and saving fuel and storing foodstuff. Since Iran is highly endowed with very rich hydrocarbon reserves, oil and particularly natural gas, Iranian women can play remarkable role in this field.

On the other hand many women in the world are suffering from poverty. Poverty not only compels women in the world to add to their effort and spend a lot of time to earn their daily living, but also reduces their living standards and endangers their physical and spiritual health and limits their opportunities and choice. To overcome crises, common calamities and hardships we need to conduct dialogue on international level. Women are bound to actively participate in dialogues on national, regional and international level. The process of achieving understanding and

enforcing the fruit of inter-cultural dialogues and experiences acquired from such talks can display the ability and creative power of women which is a suitable step towards sustained development.

Presently participation of women in various economic fields can boost national production level remarkably. Increasing women's role in the production of goods and services too is also a very important consideration. Including women in economic planning can help governments to benefit from employment of women as dynamic and effective work force in the production process. As a whole as teachers of thought and young adults women can play a special role in the dialogue among civilizations. Well educated women who are fully oriented with various cultures can prepare the minds of the younger generation for dialogue in the future world and pave the way for sustainable development.

In our society (Iran) which has been historically male-dominated, there are more women in workforce than ever. Employers are collaborating with women through professional organizations and corporate women's group to bring about change. The rate of Iranian women employment in the public sector is rapidly increasing. Their representation in the largest category is highly skewed toward "female occupations" such as teaching and nursing.

Educating expert women, employing successful female executives in large scale and appointing women in key positions can incite interest and solidarity among women and can be regarded as effective measures towards sustainable development. Another very important step towards thrift that is one of the foundations of sustainable growth is emphasis on education of women. To offer such training one can benefit from the mass media. Also we can look on countries that have succeeded in this area and benefit from publicity and documentary films to educate women.

The most significant feature of non-government organizations (NGOs) is participation of women in various arenas.

Women's Role in NGOs

The changes and developments in the community are achieved with the assistance and cooperation of all individuals. Thanks to strong educational and spiritual and moral incentives and deep sense of responsibility versus the fate of the community women can serve as a bridge between women and the government and can contribute to the building of a progressive civil community which is an important requirement in sustainable development.

The most significant feature of non-government organizations (NGOs) is participation of women in various arenas. As a whole the goal of NGOs is to employ female talents and abilities to evaluate their problems and difficulties and offer suitable and practical solutions. This is another effective step towards development of civil code in the community. Relation between various human communities by accepting the principle of difference of cultures cannot be established except by dialogue⁽⁵⁾. Female NGOs can play a significant role in the promotion of the idea of dialogue and sustainable development.

Peaceful coexistence among cultures calls for active presence of representatives from different cultures in inter-cultural dialogue. Considering the role of women in building culture for communities their effective presence in inter-cultural dialogue is inevitable. Mentioning and analyzing women's problems in the international level will shift the world attention towards reduction of tensions to a considerable extent and movement towards human development through constructive dialogue.

Women NGOs can pave suitable grounds for increased women participation and identification of women's problems and obstacles that prevents their participation. Not only NGOs are coordinating the affairs of women and children and families but are discharging two important missions: Firstly by collecting analytical data and getting familiar with the problems of women around the world they recommend solutions and amend regulations.

Secondly by acquiring useful information and supporting analytical information about women in different countries they acquaint them with the latest inventions and instill a desire to become social activists. Therefore, if women's problems such as poverty, illiteracy, violence, unemployment, etc. are carefully examined in various regions in the world, undoubtedly the solutions will address the common problems of all women in the world. Should we fail to find solutions for such problems and guidelines for the advancement of women in the world the negative impact will endanger the family in which the children are the main elements that adapt to the community and such a handicap can lead to social disorder.

Women are more exposed to irreparable damage by violence and tyranny. Nearly in every human culture and civilization one can trace the ugly and horrible examples of violence. All such inhuman rudeness is the fruit of unsettled, uncivilized and rude environments. Dialogue is a sort of cultural transaction and dialogue pushes the culture of violence and male domination to the margin. Those cultures and civilizations that are capable of creating more calm, sympathetic and fair atmospheres and conditions can reduce the violation of women's rights.

Active Iranian women presentation in NGOs has helped women to step into dialogue among civilizations and has increased women participation in nationwide decision-making and has support constructive movements among women in human communities. The Beijing Conference was a model of women NGO that reflected women's problems on the global level and active participation of Iranian women in this conference reflects their general willingness towards women welfare.

The General Assembly of Human Rights Commission in Geneva and the meeting of NGOs in 1992 made sizable breakthrough on national and international level. The United Nations too has laid much emphasis on the fortification of female NGOs and has provided suitable frameworks for promotion, initiation and sustaining of dialogue⁽⁶⁾. Such an emphasis is laid because of two reasons:

1. these organizations play an effective role in culture and civilization building and by benefiting from UN programs they can mobilize public attention towards such good programs and increase a general willingness towards amendment of legal institutions in keeping with the United Nations' Charter.
2. Secondly, by submitting relevant reports to the United Nations women NGOs can incite the United Nations to decide and act against countries that violate women's rights and build up international pressure against such atrocities.

Without public participation and support NGOs cannot play an active role to enlighten the women about the virtue of discharging effective role by actively participating in various social programs.

Considering the wonderful progress of technology and rapid growth of computer network one can offer necessary training to women through Internet and telecommunication system. International conferences too can help the participants to achieve mental affinity. Moreover their propaganda and messages that are dispatched to various countries can play a remarkable role on human welfare.

Women's Role in Political Participation

Among subjects of controversy and contemplation in human civilization one can refer to the presence and rank of women in politics and governments. Since in the past politics and governments was considered to be the province of men and the women's activities in this field was limited, it would be interesting to examine the presence of women in politics towards sustained development in dialogue among civilizations.

All individuals are members of the family of mankind and must lead a peaceful coexistence based on equality and brotherhood. Therefore, no obstacle must hinder such equal involvement from the point of view of human rights. But the fact is that there are a series of discriminations that lead to gross injustice; unequal rights and degrades women who form half of the mankind. Such discriminations emanate from distinction between genders whereas in fact men and women have their own responsibilities according to their inherent qualities that are not proportional but complementary. As a result, in order to resist the weaknesses caused by imposition of duties emanated from gender, women must be empowered and are compelled to participate in politics and enjoy political power. In Iran this necessity is because of two essential reasons:

1. Women has given up the habit of shying away from politics and their ardent desire to participate in politics.
2. Governments have tried to lay the groundwork to increase further female participation in the community.

The economic structure of a community provides for involvement of economic power and as a giant part of manpower in each community women can continually play a remarkable role in the formation of governments and formulating policies. The recent events in the world especially the idea of dialogue among civilizations and the process of globalization have provided good opportunities for involvement of women in politics.

Dialogue among civilizations provides essential opportunities for women. In the first place the dialogue has reduced the negative feeling against women. This means that in the past due to limited female activity outside the house their marginal presence in the community had been recognized and established as an accepted rule and culture. With the opening of a suitable environment for women in dialogue among civilizations such an approach to women has been widely rejected and the values in the community have been adjusted and balanced to some extent. The second theory is that the international system not only lays much emphasis on economy, military and politics but on culture and civilization too.

Participation of women in politics and decision-making can stop injustice and inequities which has led to a sort of anarchy and violation of women's rights and has ended up with a principle that emanate from social contemplation. Therefore, female participation in politics and interfering in small and big decisions can pave the way towards peace and development. Both subjects are closely interrelated to humanity. As supporters and main leaders of peace and tranquility and stability in the family, energetic instructors that teach resistance among children women have a common goal to promote and perpetuate lasting peace. With such inherent qualities their leading role in promotion of peace is very significant.

Women can serve constructive, instrumental and useful in developing dialogue among civilizations only at a time that they are permitted to participate in decisions, devising legislature and being employed as managers. Active presence of women in political decision-making will surely lead to more effective and better decisions that will improve the women's conditions because the decisions about women's affairs made by women will better solve their problems. Women participation in decisions will help them to move to growing development and will make them stronger so that their massive participation will help mankind to exploit and distribute resources in a manner that all individuals can benefit from the resources.

In Iran, despite of all problems, the participation of women in politics created an image of popular support internally and internationally. They played an important role in initiating legislation on women. Their participation in two important area also attracted attention; that is, election and war⁽⁷⁾. Women's involvement in the process of political decision-making and their participation in parliamentary politics in Majlis provided a good opportunity for them in playing an important role the political development. Their involvement in the executive branch and international conferences show the important role of Iranian women in politics.

Women's Role in the Living Environment

Sustainable development is another form of understanding and balance between the earth and its inhabitants in which the value of each party depends on the value of the other party. Such sustainable development can be defined as protection of nature and natural resources and preventing destruction of water and soil, other natural resources, space and living creatures.

Human anxiety about destruction of nature and natural resources has compelled man to come into common agreement to achieve security for mankind. Such an understanding cannot be achieved unless everybody is allowed to live. Therefore sustainable development becomes meaningful only for mankind and by mankind only. The need for dialogue becomes indispensable in order to explore suitable methods of cooperation to protect and develop sustainable living environments.

Economists regard physical environment as an open system. This means that in order to function, the economy takes certain things from the environment and puts back certain things. It is therefore essential to balance what is taken out and what is put back in, because it takes considerable time for the environment to adjust to new patterns of resource use. If the balance is not maintained, environmental degradation will occur.⁽⁸⁾

The most popular relationship between man and earth and water is in agricultural activities. From the beginning of the world women have been tireless and tolerant workers in the community. Not only they have participated in farming and animal husbandry and development of industries but have discharged their maternal duties and managed the family chores as well.

The rapid growth of population, progress of sciences and technology during the growth of industry and the desire of mankind for further consumption has increased the bulk of waste on earth. Waste or refuse is the fruit of excessive consumption and is the main factor that breeds pollution. Women can effectively participate in the control of the quality of living environment. By teaching their children and helping their mentality to grow mothers can lead an important role in the improvement of living condition and recycling the matter. Teaching the children in the house to purify the living environment can form a good habit for children. The role of women is remarkable in saving water by teaching children how to correctly to consume it.

A cursory glance at hunting leads us to understand that women have always been advocates of wildlife and their sympathy for wildlife has always prevented the destruction of animals. Surely women have played a valuable role in the expansion of greenery and improvement of living environment.

A series of unwise steps taken by mankind such as destruction of ecosystems, pasturage and forests and pollution of air and water, soil, lakes, natural resources, destruction of wildlife, aquatic species, fishes, etc. has inflicted irreparable demolition to the living environment which calls for a general mobilization to achieve peace and sustainable development. The role of women in the capacity of mothers and natural teachers who educate children and young adults and their other related responsibilities representing them as models of solidarity in collective action, can regulate and create a peaceful coexistence and friendship and understanding. With such inherent gifts women can propose good programs towards attainment of such ends in sustainable development.

Real dialogue can pave the way for sustainable growth and protection of the living environment and increase the responsibilities of mankind in inter-cultural communication. In a suitable atmosphere created by the theory of dialogue among civilizations women are playing an effective role by serving as a link between mankind and living environment. Peace, calm and health for mankind can be achieved by consolidating this link.

Despite their insufficient presence in the existing circumstances, Iranian women' fruitful role of women in the production, education and developing necessary methods of healthy use of living environment, is very valuable. The relation established by mothers and female teachers with their children has provided a keen sympathy towards their working environment and can pave the way for friendly treatment of nature.

By underlining some of the valuable qualities of women and their power which history and science has proven, their skill in engineering constructive relationship and their inherent love of nature, living environment protection agencies and societies can delegate a part of the heavy burden of preventing urban pollution to women and benefit from such precious elements as supervisors and inspectors to evaluate things for organizations that are responsible for protection of urban environments. Women's experience and education in this field can discharge remarkable service to sustainable development during international discussions.

Conclusion

In whatever light we view civilization or social development, we find that it invariably revolves itself into a question of individual training. If human being were so educated as to be good men and women, there is little reason to fear that they would also make good husbands and wives.

In the present world human survival depends upon careful and thoughtful exploitation of all existing resources and nurturing and improving all capacities in the community. This calls for preparation of suitable grounds to enable talents and skills to flourish without gender discrimination. In this area recognition of the women's capacities and abilities that form nearly half of the world population can help mankind to deploy this giant mass of the community. Due to their inherent nature women are capable of transferring and perpetuating the culture of tolerance and mutual respect to the future generations and many differences in varied cultures can be settled and reconciled by the new generations. Thus women can pave the way for lasting peace by promoting cultural dialogue.

Sustainable development is a subject that meets both material and spiritual needs in all communities. Women have always played a remarkable role in human activities.

In spite of the noblest qualities which nature has endowed women for good of this world, Iranian women bear a particular moral characters that are admirable:

1. Self-sacrifice towards the family: as the girls rises into woman, she becomes more and more self-sacrificing.
2. Regulation of temper: the woman of kindly nature spreads gladness around her on every side. The control and management of temper is well practiced by the Iranian women in domestic life.
3. Gentleness: next to affection, this is a powerful means of human improvement. Love and gentleness are the instruments of the civilized being. Kind look, a gentle word, and a generous deed will always do more to develop a living principle in the human heart. These are the peculiar agencies of Iranian women.
4. Cheerfulness: cheerfulness of mind is also a habit which Iranian women carefully cultivate. This will enable her to be happy when alone, and make her company acceptable everywhere.

Therefore, due to their inherent physical and psychological talents their active participation is indispensable to achieve sustainable development.

Since any improvement in women's conditions will directly be transferred to future generations, attending to women's affairs and investing their betterment can have a remarkable and rapid impact in the attainment of sustainable development. As builders of culture and initiators of dialogue in the family and spreading the dialogue to the community, women are regarded as perpetrators of culture and civilization. As long as women, who form a giant work force, are not given special weight in the development process, one cannot hope for sustainable growth.

As a whole the main problems faced by women include the following:

1. Pessimistic and unsuitable cultural approach versus women's serious and responsible activities in the community.
2. Limited and insufficient representation of women in sensitive and significant posts.

Women can overcome the above difficulties by pursuing the following methods:

1. They must try to display their influence and importance in the community.
2. They must try to manage organizations that can change the negative approach towards women.

It is therefore necessary to pay special attention to women's role and increase their responsibilities as the main complementary power in the development process.

NOTES

- 1 For further information see, "Principles and Problems of Conservation and Sustainable Use of Living Resources, in Birnie W. Patricia and Alan E. Boyle, *International Law and the Environment*, Clarendon Press, chapter 11.
- 2 Parvin Paidar, *Women and the Political Process in twentieth-Century Iran*, (Cambridge: Cambridge University Press, 1995), p.335
- 3 Raymond Williams, *Keywords: A Vocabulary of Culture and Society*, (UK: Oxford University Press, 1983), p.90.
- 4 Simmons P.J. & Dudraat, Shantal, *Managing Global Issues: Lessons Learned*, (Washington, D.C.:Carnegie Endowment for International Peace, 2001), p.161.
- 5 Helene Lerner-Robbins, *Our power as Women*, (California: Conari Press, 1996), p.105.
- 6 Segesvary Victor, *Dialogue of Civilization: An Introduction to Civilizational Analysis*, (Lanhan: University Press of America, 2000), p.83.
- 7 Parvin Paidar, *ibid*, p.139.
- 8 Dickison, A.K. *Development and International Relations*, (USA: Polity Press, 1997), p.69.

Working Together As One



My selection as Team Leader of the PTCCC came as a surprise to me at the time and the speed in which I had to be in position did not allow me to fully consider the extent of the challenges I would face, not that would have necessarily affected the decision to take up the role, but it would have prepared me mentally for some of the issues that did arise.

Being an initiative of the Australian Federal Police, and part supported financially and through the delivery of training, the Pacific Transnational Crime Network consists of the Transnational Crime Units (TCUs) in Fiji, Samoa, Tonga, Vanuatu and PNG with the Pacific Transnational Crime Coordination Centre (PTCCC) situated in Suva, Fiji. The PTCCC is staffed by members from each member country with short term attachments from other Pacific Island Countries including Micronesia.

The role of the PTCCC is to collate, analyse and disseminate intelligence from the Network and to act as a gateway for the Network to external organisations and other foreign law enforcement agencies. The PTCCC is a vehicle to build the capacity of officers in the Pacific region to combat transnational crime with staff rotating through the centre on six-month attachments.

Chief Inspector Pelenatita Tapueluelu of the Tonga Police Force, was the Team Leader of the Transnational Crime Unit in Tonga before taking up a twelve month unaccompanied posting in Suva, Fiji as the Team Leader of the Pacific Transnational Crime Coordination Centre (PTCCC). A married woman with 11 years service in the police, Pelenatita recounts some of the challenges faced during her time as team leader of the PTCCC.

Although only in existence for a few years, the network has achieved some notable successes with large drug seizures and high profile arrests and prosecutions. The success can be put down to the willingness of sovereign nations to share intelligence and the dedication of the most valuable asset, namely the individuals that make up the network.

Considered at times to be a victim of its own success, the Network during this early stage of development was viewed by some agencies with suspicion. It was therefore one of my main roles was to promote and inform external agencies of the work being undertaken by the Network. This was one of the biggest challenges for me, as I do not have a great deal of confidence to present in the English language. I did manage to successfully present at forums such as the Pacific Islands Chiefs of Police Conference, Pacific Immigration Directors' Conference, Oceania Customs Organisation Conference, and

the Interpol Asian Regional Conference which saw me travel extensively through the Pacific, New Zealand, Australia and Indonesia.

With the Network extending across Polynesia, Melanesia and to an extent Micronesia there is potential for gender issues arising from the differing cultures that exist within the area the network covers.





Chief Inspector Pelenatita Tapueluelu with Commissioner Hughes



Editors note:

Chief Inspector Tapueluelu remains a member of the Pacific Transnational Crime Network, having returned to Tonga to take over the role of Team Leader of the TCU. In recognising Pelenatita's achievements AFP National Manager Bruce Hill stated "your understanding, appreciation and sensitivity of Pacific cultural issues have been exemplary and have significantly contributed to the successful development of the Pacific Transnational Crime Network (PTCN) in a very demanding and challenging environment".

The first issue for me was the accommodation arrangements where all the members of the team share a house. While I was lucky enough to have the support of my husband, the issue of a married woman sharing a house with other men is one that had the potential to cause issues. At the commencement of my posting the fact that there were two other women in the house lessened the impact but as the staff rotated through the centre I found myself the only female sharing a house of men. The optics of this were not ideal.

In addition to the cultural and gender issues that this living arrangement caused there was also the issue of privacy and as the team leader, difficulty in finding the space for time out. I was fortunate enough to have my husband visit me twice during my posting in a "reverse reunion" arrangement struck with the AFP, and was able to spend some time away from the team house environment with him.

I have recommended to the AFP that because of these reasons it is essential that separate premises be secured in future for females who are attached to the Centre. This recommendation I am happy to say, has been accepted and separate premises will be secured in the new financial year which will also serve to attract more female attachments to the centre.

The issue of 'acceptance' was another challenge that I faced which through their own admissions some members had difficulty in accepting a woman as a Team

Leader. However my belief in what the network is attempting to achieve and the support of others aided me in meeting all the challenges that were faced. The vision for the network of "working together as one for a safer Pacific" went some way of overcoming these issues as did continually explaining to the members of the Network the role of the PTCCC which some viewed as taking credit for their hard work.

But there was little doubt that there was a need to prove one's self in the eyes of the members to fully gain their acceptance of having a woman as a representative of the Network.

The role of Team leader of the PTCCC was a challenging but rewarding one. The pleasure of working with some very good people, gaining experiences one would not normally have the opportunity to gain and the fact that you are contributing in a positive way in the fight against Transnational crime, more than makes up for some of the less desirable issues that were faced.

As I return to Tonga and face the inevitable "reverse" culture shock I hope that my efforts have contributed in a positive way in the fight against Transnational crime and would recommend to any member who would be interested in an attachment to the PTCCC to contact the AFP advisor or your local TCU or AFP Liaison Officer to register your interest. The experience is worth it.

Inspector Juanita Matanga – Deputy Director of the Professional Standards and Internal Investigations Unit Solomon Islands.

By QLD Police Senior Sergeant Brad Eaton – current advisor to the Professional Standards and Internal Investigations Unit with the International Deployment Group in Solomon Islands.



Sitting in her office within view of the Solomon Islands Parliament, Inspector Juanita Matanga is a woman who has achieved much in her life. She is a highly respected member of the Solomon Islands Police Force and the community in which she lives. Her professional approach to life and work gives her the ability to carry out her duties as the Deputy Director of the Professional Standards and Internal Investigations Unit.

To understand Inspector Matanga you need to appreciate some of the hardship and adversity she has been confronted with in her life. Not only is she a female in a society that places little emphasis on women's standing she is also a senior officer in male dominated organization. You also need to know some background to this troubled country.

The Solomon Islands Police Force (SIPF), along with many, suffered as a result of the ethnic tensions that occurred in the years leading up to and after the coup in 2000. At that time social structures broke down and the SIPF lost its capacity to maintain law and order. Many criminal offences occurred; some involving members of the SIPF, and the organisation was powerless to maintain discipline.

The Australian Government, in partnership with other countries, has provided assistance to the SIPF to stabilize its law and order problems and rebuild its capacity to provide the service that the community needs. This has been done

through two distinct phases, namely the Solomon Islands Law and Justice Sector Institutional Strengthening Project (SILAJISP) from 2001 to 2003, and the more recent introduction of the Regional Assistance Mission to the Solomon Islands (RAMSI), in particular the Participating Police Forces (PPF) since July 2003.

The SIPF has come along way since those troubled days and is well on its way to maintaining and providing an effective service to the people of the Solomon Islands.

The Solomon Islands group is a double chain of islands which extends in a south easterly direction from Bougainville Island in Papua New Guinea. Some of the islands are rugged heavily wooded and mountainous while others are small low lying coral atolls.

The Solomon Islands is the third largest archipelago in the South Pacific and covers over 1.35 million square kilometers of sea, with the total land area being over twenty seven thousand square kilometers. There are a total of 992 Islands, and of these, three hundred and forty seven are populated. The six largest islands are Guadalcanal, Malaita, New Georgia, Santa Isabel, Makira and Choiseul, which are between 92 to 181 kilometers long and 24 to 56 kilometers wide.

The nations population is estimated to be around 500 000 people. The vast majority of Solomon Islanders are

Melanesian, whilst about 15000 are Polynesian. There are also about 4500 Micronesian settlers from Kiribati and a small percentage of expatriate residents and Asians.

Inspector Matanga is from the Island of Bellona in the south of the country and hails from a small village named Ngongona. She was recruited from her home island and has been a member of the SIPF since 1990. Shortly after graduation she worked at Central Police Station in Honiara for 2 years and then worked at the Kukum Traffic Unit until 1995.

Between 1995 and 1997 Inspector Matanga worked at the Maritime Unit. At this unit she was responsible for administration, logistics and training. The year 1995 saw the commencement of the Bougainville crisis which impacted heavily on the SIPF. Inspector Matanga says, "The maritime unit sent many deployments to the border near Bougainville during this period, I was required to supply the logistics for these patrols and to train the men in the use of SR88 semi-automatic rifle". Inspector Matanga went on to say, "Those were interesting times. I remember one incident where the PNGDF chased some Bougainville Republican Army (BRA) to Ouau Islands with the Solomon's firing shots along the way".

In 1997 Inspector Matanga was transferred to the Rove Police Headquarters in Honiara where she managed to stay until 2004; albeit working at a number of different sections. In 1998 she was promoted to Inspector and was the Staff Officer to the Assistance Commissioner (Administration) and shortly after as the Force Quartermaster. She was quickly elevated to the Directorship of the unit when her superior was suspended for criminal behaviour.

She stated that during this period the ethnic tensions were well underway and members of the Malaitan Eagle Force (MEF) had taken over control of the front gate of Police Headquarters. She said, "Those times were terrible... many bad things that have never been reported occurred". She said that during this period she was providing assistance to members of the public and police who were trying to get off the island of Guadalcanal.

She stated many people were scared of the MEF and many horrific crimes were being committed. One day whilst she was working at Police HQ she stated she was given a list of

names of people that were to be smuggled off the island. She stated it was important that these names were not released and to conceal the list she placed the names inside her bra and commenced to walk out the gate of Rove.

At the time she was wearing plain clothes and when she arrived at the front gate she was confronted by a member of the MEF because she was already suspected of helping people escape. She said a gun was pointed at her head and she thought she was about to be shot when another member of the MEF interjected and saved the day. She said that shortly after this thought she would do what a lot of the police force had done and she packed things in and went back to her home village. She said the next day the MEF ransacked her office.

The good inspector speaks highly of the Australian Government intervention in the Solomon Islands and said it

was a happy day for almost everyone when they arrived in July 2003. Since that day Inspector Matanga has continued the process of learning from RAMSI advisors and is now the only female commissioned officer attached to the Professional Standards and Internal Investigations Unit in Honiara. She has been recently appointed as the Deputy Director of the unit and is the second in charge.

Inspector Matanga actively participates in community forums for both female officers in the SIPF and women in the community. She is the Chairperson of the SIPF Women's Committee and has

represented her service at international conferences in Fiji, New Zealand and Australia. She said that her exposure at these conferences has given her the knowledge and experience to adapt and implement ideas to the Solomon Islands way.

Inspector Matanga said many women are subject to sexual assault in the Solomon Islands and that after the arrival of RAMSI she rallied for the introduction of a stand alone Sexual Assault Unit. This unit is now up and running today and provides a valuable service to the women of the Solomon Islands. Much of the credit can be attributed to the work done by Inspector Matanga.

She does not like recognition for things she has achieved and is a quiet unassuming person. She may not be a household name in the Solomon Islands but most quiet achievers aren't.

"Those times were terrible ... many bad things that have never been reported occurred".

Inspector Matanga

Pacific Women's Advisory Network

by Inspector Paula Stevens from the New Zealand Police

The women in policing of the Pacific region have now successfully held three annual meetings as the PICP-WAN (the Pacific Islands Chiefs of Police Women's Advisory Network)

The Chiefs of Police from 21 countries are represented in the Chief's organisation (PICP), whilst at present 13 countries are represented in the women's advisory network.

The PICP-WAN is recognised under the constitution of the PICP as "women in police representing the PICP Countries, and meeting in an advisory capacity to the PICP" and the constitution further states in relation to attendance at meetings:

That there is a "special relationship between the PICP and the Women's Advisory Network (WAN), and in order to provide a gender balance to PICP deliberations, a representative of the WAN attends all PICP meetings, sub-committees and working groups, with the exclusion of the Chiefs of Police meetings in Retreat and that the WAN representative shall have speaking rights on all issues but not voting rights."

This relationship was taken to a new height recently after the June 2006 meeting of the PICP-WAN in the Solomon Islands. The women met over a period of three days and appointed Assistant Commissioner Gwen Ratu (Royal Solomon Island Police) to be their spokesperson for the following year.

Participants attended from 12 of the current 13 countries and were joined by additional women from the Solomon Islands Police and two of the RAMSI PPF (Regional Assistance Mission to the Solomon Islands and Participating Police Force) advisers from Australia. The first day of the conference was a day of training for members on "Communicating with Influence", this training provided by Dr Rowan Barnsley of the Pacific Regional Policing Initiative, concentrated on giving members the skills to communicate with their own police executives on matters arising from the meeting and on issues facing their own police services.

Over the following two days the delegates discussed issues in relation to conditions of work for police officers, and the retention of women in the police service.

Following on from this, Gwen Ratu attended the Chiefs of Police meeting held in Palau the following month, where she presented the findings of the women's discussions. At the end of Gwen's presentation, the Chiefs spent time discussing her presentation and then made the following resolutions:

- (i) to **recognise** the work done by the PICP-WAN in examining a number of HR Policies.
- (ii) to **encourage** the development of family friendly HR policies amongst member services.
- (iii) to **express** concern that a number of Police Services are tied to Public Service standards within their countries;
- (iv) to **create** a project for the PICP Secretariat to examine the pay and conditions of service of police officers across the Pacific.

The topic was not on the agenda of the Chiefs meeting until presented during the WAN report and shows the power of the women's networks in getting the matter discussed and in receiving such a dynamic response from the Chiefs of Police.

Work is now underway by the WAN to re-survey the numbers of women in Pacific police services, and to approach other Pacific countries to join the network.

The PICP-WAN also wishes to congratulate Senior Inspector Marilyn George of the Vanuatu Police Women's Advisory Network for receiving the Asia-Pacific Region award at the recent ACWAP awards dinner.

To make contact with the PICP-WAN, you may e-mail chair.picpwan@gmail.com



Women Leading Change



**The 5th Women and
Policing Conference**

Melbourne 26-30 August 2007

Women Leading Change

The Fifth Australasian Women and Policing Conference

Join Us to Celebrate 10 Years of Women Leading Change.

Since the Council was formed in 1997, following the First Australasian Women and Policing conference in Sydney, policing has changed and improved its response to women. Yet there is still a long way to go.

The face of policing is changing, and around the world women are making a difference to policing.

But what is this change that women bring to policing? And does women's difference improve policing for women? Has policing changed to accommodate women or have women in policing adapted to the prevailing values?

Women are still not adequately represented in key decision making positions in policing, and this is reflected in how policing struggles to appropriately respond to crimes against women and to reflect women's priorities.

This conference will explore leadership in policing and how women are leading change.

Women Leading Change

The areas in which women are making a difference to policing and examine how policing can capitalise on women's strengths and values are key issues.

Women's leadership in policing is a growing phenomena as women become more confident within policing and move into key decision making roles. But how do those women operate? Are their approaches to policing priorities different?

The Australasian Council of Women and Policing's 2007 Women Leading Change conference will provide an opportunity to explore modern police leadership and women's current and future role in the changing face of policing and law enforcement.

2007 Women Leading Change is an opportunity to examine how women in policing can develop and use their leadership skills to make a difference to policing and police practice.

Conference Themes

The three conference themes are:

Leadership Within Policing

This stream will explore the impact women's leadership is having on modern policing and how women within policing are providing leadership. Leadership styles, negotiating difference and strategies for change will be addressed.

Leading Change For Policing

How women's leadership within policing and within the community impacts on the delivery of policing to women in the community will be explored in this stream. As policing and law enforcement change to meet modern demands, the policing response to women also is changing and the role women play is critical

Networking Internationally

The Australasian Council of Women and Policing has always taken a lead role in developing the international network of women and policing and this conference will provide an opportunity to participate in the continuing expansion of the international network of women and policing.

About the 2007 Conference

This will be the Council's fifth conference in the Australasian Women and Policing series. It will provide an opportunity to focus on how women are leading change in policing and to share strategies and insights on how the challenges that this brings to policing can be addressed.

The conference will give participants an opportunity to develop their skills and networks and to explore how women's leadership in Australasia and internationally is developing.

Join us on Sunday 26 August 2007 in the evening for the opening plenary followed by a welcome reception.

On Monday the formal welcome will be followed by informative papers and presentation in smaller concurrent sessions.

Delegates will hear from keynote speakers, researchers and practitioners on Tuesday before having the opportunity to attend skills development sessions or to work with colleagues and experts developing outcomes and policy direction.

The conference registration fee includes the prestigious **Annual Excellence in Policing Awards** presentation dinner.

Wednesday will be the final formal day of the conference and will culminate in a hypothetical which will address the perennial question of "What if women ran policing?"

On Thursday, optional workshops will comprise a range of training sessions.

Melbourne the Host City

Melbourne is much loved by its locals. This sophisticated world city in the south-east corner of mainland Australia has a staggering choice of restaurants, funky boutiques, café-filled laneways, cool bars, unbeatable galleries, luscious parks and village-like inner suburbs, each with its own special character.

As the venue for the 2006 Commonwealth Games and named in an international poll as the world's most liveable city, it makes an ideal location for the conference. It is easily accessible from around Australia and internationally. Its public transport makes it easy to get around and to enjoy its art, dining, events, attractions, sport and shopping.

The Conference Venue

The Carlton Crest Hotel is located at 65 Queens Road, Melbourne, overlooking Albert Park Lake. Only minutes from the Central Business District and 24 kilometres south of the airport. Car parking for hotel guests and conference delegates is available in the hotel car park for approximately \$12.00 per day.



Women Leading Change

Leadership within Policing; Leading Change in Policing; Networking Internationally

Draft Program

Sunday 26 August	Monday 27 August	Tuesday 28 August	Wednesday 29 August	Thursday 30 August
	OPENING PLENARY	PLENARY <i>Leading The Change To Improve Policing For Women</i>	PLENARY <i>Where Women's Leadership Can Make The Difference</i>	Optional Training Workshops
	Morning Tea			
	PLENARY <i>Women Leading Change</i>	Concurrent Sessions	Concurrent Sessions	
	Lunch			
	Concurrent Sessions	Training and Workshops	Concurrent Sessions	
Afternoon Tea				
PANEL DISCUSSION <i>Women who are Leading Change</i>	HYPOTHETICAL <i>If Women Ran Policing...</i>			
Opening Reception		Awards Dinner		

Disclaimer: The Conference Committee reserves the right to alter the program as necessary

Call for Papers

Papers are invited for presentations that address any of the three conference themes. A panel comprising ACWAP committee members including:

- Sergeant Joanne Howard
- Professor Jenny Fleming
- Senior Sergeant Narelle Beer
- Ms Helen McDermott

will be developing the program in co-operation with the Commissioners Australasian Women in Policing Advisory Committee (CAWIPAC).

Abstracts Should Include

- Title of the presentation
- Name, organisation and contact details of the presenter/s (with one presenter nominated as the contact person)
- A summary of the presentation (200 words)
- Short biography of the presenter/s (200 words)
- The preferred format of the presentation (workshop, short paper, panel)

Abstracts Should be Submitted as Follows

- Emailed as an attached Microsoft Word document
- Word files are to be named "surname initial" .doc (Smith B.doc) If you are submitting more than one abstract after your initial add a number (Smith B1.doc, Smith B2.doc)
- Abstracts are to be submitted to conference@confco.com.au
- Closing date for abstracts is 31 December 2006

NOTE: Presenters must register for the conference and no subsidy is available for registration or travel for successful submissions.

Program Enquiries

Please contact acwap@ozemail.com.au or phone 02 6284 2923 if you have any queries about the call for papers or would like to discuss a possible paper or are unable to meet the closing deadline.

Join the Australasian Council of Women and Policing in Celebrating its 10th Birthday

In 2007 the Council was formally created. It arose out of the First Australasian Women and Policing Conference held in Sydney in 1996 where for the first time in Australasia, women from every jurisdiction came together to discuss how policing could be improved for women. Papers from the first conference can be found on the Australian Institute of Criminology website www.aic.gov.au/conferences/policewomen

Since then the Council has continued its work improving policing for women. Its activities include:

- publishing *The Journal of Women and Policing*
- website www.auspol-women.asn.au
- email list acwap@yahoo.com.au
- Annual Excellence in Policing Awards
- Australasian Women and Policing conferences
- presenting papers at various forums
- international network of women and policing
- publishing *Fitting in or Standing out? Surviving your first years – a guide for women entering the policing profession*

Excellence in Policing Awards

The conference dinner will incorporate the 2007 Annual Excellence in Policing Awards presentations. Since 1999, the Council has presented these prestigious awards to the women and men who are making a real difference to policing. For more information about the Awards and previous Award recipients, see the Council's website www.auspol-women.asn.au.

Women Leading Change

The Fifth Australasian Women and Policing Conference

Registration Fees

ACWAP Members

Early bird (by 15 December 2006)	\$750.00
Standard (by 31 July 2007)	\$850.00
Late (after 31 July 2007)	\$950.00

Non-ACWAP Members

Early bird (by 15 December 2006)	\$850.00
Standard (by 31 July 2007)	\$950.00
Late (after 31 July 2007)	\$1050.00

Full Registration Includes

- Attendance at all Conference sessions (Sunday – Wednesday)
- Morning tea, lunch and afternoon tea as per the Conference program
- 1 ticket to the Welcome Drinks, Sunday
- 1 ticket to the Awards Dinner, Tuesday
- Conference satchel and materials

Day Registration

ACWAP members Early (by 31 July 2007)	\$300.00 per day
ACWAP members Late (after 31 July 2007)	\$350.00 per day
Non-ACWAP members Early (by 31 July 2007)	\$350.00 per day
Non-ACWAP members Late (after 31 July 2007)	\$400.00 per day

Day Registration Includes

- Attendance on the day of registration
- Morning tea, lunch and afternoon tea as per the conference program on that day
- Conference satchel and materials

Day 4 Optional Half Day Workshop Registration

ACWAP members (Per Workshop)	\$100.00
Non-ACWAP members (Per Workshop)	\$150.00

NOTE: Workshop numbers are limited and preference will be given to conference participants.

Cancellation Policy

All alterations or cancellations to your registration must be made in writing and will be acknowledged by post, facsimile or e-mail. Notification should be sent to:

Conference Co-ordinators
PO Box 139, CALWELL ACT 2905

Facsimile (02) 6292 9002 **E-mail** conference@confco.com.au

An administration charge of \$100.00 will be made to any participant cancelling before 20 July 2007. After 20 July 2007 the full registration fee will apply to all cancellations. However, if you are unable to attend, substitutes are welcome at no additional cost. Conference Co-ordinators will confirm receipt of your alteration or cancellation in writing.

By submitting your registration you agree to the terms of the cancellation policy.

Social Functions

Welcome Reception

Sunday 26 August 2007 5.30pm – 7.30pm

An opportunity to catch up with old friends and meet new ones.

No charge for full registered delegates

\$35.00 per person for day delegates and guests

ACWAP Excellence in Policing Awards Dinner

Tuesday 28 August 2007, 7.00pm - midnight

The conference dinner will incorporate the 2007 Annual Excellence in Policing Awards presentations. Since 1999, the Council has presented these prestigious awards to the women and men who are making a real difference to policing.

No charge for full registered delegates

\$100.00 per person for day delegates and guests

Accommodation

To book your accommodation at the rates listed below complete the appropriate section of the registration form. Bookings are subject to availability and should be made prior to Friday 20 July 2007.

All cancellations or amendments must be made in writing to Conference Co-ordinators and will be acknowledged by facsimile.

Please note your credit card details are required to guarantee your room. Neither Conference Co-ordinators nor the hotel will make any charges against your credit card unless you fail to give sufficient notice in writing of your cancellation. Full payment of your account will be required at the time of your departure.

Carlton Crest Hotel

65 Queens Road, Melbourne

The venue for the conference, this hotel has a health centre as well as indoor and outdoor swimming pools. Non-smoking rooms are available and guest parking is offered at approximately \$12.00 per day.

Standard Rooms

- Single/twin/double \$119.00 per room per night

Superior Rooms

- Single/twin/double \$173.00 per room per night

Superior King Rooms

Single/double \$188.00 per room per night

Flight Booking Information

Contact your travel agent, the airline directly, or book on the internet.

Qantas

Phone: 13 13 13 Web: www.qantas.com.au

Rex

Phone: 13 17 13 Web: www.rex.com.au

Jetstar

Web: www.jetstar.com.au

Virgin Blue Airlines

Phone: 13 67 89 Web: www.virginblue.com.au



Women Leading Change

The Fifth Australasian Women and Policing Conference

Australasian Council of Women and Policing Conference

Women Leading Change

Carlton Crest Hotel, Melbourne

26-30 August 2007

For more than one delegate please photocopy
Return to: Conference Co-ordinators, PO Box 139 CALWELL ACT 2905 AUSTRALIA
Phone +61 2 6292 9000 Facsimile +61 2 6292 9002
Email conference@confoo.com.au

By submitting this form you agree to the terms of the cancellation policy

Title First Name

Surname/Family name

Position

Organisation

Address

City State Postcode Country

Phone Fax Email

Name for Badge

Privacy Disclosure

☐ I do consent to my name appearing in the participants list booklet (name, organisation and country only disclosed)

Conference Registration

ACWAP Member - Full Registration Fees:	Early (payment received by 15/12/06)	\$750.00	<input type="checkbox"/>
	Standard (payment received by 20/07/07)	\$850.00	<input type="checkbox"/>
	Late (payment received after 20/07/07)	\$950.00	<input type="checkbox"/>
ACWAP Member – Day Registration (per day)	Early (payment received by 20/07/07)	\$300.00	<input type="checkbox"/>
	Late (payment received after 20/07/07)	\$350.00	<input type="checkbox"/>
	Day(s) attending <input type="checkbox"/> Monday <input type="checkbox"/> Tuesday <input type="checkbox"/> Wednesday		
Non-ACWAP Member - Full Registration Fees:	Early (payment received by 15/12/06)	\$850.00	<input type="checkbox"/>
	Standard (payment received by 20/07/07)	\$950.00	<input type="checkbox"/>
	Late (payment received after 20/07/07)	\$1050.00	<input type="checkbox"/>
Non-Member – Day Registration (per day)	Early (payment received by 20/07/07)	\$350.00	<input type="checkbox"/>
	Late (payment received after 20/07/07)	\$400.00	<input type="checkbox"/>
	Day(s) attending <input type="checkbox"/> Monday <input type="checkbox"/> Tuesday <input type="checkbox"/> Wednesday		

Optional Day 4 Workshop Registration (all are half day morning workshops)

Conflict Resolution: Alan Malinchak	ACWAP Member Registration Fee	\$100.00	<input type="checkbox"/>
	Non-ACWAP Member Registration Fee	\$150.00	<input type="checkbox"/>
Getting that Job: Speaker TBA	ACWAP Member Registration Fee	\$100.00	<input type="checkbox"/>
	Non-ACWAP Member Registration Fee	\$150.00	<input type="checkbox"/>
Women Leading Change: Susan Harwood	ACWAP Member Registration Fee	\$100.00	<input type="checkbox"/>
	Non-ACWAP Member Registration Fee	\$150.00	<input type="checkbox"/>
Trafficking in Women: Mangai Natarajan	ACWAP Member Registration Fee	\$100.00	<input type="checkbox"/>
	Non-ACWAP Member Registration Fee	\$150.00	<input type="checkbox"/>

Special Requirements (eg dietary)

.....

Women Leading Change

The Fifth Australasian Women and Policing Conference

REGISTRATION FORM CONTINUED

Social Functions

Welcome Reception

(Sunday 24 August 2007)

One ticket of the Welcome Reception is included in the full registration fee. Please indicate with a ☒ if you will be attending

Full registrants: I will be attending ☐ Yes ☐ No

Number of additional tickets required ☐ @ \$35.00 each Total \$

Conference Dinner

(Tuesday 26 August 2007)

Full registrants: I will be attending ☐ Yes ☐ No

Number of additional tickets required ☐ @ \$100.00 each Total \$

Registration and Social Function Payment Details

☐ Enclosed is my cheque made payable to Conference Co-ordinators ACWAP Conference (as agents for ACWAP ABN: 35 250 062 539)

☐ I'm faxing my registration, payment will follow.

☐ Please charge my credit card ☐ Bankcard ☐ Mastercard ☐ Visa ☐ Amex

Card Number

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Grand Total \$

Card Holders Name Signature

Expiry Date Is this a corporate card? YES/NO

Accommodation

Please note your credit card details are required to guarantee your room is held until your noted arrival time. Neither Conference Co-ordinators nor the hotel will make any charges against your credit card unless you fail to give sufficient notice in writing of your cancellation. All cancellations will be acknowledged in writing by Conference Co-ordinators. Full payment of your account will be required at the time of your departure. The rates quoted below are per room per night.

Carlton Crest Hotel

Standard Room

☐ Single \$119.00

☐ Twin \$119.00

☐ Double \$119.00

Superior Room

☐ Single \$173.00

☐ Twin \$173.00

☐ Double \$173.00

Superior King Room

☐ Single \$188.00

Twin N/A

☐ Double \$188.00

Date of Arrival Date of Departure

Estimated time of arrival Sharing with (if applicable)

Special Requirements

☐ I understand my credit card details are given as a guarantee of my arrival and to ensure my room will be held until my nominated arrival time. No charge for accommodation will be made against this card unless insufficient notice of cancellation is given in writing to Conference Co-ordinators.

Please charge my credit card ☐ Mastercard ☐ Visa ☐ Amex

Card Number

Card Holders Name Signature

Expiry Date Is this a corporate card? YES/NO

RETURN TO:

Conference Co-ordinators - ACWAP Conference

PO Box 139

CALWELL ACT 2905

OR

Fax (02) 6292 9002

ACWAP ABN 35 250 062 539

The Murder of Peter Falconio – Taskforce Regulus

By Senior Sergeant Megan Rowe –
Tennant Creek Police Station, Northern Territory



In June of 2001 I was a Detective Sergeant in the Criminal Intelligence Section and based in Darwin. On 15 June I became aware that there had been an abduction and possible murder on the Stuart Highway, just north of Barrow Creek – a one-horse town situated between Alice Springs and Tennant Creek.

Two weeks later I was seconded to the investigation and I packed a bag and jumped on a plane to Alice Springs for what I thought would be a fortnight or so of hard slog, followed by an arrest and a return to Darwin. I got back to Darwin fourteen months later. I had my car transported down by truck so that I could get around and ended up filling it with the household I built around myself in Alice Springs whilst living at 4 separate hotels.

When I started on the investigation team I was filling the role of the “Intelligence Cell Manager” and handled the coordination of all the regular intelligence checks (power, water, Crimtrac, Telstra, Centrelink etc) with a team of four.

Two months later, the investigation became Taskforce Regulus (the heart of a lion – a constellation) and my role gradually segued into more case management. As the investigation grew, case management became a major headache, with eventually

over 8,000 separate lines of enquiry pursued by investigators. At the height of the investigation, approximately one dozen Northern Territory members worked full time on the Taskforce. They were at all levels of experience and drawn from postings across the NT.

During the course of the investigation, members came and went from the Taskforce, however the Officer in Charge, Detective Sergeant David Chalker, Detective Senior Constable Paula Dooley-McDonnell and I remained throughout.

Bradley John Murdoch was arrested by South Australian Police in late August 2002 after allegedly abducting a woman and her daughter and depriving them of their liberty for some 48 hours. Murdoch was subsequently acquitted of the matters charged, but immediately extradited to the Northern Territory, where our charges were waiting for him.

The Falconio case threw up over 2,500 separate persons of interest (POI), nearly 3,000 vehicles of interest (VOI), hundreds of locations of interest (LOI) and notably, several dozen psychics... To this day, I receive letters from the public alleging a close connection to another dimension and a privileged ability to focus on the possible location of Peter Falconio's remains.

Luciano and Joan Falconio would like nothing better than to be able to take their son back to Britain and bury him at ‘home’. I will never give up hope of helping them to do so.

Joanne Rachel Lees is undoubtedly the bravest person I have ever met. She has a strength of character and an inner calm that I can only wish I possessed. That she failed to act the way both Australian and international media expected her to is very unfortunate. She could have been spared vilification and blame, moral criticism and derision – none of which she deserved. How many of us could have coped with the loss of the partner you hoped to grow old with and then have suspicion focus on you – for many, many months? Joanne deserves a future filled with happiness.

I learned many things over the course of the investigation, not least of which is patience. Whether or not South Australia had picked Murdoch up for the offences in that State, I believe that NT Police would have arrested him for the Falconio matters. He was a high profile POI to the Taskforce, but ‘on the run’ for many months.

I’ll attend the Court of Appeal process in Darwin in December 2006 to provide the police support to the Director of Public Prosecutions.

About the author:

Megan Rowe is a Senior Sergeant with the Northern Territory Police. She joined as a recruit in June of 1986 and during the last 20 years has undertaken general duties policing in Darwin, Katherine and Alice Springs. She has also undertaken investigative duties in the Criminal Investigation Branch and Drug Squads at Darwin and Alice Springs. She has also worked at the Bureau of Criminal Intelligence in Darwin. She is currently the Officer in Charge of the Tennant Creek Police Station, a remote town approximately 1,000 kilometres south of Darwin and 500 kilometres north of Alice Springs. The population is around 3,500 persons, of whom approximately 2,000 are indigenous Australians. She has 40 staff under my control – all of whom she says are young, keen and dedicated.

Megan has recently joined the Australasian Council of Women in Policing Committee and is the Northern Territory's only representative.

Senior Constable Deborah Charteris Charles Sturt University's Most Outstanding Female Practitioner Award Recipient for 2006



Senior Constable Deborah Charteris of the Victoria Police was this year's winner of the Charles Sturt University's Most outstanding female practitioner award. Her award was presented at the Australasian Council of Women and Policing annual Excellence in Policing Awards in Wellington, New Zealand on 30 October 2006. Deborah was overwhelmed on the night and thanked her family and her past and present work colleagues for this recognition.

Deborah was nominated for the award by the Frankston Sexual Offences and Child Abuse (SOCA) Unit and the South Eastern Centre against Sexual Assault (SECASA). Whilst it is unusual for a joint submission to be submitted for this award, the committee recognized the need for a multidisciplinary approach to sexual assault investigations and saw this nomination as a good example of the interaction between agencies. The joint submission was seen as a tangible example of the close collaboration between the two units.

Senior Constable Deborah Anne Charteris has been a member of the Victoria Police for over 31 years. Her officer in charge, Senior Sergeant Andrew Caulfield said, "I believe she more than qualifies for this award due to her dedication and quiet determination in the delivery of policing services to the victims and witnesses of Sexual Assault, a great majority of who are women". He went on to say

that she was a positive and consistent role to the other service providers within the community who provided those services for women. These service providers he said, included Centres Against Sexual Assault, Mental Health Services, prosecuting entities, Internal Investigations, police members (including detectives), and various other community government and quasi government organisations.

Senior Sergeant Caulfield could not speak more highly of Deborah. He said, "The consistency of her efforts is shown by her more than 31 years of service to the local community. She has served the community of Frankston since 1974. For more than 30 years Deborah has mainly dealt with children and adult victims of sexual assault, and child victims of physical assaults, dealing in the front line on a daily basis mostly with women and children victims and witnesses, including involvement in many of the most horrific and high profile child abuse and sexual assault cases this state has seen". He further said, "She is one of the longest serving members in this high attrition rate area of employment".

In 1997 she was one of the pioneers in the (then) contentious area of Part Time employment in Victoria Police. Her efficacy, work ethic, and continuing focus on her duties, helped to ensure that Victoria Police continued and expanded part time policing. By Deborah making part time policing work, Victoria police was forced to consider and address the role of a member's family and more particularly the attrition rate of highly skilled women who chose not to both work full time and have a family.

Her outstanding on-the-job performance is indicated by the 20 specific and documented instances in recognition of her work performance, professionalism, sympathy, empathy, and determination in her duties over the last 31 years.

Senior Sergeant Caulfield said Senior Constable Charteris is viewed as an icon in the Sexual Offences and Child Abuse field not only because of her longevity in the role but the expertise and skills she has developed, taught and shared during her career. As a consistent, stable and extremely valuable mentor and role model for all police members and those who have contact with her, she has greatly enhanced the role and perception of the role of women in Victoria police.

Deborah Charteris joined the Victoria Police on 19 August 1974 and commenced duty at Russell Street Police Women's Division on 23 December 1974. She moved to East Bentleigh Women's Division on 9th July 1975 and remained there until 24 December 1975 when she transferred to Frankston Police Women's Division.

In the 32 years that Senior Constable Charteris has spent working at the now Frankston Sexual Offences and Child Abuse Unit she has seen many changes in the structure of Victoria Police. There was the move away from the Women's Police Division to the Community Policing Squad, then the Community Policing Unit and now the Sexual Offences and Child Abuse Unit.

Carolyn Worth of the SECASA said, "During the 19 years the unit has had contact with Ms Charteris this has mostly been in stressful circumstances when she has attended the Crisis Care Unit with a recent victim of a sexual assault. She has always presented with a gently nurturing approach with victims combined with a capacity to be firm when required. Without fail Ms Charteris has been supportive to victims' family and friends who might be in attendance. She has an impressive ability to be non judgemental and to have a balanced view of an, often unclear, situation giving clear information to the victim and other people present".

Ms Charteris has also been a contributing member of the Police/SECASA Liaison Meeting which convenes quarterly. She has provided constructive ideas in this forum when there have been difficulties that need addressing.

Inspector Sue Clark, Victoria Police Sexual Offences and Child Abuse Co-ordination Office when contacted by SECASA for comment stated the following, "She has worked tirelessly, advocating the rights of victims of child abuse and sexual offences, ensuring a consistently high standard of customer services. She is a role model to police members, providing 'on the job' training and advice to members both within the SOCA field and general duties. She regularly performs 'general duties' and has apprehended the odd armed robber or two in her time. I was lucky enough to have worked with Deborah... If I had to describe Deborah, I would describe her as supportive, caring, hardworking and generous to a fault. I learned a great deal from working with Deborah and respect her enormously."

Senior Constable Charteris with her high standards of victim support and her good working relationships is an important part of furthering women's justice and policing interests. With her high standing amongst her colleagues in the Police Force and SECASA workers it is clear that she passes her exemplary approach on to less experienced workers both in and outside of the Police Force.

Her pleasant manner, efficiency and victim empathy have contributed to the improvement of the relationship between SECASA and the local Police leading to the current pilot Multidisciplinary Centre being an easy process. In a system where able workers often pursue career options that remove them from contact with the public and front line agencies such as SECASA it is pleasing to see an experienced, competent Police member remain in a job that they perform so well.

When spoken to after the award presentation Deborah Charteris said, "At the awards dinner when I listened to all the remarkable accounts of the recipients of the preceding awards I felt more humbled to have been considered for an award. As the details of the Outstanding Practitioner were read and I realised they referred to me I felt a lump come to my throat and was so grateful by the kind words". She went to say that she was emotionally overwhelmed and so grateful to be presented the award and that it was definitely a highlight of her career.

Deborah said that the award would not have been possible without the tremendous support from friends, work colleagues and family. She made particular mention of her husband and daughter and listed them as her greatest supporters.



Tracey Green from Charles Stuart University, Senior Constable Deborah Charteris and Helen McDermott.



Sergeant Joanne Howard

Women's Forum showcases success

This is the biggest forum SAPOL has organised for women in policing," declared Deputy Commissioner John White in his opening address at 'Celebrating Success: A Career and Leadership Forum for all SAPOL Women'."

The Adelaide Convention Centre provided the ideal setting for this inspiring event held on Friday, 26 May and was attended by almost 400 sworn and unsworn SAPOL employees.

"The day was the culmination of discussions between SAPOL's Women's Focus Group

and Equity and Diversity Branch. Its aim was to celebrate the success of women in policing and to look at ways of enhancing their working careers, their personal "lives and professional development," says Chief Inspector Martin Jeffrey, Manager of Equity and Diversity Branch.



Although the forum involved a number of high profile interstate and local presenters including Xavier Minniecon and Jane Reilly, the most motivating presentations came from SAPOL employees who shared their personal and professional success stories.

By recognising SAPOL's Gender Equity Plan, the forum encouraged women to look beyond the traditional work areas and roles. Presentations were also made by representatives of SAPOL areas that have traditionally had difficulty attracting female employees. These include Drug Investigation Branch, Organised Crime Investigation Branch, Witness Protection Section and STAR Group.

Sergeant Joanne Howard from Crime Reduction Section is chair of the Women's Focus Group. She says the event was a milestone, with the Women's Focus Group demonstrating its high level of professionalism in working together to deliver valuable outcomes for all SAPOL women.

"The feedback we received from the day was very encouraging with most participants taking the opportunity to meet and network. I would like to thank all members of the Women's Focus Group and Chief Inspector Martin Jeffrey who has continued to support the group and its initiatives."

The Women's Focus Group meets each month and is sponsored by Assistant Commissioner Graeme Barton. Working to its strategic plan, the Women's Forum is a good example of how the focus group is delivering results. In addition the group provides advice to the Commissioner on specific issues relating to women in policing. It also has the capacity to raise management awareness of issues that require attention or opportunities the group wishes to develop.

In her concluding address, Assistant Commissioner Madeline Glynn eloquently summarised the importance of the day. "The theme today was to celebrate success; to celebrate your own success, however it is evaluated, as it ultimately leads to the success of SAPOL."

Reproduced courtesy of Blueprint, official magazine of the South Australia Police.



SAPOL Women's Focus Group



Conference venue



SAPOL Women's Focus Group with Chief Inspector Martin Jeffrey (male at rear) from SAPOL Equity and Diversity Branch and Assistant Commissioner Graeme Barton – Sponsor of the Women's Focus Group (male at front).

Victoria Police Museum – Protecting the History of Victorian Policing

By Steve Eather

The Victoria Police Museum was formed in 1988 as a unit of the Victoria Police. It holds a significant document and photographic archive that is well used by researchers. Its artefact collection includes uniforms, weapons, police equipment and ephemera. It has five paid staff who are ably assisted by ten dedicated volunteers.

The museum holds several artefacts of national significance. These include the iconic armour worn by Dan Kelly and Steve Hart at the siege in Glenrowan in 1880 and the Russell Street car bomb that wounded twenty-one people and killed Constable Angela Taylor – the first Australian policewoman murdered in the line of duty.

The Museum also houses the bizarre – a vampire slaying kit! Vampire slaying kits were popular amongst well to do but superstitious eastern European people in the 18th and 19th centuries and are now highly sought after by collectors. Ours may be the only kit in Australia. Our vampire slaying kit contains a bone inlaid holy cross, a bottle for holy water, space for garlic cloves and a wooden stake (with holy crosses for good measure – but no mallet-perhaps it was a the economy kit and it was a case of BYO?) and a

muzzle loading pistol. This weapon was manufactured before the advent of modern projectiles so alas, the silver bullets of Hollywood fame are not present. Fortuitously, however, the five musket balls provided, have all been marked with holy crosses. The timber box containing these items has been inscribed with what is believed to be a magical anti-vampire curse for good measure!

But why would a police museum have a vampire slaying kit at all? This particular kit was located under a stove during a drug raid on a house in Broadmedows in 2003. Potentially the proceeds of crime, it was seized by Police and later offered to the museum where it remains our most unusual artefact.

The Victoria Police Museum is located in the World Trade Centre at 637 Flinders Street Melbourne. It is open between 10am and 4pm Mondays to Fridays (excluding public holidays and between Christmas and new year). Group visits are welcome and currently the museum is seeking three retired female Victoria Police officers to become voluntary guides. For more information contact Alan or Steve on **03 9347 5213**.

STOP PRESS

EARLY BIRD REGISTRATION FOR 2007 WOMEN LEADING CHANGE
CONFERENCE EXTENDED TO 15 FEBRUARY 2007

Absolutely Positively Wellington Policewomen

By Kaye Calder & Constable Jodie Pivott

Think Wellington and think New Zealand's capital, known as much for its windy city reputation and minor earthquakes as it is for being the home of the 'Beehive', the public sector, renowned Lord of the Rings trilogy film maker Peter Jackson and the amazing Weta Workshops.

But we're shaking the world in other ways too. The 'Absolutely Positively Wellington' marketing slogan attracting visitors to the region's dynamic entertainment draw cards, business and retail opportunities is a very apt descriptor of the changing face of policing.

Wellington Police District – one of 12 policing districts in the country – is the first to reach 20 percent sworn policewomen numbers. Nearly 29 percent of our sworn strength is female. While we're yet to break into the commissioned officer ranks, the growing numbers and contribution women are making to policing and community safety is something to celebrate.

Women are represented in the three policing branches – General Duties, the Criminal Intelligence Branch and Road Policing. You'll find us on 'I' cars, running sections, investigating serious crime and in youth or community policing roles. We also feature in 'non traditional' specialist units – including the Armed Offenders Squad, Dog Section, Search and Rescue, Police Negotiation Team and in operational planning roles.

Our district covers 813,005 hectares and 497 kilometers of coastline, encompassing the southern portion of New Zealand's North Island. We've an urban and rural mix, stretching from Wellington city at the edge of Cook Strait, north east through the Porirua Basin to just past Waikanae on the Kapiti Coast, across the Tararua Ranges to the more rural Wairarapa and back over the Rimutaka Ranges to the urban Hutt Valley.

The district, with Superintendent Pieri Munro as commander, is split into five policing Areas – Wellington City, Kapiti Mana, Lower Hutt, Upper Hutt and the Wairarapa. Area Commanders hold Inspector rank.

We have 751 sworn police officers of which 168 are women. This excludes policewomen working at our National Headquarters, at the Royal New Zealand Police College or in Service Centres such as the 111 Central Communications call centre – all of which are located in our geographic region.



General Duties Dayroom - Wellington Station

Latest data shows:

- 168 sworn women and 583 sworn men
- 152 female Constables and 478 male Constables
- 15 female Sergeants or Detective Sergeants and 61 men at the same rank
- 1 woman working as a Senior Sergeant and 31 male Senior Sergeants
- 12 Inspectors – currently all men
- 1 Superintendent – male.

In Wellington we currently have more recruit applications from women wanting to join police than we do from men.

Our District is actively encouraging all sworn staff, including women, to aspire to leadership or promotional roles. One initiative this year is a leadership development programme at Sergeant Rank, running in partnership with the New Zealand Institute of Management.

Managing the work and lifestyle mix is a challenge in today's policing environment. Our senior management team wants to see more men and women promoted, particularly at Senior Sergeant level in the District but we face strong competition when NCO or commissioned officer vacancies are advertised in PNHQ, RNZPC or Service Centre roles.

Taking a break from shift work to predominantly daytime hours does have its appeal, especially for those who have families or who have been in police for several years.



Constable Jodie Pivott - (far right) and fellow officers in foyer at Wellington Station.

The adage 'we train, they drain' has a ring to it!

There are many opportunities for Wellington District policewomen – many of whom have been selected for overseas deployments including the Solomon Islands, Bougainville, post tsunami Phuket and more recently to Tonga.

Women like Constable Jodie Pivott, currently working on section at Wellington Central Police Station.

Jodie graduated from the Royal New Zealand Police College in June 2000 and has worked in a variety of roles and places in the last six years.

She started on traffic section in Counties Manukau (South Auckland), and five months later moved to the busy Emergency Response Unit. After 18 months on General Duties, a change in personal circumstances saw a transfer from big city Auckland to small town Masterton in the Wairarapa – part of the Wellington Police District.

"The change of pace was interesting with a more country style approach," she says. "I learned some valuable skills and enjoyed my time there, but after nine months transferred to the more urban Porirua Police Station."

"Porirua was a great station and very sporty," she says. "I got involved with cycling and triathlons, joining other staff on the Lake Taupo cycle challenge and Police National triathlon trips, both super events."

After years of shift work, she felt it was time to "give the body a break" so took up a secondment as an Evidential Interviewer on the Child Abuse Team in Wellington Central.

"This was a challenging yet very rewarding position," she says. "I worked alongside qualified and experienced detectives and thoroughly enjoyed my time with CAT."



Female officers on duty in Wellington.

Overseas deployments with New Zealand Police appealed and in November, 2005, Jodie was selected as an advisor to the Bougainville Community Policing Project.

She lived in Arawa, a small and isolated town in the south where her role was to facilitate the training of the Bougainville Community Police.

"This was an incredible experience. The country and the people were lovely and I have great memories of the eight months I spent there."

Since her return to New Zealand a few months ago she's back into uniform and working on section at Wellington Central – in the largest 24-hour station and Area in the Wellington District.

"It's busy and initially the shift work was tough, but there are benefits in having days off during the week, time to shop without crowds and working on a big section makes it all worth it."

With a background in big city, suburban and offshore roles, Jodie says she's gained some great skills. "I enjoy every moment (almost) of policing," she says.

Editor's note:

This article was co written by New Zealand Police Communications Manager Kaye Calder, Wellington Police District Headquarters and Constable Jodie Pivott from Wellington Police. Jodie and her colleagues kindly showed members of the ACWAP committee around Wellington Police station providing us with an insight to policing in New Zealand.

New Zealand Police Museum



New Zealand Police Museum is located in the grounds of the Royal New Zealand Police College Papakowhai Road, Porirua Wellington.

New Zealand Police Museum was established in 1908, and displays original evidence and police memorabilia to tell the very personal stories behind the events, disasters and crimes that have galvanized New Zealand. Great investigations such as the Rainbow Warrior Bombing and the Stanley Graham man-hunt are retold with the greater story of policing in New Zealand.

For every major event, be it a celebration or a tragedy, the police have been there. Their experiences, along with the evidence they gather, provide us with first-hand links to our past.

The New Zealand Police Museum collects evidence of their history in action. The displays exhibited tell the story of the formation of New Zealand's Police as well as their changing role in areas such as drug and alcohol enforcement. Many major historical events also feature, including the 1913 strikes, 1981 Springbok Tour, the Erebus plane disaster and the bombing of the Rainbow Warrior.

The museum hosts a Junior Detective Club for kids where they can test their wit against investigation sheets and clues or dress up in old uniforms and make themselves medals or wanted posters.

If your ever in Wellington this is a must see for all the family.

Email: museum@police.govt.nz

Open Wednesday - Sunday 10am - 4pm



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Queensland Police Service

10/06

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NSW Police is currently seeking applications from both previous serving Police Officers and people seeking a career as a NSW Police Officer.

As a police officer, you intuitively know who would make a good officer. Many good officers, perhaps even yourself, were influenced to join because of the example set by a serving friend or relative.

Positions in the NSW Police are highly sought after and entry is on a competitive basis. NSW Police welcome applications from people with a variety of skills. These include previous policing experience, other work experiences, trade and tertiary qualifications, language skills and cultural understanding.



With your help, a safer community.

Applicants seeking employment with previous policing experience may be eligible to apply for a position commensurate with their prior policing experience up to the rank of Senior Constable. Starting salary will be assessed on an individual basis and is based on years of service and experience (ranging from around \$48,000 to \$68,000).

Applicants commencing a new career in Policing start on a salary as a Probationary Constable around \$47,000.

Contact a Recruitment Officer for an information package. Call 1800 222 122 or go to www.police.nsw.gov.au

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"OPERATION UNIQUE"

Pitcairn Island, South Pacific

By: Senior Constable Karen Vaughan, New Zealand Police



Karen Vaughan and colleagues Detective Inspectors Peter George and Vinsin outside the town square on Pitcairn Island before the laying of charges in 2002.

Editorial:

Senior Constable Karen Vaughan joined the New Zealand Police in September 1988, graduating in March 1989. Karen was posted to Lower Hutt where she spent 4 years in uniform doing general duty policing.

In 1992 Karen had the opportunity to undertake an attachment from uniform to the Criminal Investigation Branch (CIB), Child Abuse Unit. Karen joined the Child Abuse Team (CAT) as an investigator and specialist child interviewer.

Karen's role was to interview children (male and females) under the age of 17 years who had disclosed sexual or physical abuse. She also investigated matters of historical abuse involving adults who had been sexually or physically abused as children.

Karen has been involved in the national training of specialist child interviewers since the mid 1990's.

In 1997 Karen began coordinating a project called Project SAPHIRE a proactive initiative monitoring convicted and suspected child sex offenders in the Wellington region. Convicted child sex offenders in the area are visited and profiled at crime meetings.

Karen continued her investigating role, evidential interviewing and Project SAPHIRE until 2000 when she became involved in Operation UNIQUE, the investigation into sexual abuse on Pitcairn Island.

Since completing the Pitcairn Island investigation, Karen has, on a part time basis, re established Project SAPHIRE, while still being involved in Operation UNIQUE. Operation UNIQUE is likely to run into 2007 with a number of court cases still outstanding.

Karen is a first Dan black belt in Tae Kwon Do. In 1992 she represented New Zealand at the Tae Kwon Do World Championships in Montreal, Canada. Later that year Karen was awarded the prestigious New Zealand Police Sportsperson of the year trophy. Previous winners include All Black rugby representatives, Kiwi League representatives and other police officers competing in international sport.

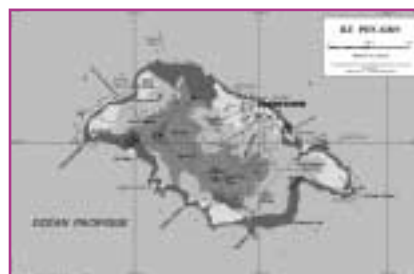
Karen is married to Stephen and has three children (Olivia 11 years, Jessica 9 years and Amelia 7 years).

Pitcairn Island

Pitcairn Island is a British Overseas Territory.

In 1789, a famous mutiny took place when Master's Mate **Fletcher Christian** and about half the crew took control of the HMS Bounty, and set the **Captain, Lt. William Bligh**, adrift in the ship's launch with those crewmembers that remained loyal to him.

Several of the mutineers along with their Tahitian & Tubuan consorts and a handful of native men found sanctuary on Pitcairn. The current population of Pitcairn are descendants of 6 of the mutineers from this famous voyage, and their women.



Pitcairn Island

It became famous for the Mutiny on the Bounty involving Fletcher Christian and the mutineers.

Pitcairn is a very small, isolated and remote island situated in the middle of the South Pacific Ocean approximately half way between Australia and South America.

The exact location is Latitude 25°04 South, Longitude 130°6 West. Pitcairn is 3300 miles north east of Auckland, New Zealand.

It is 3.2km long and 1.6km wide and consists of 450 hectares of very rugged and steep terrain, being the tip of a volcano. The highest point is 347 metres.

The climate is sub tropical ranging from about 15-35 degrees.

There are approximately 50 people who live on Pitcairn, consisting of four main Young, Brown, Christian and Warren families.

The locals mostly speak English but also their own language of Pitkern.

There is no airstrip and the only way in and out is by ship.

Their main trade is woodcarving, basket weaving and other curios as well as the production of honey and honey products, stamps and other collector's items.

They also do a large amount of fishing.

Although Pitcairn is under British protectorate; it is administered from Auckland, New Zealand. It is overseen by



HMS Bounty

the British High Commissioner to New Zealand, who is known as the 'Governor'. At present the Governor is Richard Fell.

Pitcairn religion is Seventh Day Adventist. Not many islanders attend church despite there being a church on the Island. The Seventh Day Adventist Pastor comes from Australia.

There is a local school on the island and the teacher comes from New Zealand.

There is a small medical centre with a trained Doctor also from New Zealand.

There is one local shop on the island, a post office, a secretary's office, a library and a public hall. These are all in the main town square known as Adamstown.

The main mode of transport is either on foot or by quad bike. The terrain is very steep and the roads are not sealed.

Being the tip of a volcano the earth is a very bright orange colour and the consistency of talcum powder. Any clothing taken to Pitcairn is usually disposed of on return as it quickly gets ruined.

Being subtropical, when it rains, it pours! The roads flood and the island comes to a stand still. Venturing out on even a quad bike is quite treacherous and one does so at their own peril.

Pitcairn is very busy in the lead up to and during the cruise season, which is between February and April each year. Up to 15 cruise ships pass by and the islanders sell their curios to the passengers. Often the cruise ships have in excess of 900 passengers.

Each passenger gets their passport stamped by Pitcairn Customs (at a cost of \$5.00US)

There is a local Pitcairn Islander Police Officer, a mayor, a magistrate and an island council.

Any visitors require a permit to land. This is mostly approved by the island council (apart from the investigation and prosecution team who were approved by the Governor).

The Pitcairners are not self sufficient and obtain most of their supplies from New Zealand. This includes food, clothing, building supplies and other essentials. Some islanders grow their own produce in gardens but by and large most things are obtained from outside sources.



The RV BRAVEHEART, a 35 metre research vessel that takes us from New Zealand to Pitcairn Island. The voyage takes 3 days from French Polynesia to Pitcairn and 3 days back. A lovely voyage when the sea is flat, but hideous when its rough, then we had to land about 500 metres off shore!

Preliminary Comment

Treatment of the Police investigating this matter has always been extremely friendly. About two thirds of the islanders are very hospitable and welcoming. Those who are no longer comfortable conversing with the Police, are the accused and their families. The accused have historically held the balance of power and control on Pitcairn and appear to hold the loudest voice. They are however the minority in number.

The majority of islanders keep a fairly low profile in the face of such power and control. They are keen for the investigation and subsequent prosecution to conclude so they can get on with their lives.

The majority of the Pitcairn population acknowledge there was a culture of abuse on Pitcairn and are keen to make changes.

Apart from the accused no one has ever said the abuse never happened or was 'cultural' or under age sex. In fact some of the accused acknowledged their offending by entering pleas of guilty prior to trial.

Since Karen Vaughan's involvement in this investigation there were numerous incidents of intimidation and bullying by the minority group and their supporters.

Karen had to officially warn three individuals for offences such as intimidation, attempting to pervert the course of justice and tampering with witnesses.

Pitcairn communicates with the outside world by way of satellite communication. This is very expensive and sometimes unreliable.

Recently, internet has been connected as well as landline satellite telephone.



Senior Constable Karen Vaughan

OPERATION UNIQUE – Senior Constable KAREN VAUGHAN

Up until 1993 the Kent County Constabulary, in the UK, were responsible for the Policing of Pitcairn Island.

From the mid 1990's Kent sent a Community Constable to the island for a period of three months every two years to conduct general community Policing type tasks.

It was during one of these community deployments that an island girl disclosed to the Kent Police Community Constable **WPC Gail Cox** that she had been raped by a group of island based men.

This occurred in December 1999.

The matter was referred to senior Kent Police managers and the British Foreign Commonwealth Office (FCO) and an investigation subsequently began.

As a result of the disclosure, the girl involved was evacuated from the island to New Zealand for further enquiries and also for her own safety.

In March 2000 **Simon Moore**, Pitcairn Island Public Prosecutor (PPP) contacted the Detective Sergeant, Child abuse squad in Wellington requesting a specialist child abuse interviewer to interview the then 14 year old Pitcairn girl.

As a result of this request Karen Vaughan travelled to Auckland to interview her.

During her interview the young complainant disclosed she had been sexually abused on a number of occasions and revealed she was aware of other females who had been abused in a similar manner.

The Kent Police deployed two Detective Inspectors to investigate the allegations.

One of them was **Detective Inspector Peter George** from the Kent Police who travelled to New Zealand in order to monitor the interview with the Pitcairn Island complainant.

As a result of information obtained from this complainant **and others** the two Kent Police Detective Inspectors, accompanied by Karen, visited 31 other potential complainants. Of the 31 potential complainants, 19 were willing to provide Police with comprehensive statements of complaint. Many of these complaints related to multiple offences and multiple offenders and the abuse was very serious in nature.

Many of the complainants had experienced some seriously traumatic abuse, which had affected their lives quite severely.

The enquiries revealed a culture of abuse involving the entire community of Pitcairn Island.

Many of the complainants had long since moved away from the island and were therefore widely dispersed around greater New Zealand, Australia, Norfolk Island, Pitcairn Island, Los Angeles and the UK.

The investigation team obtained corroborative statements from approximately 20 additional witnesses.

In mid 2000 Karen commenced the role of office in charge of victims and witnesses.

In August 2000 Karen became a sworn member of the Pitcairn Island Police.

Karen became the liaison person between the prosecution, Kent Police and many other agencies involved.

A significant part of her role was to assist the Pitcairn Island Public Prosecutor **Simon Moore** and his deputy **Christine Gordon**. Other prosecutors that Karen has also assisted

are: **Kieran Raftery, Simon Mount, Fletcher Pilditch and Ned Fletcher**.

The Pitcairn Island Public Prosecutor Simon Moore is in fact the Crown Solicitor for Auckland. He was appointed as Public Prosecutor for Pitcairn Island by the British Government in 2001 for the purposes of Operation UNIQUE and also any other summary or criminal matters that occurred on the island.

Following the initial stages of the investigation one of the Detective Inspectors from the Kent Police returned to his normal duties with the Kent Police.

Karen and Peter George continued preparing the investigation for the ensuing prosecutions.

During 2001-2002 Karen maintained her full time position on the Wellington Child Abuse Team as an investigator and child interviewer. As a result of the increasing workload on Operation Unique she was seconded to the British Government on a full time basis in February 2003.

The Accused/Charges

Up to 30 male suspects were implicated. These men resided on Pitcairn Island, Norfolk Island, Australia and New Zealand. Approximately six suspects were deceased.

Of the 30 suspects, 16 men were charged with a range of sexual offences under British law.

There were approximately 50 crime scenes on Pitcairn Island and neighbouring Oeno Island.

In late 2000 Karen accompanied the Kent Police to interview the accused at the above locations.

Pitcairn Trials Bill 2002

In 2002 Karen assisted Simon Moore and Christine Gordon with submissions to the NZ Government select committee which resulted in the passing of the Pitcairn Trials Bill, enabling Pitcairn Island related court hearings to be held in New Zealand, rather than the UK.

Travel

Between June 2000 and December 2004, Karen has been away from home for approximately 650 days.

During the course of the inquiry Karen has travelled to the United Kingdom, Pitcairn Island (on 6 occasions), Australia (approximately 12 times), Norfolk Island and greater New Zealand.

Due to the remote location of Pitcairn Island the duration of each trip is approximately one month. Karen has spent 52 days at sea and taken 230 domestic and international flights.

When Karen first travelled to Pitcairn she travelled by container ship from Auckland, New Zealand. This took 8 days there and 8 days back. Karen was on the island for between 10 – 14 days. She has done this trip twice. The container ships are massive 200 metres in length and very comfortable.

In 2002 the containers shipping line withdrew from New Zealand and the British Government had to find other ways of getting to the island.

As a result Karen now flies from Auckland, New Zealand to Papeete (capital of Tahiti). She stays two nights in Papeete then fly to French Polynesia where she meets a chartered ship that transports her to Pitcairn. This takes three days.

This trip, from door to door takes between 3 weeks to a month, depending on the duration of the visit on the island.

The chartered ship (RV Braveheart) is 100 foot in length and is not as comfortable as the container ship.

Being the South Pacific Ocean the sea conditions vary greatly. The ocean can be like a mirror or extremely rough. Karen has been at sea on the chartered ship in 9metre waves (which she didn't see due to being confined to my bunk with extreme sea sickness)

The Braveheart travels at 8 knots and takes a maximum of 14 passengers.

Public Interest Visit

In late 2001 Karen accompanied Simon Moore (PPP) and Christine Gordon (DPP) to the island for a public interest visit. The Kent Police unexpectedly withdrew a week prior to departure and as a result she was required to brief the Prosecutor and his deputy on matters relating to the complainants, the nature of their complaints, the perpetrators involved, and accompany them to each crime scene on the island.

Karen also accompanied the PPP and DPP around the Pitcairn community and introduced them to the islanders.

During the 8 day return voyage to New Zealand Karen assisted the PPP & DPP to draft approximately 120 indictments and complete the Summary of facts.

Laying of Charges

In 2002 Karen accompanied the PPP, DPP and Court to Pitcairn Island for the laying of charges. This trip was for approximately 6 weeks.

From February to December 2003 Karen commuted between Wellington and Auckland in order to assist with the completion of the briefs of evidence. She was based at the Public Prosecutors office and was accommodated at a local Auckland Hotel.

During this time Karen also assisted the PPP with the Deposition files, Disclosure and a wide range of other miscellaneous investigative tasks.

Other Trips to Pitcairn

During 2003 and 2004 Karen accompanied the Prosecutors to Pitcairn Island for Depositions and 2 call overs.

In early 2004 Karen travelled with DI Peter George to Pitcairn Island at the request of the PPP to investigate an alleged sexual assault on two Pitcairn Island boys aged six and eight years (the children of a complainant) by a twelve year old boy (the son, grandson and great grandson of four of the accused.) The duration of this trip was approximately one month.

Trial of Seven Accused

In September – October 2004 the trial of the 7 Pitcairn based accused was held on the island. Karen remained in Auckland with DI Peter George to coordinate all witnesses who gave evidence by way of satellite video link to Pitcairn Island. No witnesses travelled to Pitcairn Island.

Preparation for these trials began in late July 2004 and Karen was away from home for three months.

Karen's role, together with Peter George included briefing 9 complainants and 6 witnesses. Each was accompanied by their families and psychologist or counsellor.

Karen and Peter were responsible for the logistical management of the witnesses who travelled, with their families and support people to Auckland from the UK, Australia and New Zealand.

Karen and Peter also completed victim impact statements.

At the conclusion of each step in the proceedings Peter George returned to Kent where he resumed his normal duties with the Kent Police. He made 14 return trips from the UK to New Zealand for the purposes of Operation UNIQUE between 2000 and 2004.

Court Update

Court has been adjourned until 17 February 2006 for review and hopefully a new trial date to be set shortly thereafter.

The Court of Appeal will sit to hear a raft of appeals made by the Public Defender on 31 January for 2 weeks in Auckland, New Zealand.

The Privy Council will hear other appeals (on Sovereignty and promulgation) in July 2006 in London.

These remands and delays by the Public Defender have resulted in a considerable amount of stress and anxiety for the complainants.

Media

The trials attracted significant international media interest. There was a contingent of accredited media who accompanied the Court to Pitcairn. Due to the obvious logistical difficulties in making direct contact with Prosecutors on Pitcairn Island, Karen was the liaison point for several media organisations who wished to cover the trials.

http://www.nzherald.co.nz/section/story.cfm?c_id=2&objectid=10116489

Comments by journalist Julie Middleton:

- Thirteen Pitcairn Islanders living there and elsewhere have been accused of sex attacks on the island. Some of the 96 charges date back 40 years, and some involve children as young as five.
- Six men were tried under British law on Pitcairn Island last year. Four were found guilty and sentence to terms of imprisonment ranging from 2 to 6 years. They include former Pitcairn Island Mayor Steve Christian, Steve's son Randy Christian, Terry Young and Denis Christian.

Two others were given community service sentences – Pitcairn Island Postmaster Denis Christian, Len Brown and his son Dave Brown. One man, Jay Warren was found not guilty. Warren has recently been nominated as the Pitcairn Island Mayor. The rest of the alleged offenders' will face proceedings in the Pitcairn Supreme Court (in actual fact it will be a specially constituted court in Papakura, Auckland, New Zealand).

- Although a prison has been built on Pitcairn, the men found guilty are free while legal argument continues over whether Britain has authority over the island and its people.

Extradition

Five men are currently subject to extradition proceedings in New Zealand.

In March 2005, I travelled to Australia to escort an accused, under extradition to New Zealand where he remains on bail awaiting trial. I have been assisting in all these extraditions.

Conclusion (although not quite....)

As a result of being involved in such a unique investigation which has not only attracted the interest of the international media but also other Policing jurisdictions I have been fortunate enough to have been invited as guest speaker by the Australian Federal Police on 3 occasions.

Since the conclusion of the promulgation hearing in April 2005 in Auckland my full time status on Operation Unique has been temporarily reduced to 3 days per week (unless otherwise required).

The remaining two days per week is involved in Project SAPPHERE, a proactive project monitoring convicted and suspected child sex offenders in the Wellington region.

In July 2006 it is anticipated the Privy Council in London will hear the Appeals and Sovereignty argument.

At this stage, in 2007, it is anticipated the remaining four trials will be heard in Auckland. This is likely to be over a one month to six week period.

It is assumed I will continue in my role as o/c witnesses, liaison between the Prosecutors and British Police and will likely be required to assist with file preparation for the remaining 4 trials to be held in Auckland.

Further Media:

The New Zealand Herald featured the following article by Kathy Marks on 26 October 2004:

http://www.nzherald.co.nz/feature/story.cfm?c_id=700&ObjectID=3604012

Pitcairn Islands sex abuse



*Top L-R: Dennis Christian, Randy Christian, Steve Christian.
Bottom L-R: Terry Young, Dave Brown, Len Brown.*

Pitcairn Island in shock at verdicts

26.10.2004

By KATHY MARKS

Until yesterday, they were all big men, swaggering round a tiny island. But in its sweltering courtroom, six Pitcairners were exposed for what they are: bullies, rapists and child-abusers.

Steve Christian, the island's mayor and tribal chieftain, was among five men found guilty by the Pitcairn Supreme Court yesterday.

A sixth, Dennis Christian, had already pleaded guilty.

Only Jay Warren left court without a blemish, cleared of one indecent assault charge.

Quashing the myth that the case was brought against men engaged in consensual under-age sex, the three New Zealand judges said they were utterly convinced by six of the seven victims who testified by video-link from Auckland.

The women painted a picture of a dysfunctional society where men raped and abused young girls almost casually.

Some victims had bottled up the abuse for 40 years, disclosing it only when British detectives approached them in 2000.

The Chief Justice, Charles Blackie, poured scorn on Steve Christian's claim that one of his victims had consented.

"She was 12 years old. He was 21," he said. "She was young, naive and vulnerable. She was secreted into the bushes and there the accused took advantage of her.

"There had been no affection, kissing or romantic connection. She did not want it to happen."

The tiny community founded by the Bounty mutineers was in shock after the verdicts. Few islanders had stepped inside the court to hear the evidence.

Yesterday, three generations of Pitcairn men stood in the dock and all three were found culpable.

Len Brown, 78 and barefoot, twice raped a teenager in a watermelon patch. Dave Brown, his 49-year-old son, carried out six indecent assaults.

Terry Young, 46, raped a girl every time she went to collect firewood.

Randy Christian, 30, raped a girl four times from the age of 10.

None of the guilty men commented yesterday. Steve Christian, 53, who cracked a joke on his way into court, left stony-faced. Dave Brown was in tears.

The judgments heralded the end of a dynasty that has controlled Pitcairn's public affairs while preying on its most vulnerable inhabitants in private.

Steve Christian assumed the right to sexually initiate girls of 12 or 13. Rivulets of sweat ran down his face as he was found guilty of five rapes.

Randy, taller and broader, also sweated profusely as he also saw prison loom.

The six will be sentenced on Thursday, although they will remain free on bail until legal argument about the trials' legitimacy is heard in Auckland and London.

It was Steve Christian who created a climate in which men felt they could rape girls with impunity.

By a neat irony, his son inadvertently exposed a culture of endemic abuse dating back perhaps generations. His principal victim complained to a visiting British police officer, prompting a wide-ranging investigation.

Despite the legal delays, it seems certain that at least three, and possibly six, men will serve sentences in the prison the seven defendants helped to build.

While their relatives have long warned that Pitcairn will collapse if so many able-bodied men are jailed, islanders unconnected with the case disagree. They say there will still be enough men to crew the longboats and carry out other public duties.

They also regard the trials as a necessary healing process that will enable the community to move on.

The verdicts will leave a power vacuum. Steve Christian's sister, Brenda, is planning to run for mayor in elections next month.

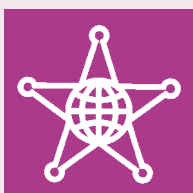
Matthew Forbes, the island's deputy governor, suggested that both Steve Christian and Randy, who is chairman of a key island committee, should resign. If not, the governor, Richard Fell, would step in "to ensure the best interests of the entire community are protected".

Inquiry head Detective Inspector Robert Vinson welcomed the verdicts, saying they "sent a strong message that the abuse of children is not acceptable in any culture."

Mr Vinson paid tribute to "the courage of a group of women who have stood firm and said 'enough is enough', despite the personal cost to themselves and their families".

Two NZ police officers phoned the victims to tell them of the verdicts.

Senior Constable Karen Vaughan told TVNZ: "They were all extremely relieved, as if a lifetime of emotional turmoil has been concluded."



International Association of Women Police

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Category: Excellence in Performance

To be awarded to an officer who distinguishes herself through superior attention to duty or outstanding investigative effort, which leads to the identification, location, or arrest of a major criminal or criminal activity.

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New Zealand Police Service**

In nominating Karen Vaughan for this award Andrea Humphrys outlined that Karen Vaughan typifies a thoroughly dedicated Police Officer, who devoted herself to one of the most unique investigations we will ever come across. I doubt anyone would have to travel as she did to conduct investigations. She displayed tremendous commitment, through months of international media scrutiny, as well as significant amount of time away from her family.



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