

# The Journal

## for Women and Policing

Winter Edition 2007

### 10th Anniversary Edition



Australasian Council of Women and Policing inc.

# Darwin, Australia

## IAWP 2008 6-11 September 2008

### "Policing New Territory"

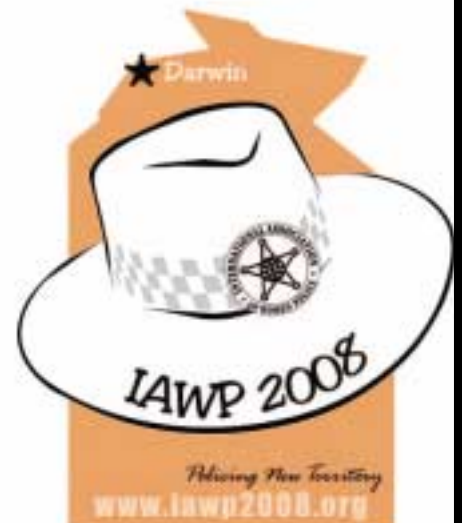
Darwin, Northern Territory has been selected as the venue for next year's International Association of Women Police annual training conference.

Delegates from around the world will converge on the tropical city to share knowledge and experience world class speakers throughout the diverse training program that will be on offer at the brand-new Darwin Convention Centre.

Visit us at our booth at this year's Melbourne ACWAP conference to receive the latest information on this exciting conference and to register, or visit our web site:  
[www.iawp2008.org](http://www.iawp2008.org)

Photos from top: Aerial view of Darwin; Pandanus sunset; Aboriginal culture; Cahills Crossing; Senior Constable Tania McKinney. Some photos courtesy Tourism NT.

*See you in Melbourne!*



[www.iawp2008.org](http://www.iawp2008.org)





# The Journal

## for women and policing

Issue No. 20

Print Post Approved: 340742/00086

Published by  
**AUSTRAL MEDIA GROUP LTD**  
 ACN 068 899 696

63-71 Boundary Road,  
 North Melbourne, Vic. 3051  
 Tel: (03) 9328 4226  
 Fax: (03) 9329 4633  
 All Advertising Enquiries: Austral Media Group Ltd

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

ACWAP Membership is available from \$35 per year. For  
 more information please contact the Editorial Committee,  
 PO Box 3994, Manuka, ACT 2603 or phone (02) 6284 2923.  
 Address: PO Box 3994, Manuka, ACT 2603.

**Photos:** All photos supplied by ACWAP Inc. (unless  
 otherwise credited).

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

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

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

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

The Editorials printed in this issue are the sole responsibility of  
 the editor and are not necessarily the views of the publisher or  
 printer. Comments, opinions or suggestions of authors reflect  
 their own views and do not necessarily reflect the opinion of  
 the editor, ACWAP Inc. or the publisher. It is not possible for  
 this publication to ensure that advertisements which are  
 published in this publication comply with all aspects of the Trade  
 Practices Act, 1974 and the responsibility rests on the person,  
 company or advertising agency who submitted the advertising  
 for publication.

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

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

### Cover:

The ACWAP Mascot Mavis symbolizes women in all  
 Australasian policing jurisdictions and Australasian  
 communities. While remaining well balanced she celebrates  
 establishing world-wide links with other women and  
 women in international jurisdictions.

## Contents

Audrey Fagan – 1962-2007 .....	2
Editor's Report .....	3
Australasian Council of Women and Policing 10th Anniversary .....	5
Introducing the Committee of the Australasian Council of Women and Policing .....	11
ACWAP goes to Libya .....	15
All female police academy – Libya, Tripoli .....	18
Celebrating the 10th Anniversary of Australasian Council of Women and Policing .....	20
2007 Excellence in Policing Awards .....	22
Women Leading Change – The 5th Women and Policing Conference .....	27
The Duluth Model – What it is and is not: Clarifying and Correcting Common Misconceptions .....	33
Women in Peacekeeping – How to Make History .....	37
Tasmanian Police .....	39
Queensland Police .....	41
Harassment Don't Cop It .....	42
An Update on the Leadership Development for Women Program at WA Police .....	43
Update from the Territory .....	46
Pathways Into Policing: Research Project .....	49
Issues with Women in Policing Within Peace-Keeping Missions .....	50
Making Sex Work .....	54
International Association of Women Police .....	55
Women Graduates Contribute to Stunning Progress in Rwanda .....	58
Music Industry Piracy Investigations .....	59

## Audrey Fagan – 1962-2007



As an 18 year old Audrey Fagan travelled to Canberra to join the Australian Federal Police (AFP) after deferring a position at a South Australian teaching college. Audrey began her policing career 'on the beat', community policing in the Civic Centre of the Australian Capital Territory (ACT). She worked her way through the ranks of the AFP tackling the masculine culture of the Force and taking on positions in the fraud squad, juvenile justice, general crime investigation, policy development, and political liaison. She spent two years policing the community on Christmas Island. Audrey also had experience in training delivery and internal investigations. Audrey worked with three Commonwealth Ministers as a law enforcement liaison officer, advising on issues of policing and law enforcement including the National Illicit Drug Strategy. In the late 1990s she worked in the office of the AFP Commissioner, Mick Keelty as his Chief of Staff. Audrey was later appointed executive director of protection, overseeing the integration of the Australian Protective Service into the AFP, before taking on her role as ACT Chief Police Officer. On January 26 2004, Audrey was awarded the Australian Police Medal, not only for her contribution to Australia's counter-terrorism effort but also for her work in enhancing and promoting the role of women in law enforcement.

Despite deferring her place at a teaching college, Audrey continued her education. Her educational achievements included: a Bachelor of Science from the Australian National University, a graduate certificate in applied management from the Australian Institute of Police Management, a graduate

diploma in executive leadership from the same institution and was a graduate of the Australian Institute of Company Directors. In 2001 she was awarded the Australian Institute of Police Management Scholarship Award. She sat on many Boards and Committees making a valuable contribution to many facets of policing.

On July 4th 2005 Audrey became the first woman to hold the position of Chief Police Officer (CPO) heading up the community arm of the federal police in the ACT. After 26 years police service, Audrey had become one of the country's highest ranking female police officers.

I met Audrey at this time. She replaced John Davies as the CPO at a time when the Australian National University was working with ACT Policing on a number of projects. Her excitement and enthusiasm for her new position was evident. Her interest in the research we were doing was encouraging and her unwavering belief that research could inform positive change and practical policy was a motivating force for the research team that had failed for the most part to excite the intellectual sensibilities of her predecessors.

Her cheerful disposition, her ability to converse at any level, and on any subject, made our meetings with her something to look forward to. Her probing and discerning intellect made our work with her organisation challenging and ultimately rewarding. Where the leader leads others will follow. That was certainly our experience with ACT Policing when Audrey became the leader in every sense of the word.

As a member of the Australian Council of Women and Policing (ACWAP) I spent time with Audrey at the Women and Policing Conference in Darwin in 2005 shortly after she had been appointed CPO. Her paper, *Take Me to Your Leader*, was an inspiring call to leadership, development and vision. She spoke candidly about her transition to leadership and how she was preparing for her new journey. The enthusiasm and commitment with which she looked forward to her new challenge was tangible. This of course was not the first time she had urged women to develop and nurture their talents to better achieve their goals. Audrey was dedicated to enhancing and

promoting the role of women in law enforcement, and was a wonderful role model for those women pursuing or considering a career in policing. She was, as Commissioner Mick Keelty has noted, a serious women's mentor – 'a champion of women in management'.

Later in the week Audrey and I both sat, with others, on the 'hypothetical' panel where we debated the benefits of women policing the Pacific. We spent more time giggling and laughing at our own jokes than anything else. It was the first time I had met Audrey in a semi-social situation. She was a delight. I remember thinking her leadership is going to be so good for the ACT. I was right. It was.

In her leadership talk to the Darwin conference, Audrey observed, 'leaders cannot work effectively in isolation'. How ironic and sad that ultimately Audrey felt so isolated in her leadership. It is the ultimate tragedy when those who are so ready and willing to give support and assistance to those in need should at their lowest hour feel they have nowhere to turn. Audrey's death highlights the need for strong webs of support amongst women. Networks and support groups are particularly important for those women at the top where success can often feel very lonely. We must create and sustain networks that will assist in ensuring a strong work-life balance and encourage both the public and the private sector to invest in programs and strategies that meet these needs. We must all feel a responsibility to mentor where possible, to support where support is needed, to encourage where esteem is low and to praise where praise is due.

Audrey was a good friend and a strong supporter of the ACWAP. We will remember her not in the context of her untimely demise but for her compassion, her sense of humour, her outstanding commitment to her profession and her fellow officers, her dedication, her spirited and generous nature and her exceptional contribution to policing, not only in the ACT but across Australia.

*Vale Audrey Fagan.*

**Jenny Fleming**

## Editor's Report

**W**elcome to the 20th edition of the Australasian Council of Women and Policing Journal. This year, 2007 celebrates ten years since the council became an incorporated body. Ten years since a small group of women from different police services around Australia came together with a vision to improve policing for women. Many of these women have since moved on from their roles on the council; however they remain supportive of our endeavors. The current committee would like to express their thanks to former committee members for their foresight in establishing ACWAP and for their commitment to helping both women within policing and women in the community.

The councils President of ten year's Christine Nixon and fellow founding member Helen McDermott remain committed to ACWAP working along side the current committee to achieve the outcomes of the council. The committee would like to acknowledge and thank both Christine and Helen for ten years of exceptional commitment to ACWAP. Helen has written an article on the history of ACWAP for this journal which outlines the highs and lows of her time with the council.

The Australasian Council of Women and Policing Conference, "Women Leading Change", is being held at the Carlton Crest Hotel, Melbourne between 26-30 August 2007. This is the fifth conference in the Australasian Women and Policing series. It will provide an opportunity to focus on how women are leading change in policing, to share strategies and insights on how the challenges that this brings to policing can be addressed. If you haven't already registered to attend this conference I encourage you to please consider coming along.

**The three conference themes are:**

- **Leadership Within Policing**
- **Leading Change for Policing**
- **Networking Internationally**

The annual (ACWAP) Excellence in Policing Awards will be presented at the conference dinner on Tuesday 28 August 2007.

On a different note, the executive members of ACWAP were invited to attend "The First International Scientific Conference about Women and Law" in Tripoli, Libya between the 15 – 17 of April 2007. This event was sponsored by Dr Aisha Mu'ammarr Al-Qadhafi (Colonel Gaddafi's daughter), with the co-ordination of Generals People Committee for Social Affairs and The International Arab African Organizations for Women's Rights.

Fellow committee member Joanne Howard and I traveled to Libya to partake in this conference, speaking to over 400 delegates about ACWAP and policing in Australia. This was a fantastic opportunity for both Joanne and I to network internationally with like minded women and to represent police in Australia. We also spent a day at the Faculty and Secondary School of Police Science for Girls gaining an insight into the cultural impacts for Arabic female police officers. I have included an article in this journal about our trip to Libya to share our experience with you all.

ACWAP's tenth anniversary is a time to reflect on our achievements and to thank everyone who has supported ACWAP over the years. For those of you who have identified and nominated suitable recipients for the excellence awards, contributed articles for the

journal, or supported ACWAP by allowing your staff to attend the biannual conferences, we thank you. We encourage you to continue to support officers in their policing endeavors, to recognise outstanding achievements and nominate them for Excellence Awards.

Garry Williams and his staff from Austral Media Group have supported us over the last ten years by publishing the ACWAP journal. Garry we appreciate and thank you for your support and friendship and we look forward to continuing our relationship with you and your team.

An organisation like ours would not exist without the dedication of the committee. The ACWAP committee currently consists of 11 women who volunteer their time to support the improvement of policing for their fellow officers and for women in the community. The commitment from the members of the ACWAP committee is nothing short of fantastic. I am proud to be a member of such a dynamic group of women. Included in this journal is a personnel profile on each member of the committee showing you the wide cross-section, caliber and strength behind the scenes at ACWAP.

ACWAP have been supported through out the years by many police and academics who have in their own way been an important part of the history of ACWAP. Federal Agent Audrey Fagan is one of these people. The ACWAP committee was saddened by her untimely death this year. We would like to pass on our sincere condolences to her family, friends and to her colleagues at the Australian Federal Police. Professor Jenny Fleming has written a valedictory in this edition for Audrey on our behalf.

Good Luck to one of our ACWAP committee members, Federal Agent Leisa James who along with her family are moving to a new posting in Jakarta. We look forward to an article from Leisa in future journals.

***"The failure to condemn an activity is indeed an officer of tacit approval. All it takes for evil to flourish is for good men/women to do nothing".***

*Edmund Burke. Irish orator, philosopher, & politician (1729 - 1797)*

Lastly thank you to all of our authors for your contributions for this edition of our journal. Your support is appreciated. I hope you enjoy reading our 20th journal and I leave you with this quote to think about,

*"The failure to condemn an activity is indeed an offer of tacit approval. All it takes for evil to flourish is for good men/women to do nothing". Edmund Burke. Irish orator, philosopher, & politician (1729 - 1797)*

All the best in your policing endeavors

Kindest Regards

**Kim Eaton**  
**ACWAP Editor**

## **PUBLISHING OPPORTUNITIES**

**The Journal of the Australasian Council of Women and Policing Inc. provides an opportunity for researchers, cartoonists, poets, and other writers, to publish their material if it relates to the aims of the Council.**

**Please forward your contributions to the editor [eatonbandk@optusnet.com.au](mailto:eatonbandk@optusnet.com.au) for consideration prior to 30th September 2007.**



# Australasian Council of Women and Policing 10th Anniversary

*By Helen McDermott*

**In 1997 the Australasian Council of Women and Policing will have been an incorporated body for 10 years.**

In many ways it is surprising that the Council has survived. When it was first created, there was considerable objection and undermining of its activities by those who resented women having an independent voice in policing.

It is hard to imagine how they thought a voluntary women's NGO would be a threat to their manhood, but to some we were and to what is now fortunately a very few, we still are.

Some women in policing were challenged by the idea of women just getting out there and doing it themselves without the permission of the Commissioners and thought we should wait to be asked.

It has been interesting to go back through the Council's records and see how much has changed and how much work still has to be done to improve policing for women.

Many of the fundamental issues that inspired the creation of the Council remain and much needs to be still achieved to improve policing for women.

**Women are still not properly represented in policing.**

How policing responds to women in the community still has a long way to go with reporting of crimes against women still at very low rates.

Internationally women in policing are learning from each other but women's networks are too often not taken as seriously as those of their male counterparts.

In some jurisdictions it sometimes feels that the small gains that had been made, have been lost. However in other jurisdictions the reform has been genuine and the impact of the transformation in policing for women can be measured by the intensity of the backlash.

The Council's role is probably more important now than it ever has been. The media and those who want us to get back to the 1950s are trying to bombard us all with the message that feminists aren't needed anymore, that women's gains have disadvantaged men, that equality has been achieved, and all the bad things that are happening to women are the result of women raising their voices.

The reality is that while policing has made significant improvements in how it responds to women in policing and to how it should be policing women in the community, policing still fails women. It continues to fail its female employees (and some of its male employees who don't fit the mould) and it continues to fail women who are either victims of crime or the perpetrators of crimes.

There have been some great gains made and the next ten years is about seeing policing putting its rhetoric about women into action. It will be an interesting and an exciting time.

**But how did we get here?**

The Council's creation was the result of a number of issues coinciding.

A small group of women from different police services around Australia came together with a vision for an independent body that could work within and external to the policing and law enforcement agencies to improve policing for women. It was not just about changing policing to remove the barriers for women within policing, but it was about improving how policing responds to women in the community.

We thought that the two went hand in hand: having a critical mass of women in key decision making roles will make a difference to how policing is delivered to the community. Women making decisions

will have different priorities and policing's resources will reflect the priorities of the women in the community.

This small group of women also realised that internationally that there were some useful models and what we were looking at achieving was also being explored overseas. We realised that the Council had to play an important link between those organisations and women in Australia and New Zealand.

We also had a difficult role to play in explaining to our sister organisations that women in policing have a legitimate role to play in the feminist debate, particularly on topics such as violence against women and women in non-traditional occupations.

We still have a long way to go, but after ten years, the Council has become a small but key player in the policing and women's sectors.

But in fact the Council's history started a few years before we became an incorporated body in 1997.

## The Whip

In November 1995 the first edition of *The Whip* (Women Here In Policing) was published. The then Australian Federal Police Commissioner Mick Palmer paid for 5,000 copies of the A2 folded Newsletter of Australasian Women Police and copies were distributed to female police officers in most police jurisdictions.

It was this edition which included the "scandalous" reproduction of what had been billboards and television advertisements in the Netherlands which showed a dog making amorous advances to a man's leg when he was using a photocopier. The caption read "That's how women feel when they are harassed at work".



It was this cartoon in 1996 at the first Australasian Women and Policing Conference that the then Commissioner of the Victoria Police used as his reason for being the only jurisdiction in Australasia not to distribute *The Whip*.

The second edition of *The Whip* was funded by the NSW Police Service and the third edited by women from the New Zealand Police and paid for by the NZ Police Association. The fourth issue was sponsored by the Police Credit Union (NSW) and the final edition was sponsored and edited by the NT Police.

## The First Conference of Australasian Women Police

One of the principle purposes of *The Whip* was to inform women in policing about the First Conference of Australasian Women Police. This conference was funded through a Confiscated Assets Trust Fund grant and administered by the Australian Institute of Criminology.

One of the key papers at this conference outlined the need for a body such as the Council and in their paper *Women, Policing and Equality before the Law*, Jill Bolen and

Janet Ramsay made a convincing argument on the critical importance of women as decision makers in policing. They highlighted how policing plays a key role in the access to justice and that for women reform is needed and this is linked to women role within policing.

In her later paper delivered to the *Second Australasian Women and Policing Conference*, Jill Bolen describes:

*"History has now shown that part of the vision of the three young women was achieved in the form of the First Australasian Women Police Conference held in Sydney in 1996 ... No one present could ever forget that final afternoon which included a panel consisting of the commissioners or their representatives responding to questions from the Conference floor. In addition, comments made by and between individual commissioners about the status of women generally and in their jurisdictions, as well as questions put to the commissioners, resulted in a lively session. ..."*

This landmark event was not just the catalyst for the formation of ACWAP but also what later became the Commissioner Australasian Women in Policing Advisory Committee (CAWIPAC), and the Police Federation of Australia Women's Advisory Committee (PFWAC).

## Creation of the Council

In October 1997, Pam Robson, Mary Aston and Denise Burke met with Melinda Tynan and Helen McDermott at the Australian Federal Police Association offices and worked on the detail of what would become the Australasian Council of Women and Policing.

The name and acronym was the topic of much animated and amusing discussion with CWAP and CAPOW being discarded.

Drawing from what we had seen being the priorities at the conference and looking to what sister organisations were doing overseas, we came up with the Council's three aims:

- improve the opportunities and outcomes for women within policing;
- improve the policing services provided to women; and
- participate in the global network of women in policing.



*First Conference of Australasian Women Of Police – Sydney 29-31 July, 1996.*



We also developed a series of strategies, many of which our just our wish list, but some of which have been successfully implemented and are now the main business for the Council.

For those who are interested in what these original strategies are, they are explained in the first edition of *The Journal*, which if you don't have a printed copy, there is a copy on our website.

The original vision has moved on and some ideas have been left behind, but we still see the Council as a way to pursue important issues of national significance to policing. Using a co-operative approach and by building on and connecting the existing networks we can work to improve policing for women.

## Incorporation

On 10 November 1997 I registered the Australasian Council of Women and Policing as an incorporated body in the ACT. We held our first AGM at the Sixth Women and Labour conference in Geelong in November 1997. The first management committee comprised:

**Christine Nixon – President**

**Helen McDermott – Secretary**

**Melinda Tynan – Vice President**

**Pam Robson – Treasurer**

**Committee members –**

**Denise Burke, Jacki Drew and Linda Waugh.**

Pam, Denise and Jacki were all from the Queensland Police Service and the support they received from the QPS for their work with the Council was critical in being able to establish the Council. They developed and established the Council's website [www.auspol-women.asn.au](http://www.auspol-women.asn.au) and worked hard to develop the Council's direction.

## The Journal

Prior to the 1996 Conference, *The Whip* had proven to be a highly effective way of communicating with women in policing and we looked at ways that as a Council we could get our message out to women in policing and those in the community who were interested in improving policing for women. We thought that we needed something more than just a newsletter.

So I approached Austral Media who was publishing the AFPA Journal.

*The Journal's* editors have included:

**Helen McDermott**

**Melinda Tynan**

**Margaret Rhodes**

and its current editor **Kim Eaton.**

The First Journal was very much a collective effort of the first Management Committee. It included articles about the Council itself, an article by Helen McDermott and Marea Rayment about the role women need to play in police unions, the program and a call for papers for the Second Australasian Women and Policing Conference, a call for nominations for the Inaugural Excellence in Policing Awards, and an outline of the plans for future conferences.

And the rest is history with Austral Media becoming an important part of the Council's team and the Journal providing a key link to our members and to the women and men in the police services.

## Second Australasian Women and Policing Conference

In 1998, with the support of the then Queensland Police Commissioner, Jim O'Sullivan, the Council started the planning for its second conference. The Second Australasian Women and Policing conference was the first major project for the Council.

It was held at the Queensland University in Brisbane with the theme of *Women and policing... connecting with the community*. The partnership between the Council and the Queensland Police Service made this a very successful conference. Using violence as a case study, it examined police responses and attitudes to domestic violence and sexual assault and developed a range of recommendations. It also brought together police and the women's services sector forging important and useful partnerships between the sector and policing.

The Conference provided an opportunity for us to look at what we had achieved and to start the discussion about where we should be heading to next.

It was at the conference that we articulated the idea of us holding a joint conference with the International Association of Women Police.

## 2002 Women and Policing Globally

The Council's largest project to date was this joint venture with the International Association of Women Police and the Australian Federal Police. The conference explored the Council's third goal of creating and developing the Australasian link in the global network of women in policing.



*2002 Women Policing Globally Conference.*



**2002 Women Policing Globally Conference.**

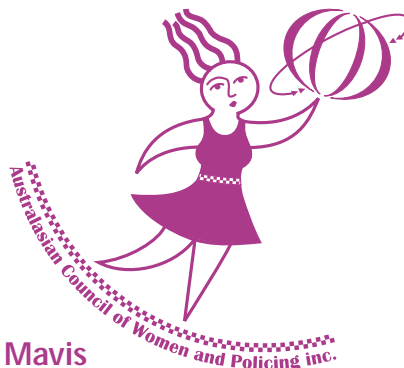
This was an international ground-breaking event. The Council's vision for the conference was supported by the AFP, and for the IAWP it was one of its most successful conferences and it attracted almost 800 delegates from 48 countries.

It explored the impact policing has on women's human rights and how policing needs to continue to work to ensure that it plays an active role in protecting the human rights of women and children around the world. Speakers from every continent, issues ranging from female genital mutilation, terrorism, to the structural barriers to women's advancement within policing were examined. Networks were created and strengthened and tangible outcomes from that conference are still being seen today.

For example, it was at the 2002 Commissioners' Panel that a number of Commissioners undertook to develop a network for women police in the Pacific and today the Pacific Islands Chiefs of Police Women's Advisory Network (PICP-WAN) continues to develop and grow.



**Fitting In or Standing Out Grant 2000. L-R Jennifer Bradley, Jo Calwell, Christine Nixon, Melinda Tynan**



## Mavis

The ACWAP logo symbolises women in all Australasian policing jurisdictions and Australasian communities. While remaining well balanced she dances around the thin blue line, as she celebrates establishing world-wide links with other women and women in international jurisdictions.

She is affectionately known as Mavis.

She was inspired by an International Women's Day poster on Pam Robson's office wall in the QPS and was adapted into the design we have today.

She has been stretched and coloured, pasted and laughed at over the last ten years. She has adorned umbrellas, journal covers, flags, t-shirts, mugs, lapel pins, banners and conference satchels. I think the next item has to be the Mavis tiara.

## Fitting In or Standing Out?

In 1999, the Council obtained a grant from what was then the Office of the Status of Women and Jennifer Bradley and Melinda Tynan developed the Council's useful

booklet *Fitting In or Standing Out? Surviving your first years – a guide for women entering the policing profession.*

This booklet has proven to be an important resource for women thinking about policing as a career and is currently being updated by the Council.

## The Website

The website established back in 1998 by Denise Burke's QPS team gives the Council an important presence.

[www.auspol-women.asn.au](http://www.auspol-women.asn.au) is a great tool for the Council, and an important way we communicate with our members and others interested in policing for women.

While very over due for a facelift and a better url, the website is critical to the Council. With links to all the conference papers which are held on the Australian Institute of Criminology website, a list of all the Excellence in Policing Award recipients, electronic copies of all our journals, information about our conferences and other upcoming events, our website plays an important role for us.

## Email list

For an Australasia-wide organisation with very limited funding, email lists are critical to our keeping in touch.

Our email list Improving Policing for Women is well subscribed and new members are always welcome.

To join, simply go to <http://au.groups.yahoo.com/group/acwap/> and click on the Join this Group button.

It is a great way to stay informed and to contribute to the discussion on women and policing.

## Excellence in Policing Awards

The Council felt that it was important to recognise the people who were working hard to improve policing for women. The systems of recognising achievements were often framed in a way that did not consider the difference that women bring to policing.

So in 1999 as part of the Second Australasian Women and Policing Conference, the inaugural Excellence in Policing Awards were held.

Since then the Awards have grown and have become an important avenue through which some amazing women and men have been recognised for making a difference to policing.

One of the most controversial of the awards has been the Bravery Award. This Award expands the definition of bravery from what is traditionally regarded as brave, to one that takes into account the reality of many women's lives in policing. It acknowledges that sometimes the bravest thing that someone can do is to challenge policing and to try to make a difference. It is a very different kind of bravery; one where a person has the time to contemplate every single possible outcome and to sometimes see his or her career and family come apart around them.

At the personal level, for me, the Awards are the most satisfying and enjoyable activities that the Council undertakes. Although I find choosing the recipients almost impossible, it is always wonderful to hear from those who nominated an award recipient about how much they admire their nominee and how pleased they are that they were able to be part of the process of having the recipient's achievements recognised.

And on the night – it is always a thrill to be part of celebrating the work of these wonderful women and men.

A full list of Excellence in Policing Award recipients is available on the Council's website [www.auspol-women.asn.au](http://www.auspol-women.asn.au).

## Papers and Presentations

The Council actively participates in the debate about women and policing and has presented papers at a range of conferences. For example, the Police Summit in Sydney in 2003, the first and second Women in Firefighting forums, the International Women's Conference in Townsville in 2002, the 2005 International Association of Women Police conference in Leeds and the Australian and International Feminisms Conference in Sydney in 2004.

The role policing plays in protecting women's human rights is a key theme for the Council. Policing is a gatekeeper to the criminal justice system and its importance in relation to protecting women's rights is often overlooked.

## Women Leading Change

In 2004, the Council obtained a grant from the Office for Women to develop a leadership training package that brought together women in policing with women in the community. We had a vague idea of somehow using leadership training for women in policing as a way to build better links with women in the community. This very vague concept was given life by Susan Harwood who developed a package that brought together women in the community with women in policing to work together to both learn about leadership skills and to develop and practice those skill in a real-life community project.

The great thing about this course is that it gives women from community groups access to leadership training, something that is often outside the reach of these service organisations.

The pilot program was a great success with Victoria Police and Western Australia Police supporting some great community projects, some of which are still being progressed.

We learnt a lot from those pilot projects and we are now ready to run the courses again. All we need is a bit of time to find the funding and the jurisdiction.

## Our Management Committee

Central to the work of the Council is the Management Committee. We have always welcome anyone who is willing to do as much as they can to contribute to the Council.

### *Over the years the Committee has included:*

Christine Nixon  
Helen McDermott  
Pam Robson  
Denise Burke  
Jacki Drew

Narelle Beer  
Margaret Rhodes  
Lesley Wright  
Mary Aston  
Pamela Samartgis  
Linda Waugh  
Joan Lucas  
Sandra Langlands  
Jill Wood  
Melitta Stirling  
Lola Scott  
Kathy Mowle  
Melinda Tynan  
Jennifer Bradley  
Joanne Howard  
Jenny Fleming  
Kim Eaton  
Talei Bentely  
Leisa James  
Leanne Lomas  
Kim Ferguson  
Susan Harwood  
Megan Rowe

## 2005: Improving Policing for Women in the Asia Pacific Region

In 2005 the Council worked with the Northern Territory Police to hold its conference in Darwin. This conference drew together the Council's three goals and provided human rights-based perspective on how policing can be improved for women in our region.

Well attended by a number of Asian police services and thanks to the AFP, very well attended by our Pacific neighbours with the wonderful contingent from Timor Leste teaching us as much as they learnt.

The 2005 saw us move from a panel of Commissioners closing the conference to a highly entertaining but informative hypothetical session where we explore the question, "If women ran policing..." It was agreed at the end of this great session that some of those on the panel had a far more wicked sense of humour than originally thought!



## 2007: Women Leading Change

Women's leadership in policing and the impact it has on how policing is delivered to women in the community is the theme of this conference. Does women's leadership actually make a difference?

For this conference we are teaming up with the Victoria Police and CAWIPAC in what should be an informative, challenging and interesting event. Unlike our previous conferences, we are including a bigger training component and there will be some great leadership training opportunities offered. For example Alan Malinchak, the former Chief of the FBI's Leadership Development Institute whom many will remember from the 2002 conference will be running two training workshops, one on conflict management and the other on leading strategic change.

## Where to from here?

So what is the Council's next ten years going to look like?

We will continue to strengthen our achievements and work on the projects that are proving successful and manageable for an unfunded, entirely voluntary organisation.

### This will include:

- continuing the Australasian Women and Policing conference series
- conducting the Annual Excellence in Policing Awards
- keeping our members informed through our website and email list
- publishing *The Journal for Women and Policing*
- delivering papers on women and policing to conferences and other forums
- updating the Fitting in or Standing Out? Booklet
- working with relevant researchers to improve the data available on women and policing in Australia and internationally

But most importantly it is time to re-examine what we are doing and how we can change and adapt to work with women in policing and the community to improve policing for women.

We do have some challenges to overcome and improving how we work with the police unions is on that list.

We regard police unions as being essential to improving policing for women and see our roles as being quite separate but on quite a few issues, closely linked.

## International Role?

The Council already works closely with some international women's NGOs such as UNIFEM and the IAWP. This work is time consuming for a voluntary organisation and it can be hard for members to take time from their paid day jobs to do this work.

Nevertheless, the Council does have a lot to offer in our region and we are exploring how we can play a key role in monitoring and helping implement United Nations Security Council Resolution 1325.

Projects such as our Women Leading Change project are highly adaptable to our region. The model of women in policing working and learning with women in the community is one which translates to our neighbours and is one that we are looking to develop.

We are also active in presenting at international conferences and forums. Usually it is because one of us is going to be at an event anyway – or have timed our holidays to include these conferences – as the Council certainly doesn't have the funds for this. But these events are very important to the Council's goal of developing the international network of women in policing.

But sometimes we do get the occasional invitation where we don't have to pay our own way. As this journal goes to print Jo Howard and Kim Eaton will be presenting a paper on women and policing to the first conference on Women and the Law in Libya.

## 2009: Women, Police and Community

At its 2006 AGM the Council agreed to hold its 2009 conference in Perth, Western Australia.

While at this stage we have not had the opportunity to consider the specific theme of the conference, our timetable of working through our three goals suggests that the Perth conference will focus on we can work together to improve the policing services provided to women.

## And what to make of it all?

At the very least, we hope that if you care about women and policing that you will think about joining the Council.

And if you have a couple of hours spare a month, think about getting involved. As any the Management Committee will tell you, it is as much or as little as you can do. And there is a lot of support from the rest of the committee. Those of us who have done a task before are more than happy to help you with what ever aspect you aren't sure about. And when you make a mistake, you just have to put up with us telling you that we have made bigger ones doing the same thing!

All ideas are welcome, especially when you volunteer to follow it through.

Have you thought about writing an article for the *Journal of Women and Policing*? While you may think that your work is a bit routine, to your sisters on the other side of the country, it isn't. So many of you are involved in some amazing work, and we would love to hear about it.

## And Ten Year's On

I have really enjoyed my work with the Australasian Council of Women and Policing Inc. The last few years in particular have been rewarding as we have seen the strategies we thought of ten years ago, finally succeed.

The Management Committee we have now enjoys its work and has a good time doing it.

***After ten years, that's not bad.***

# Introducing the Committee of the Australasian Council of Women and Policing



## Ms Christine Nixon – President

Chief Commissioner Christine Nixon was sworn in on the 23rd April 2001 as Victoria's 19th Chief Commissioner, and the first woman to lead a police service in Australia. She leads an organisation, which includes 2088 policewomen and 1602 female public servants.

Her extensive policing experience and strong educational background gained in Australia and overseas has been instrumental to her success. Though she says it is the choices she has made along the way that has got her to where she is today.

Chief Commissioner Nixon is an inspirational woman, a leader of change with a vision to improve policing for women. She is the council's current President; a role she has held for ten years. Commissioner Nixon reflects that the past 10 years has seen improvement for women who are employees of policing and those who deal with the police.

She outlines that the Council's conferences, journals and Excellence Awards have been effective vehicles for networking, presenting new information and recognising outstanding individuals.

The council has often been at odds with Police Agencies in Australia but that conflict has on many occasions resulted in improvements and lessons learnt by all involved.

It has been a great 10 years, perhaps one day there will be no need for ACWAP to exist but there is much work still to be done.

***She congratulates all past and present committee members of ACWAP for their persistence in improving policing for women.***

## Ms Helen McDermott – Vice President

Helen is the Council's Vice President and is one of the founding members of the Australasian Council of Women and Policing. Helen's other job is with the Office of Women in Canberra.

Helen will often be your first contact with the council as she manages the Council's website, email discussion list and answers the emails sent to [acwap@ozemail.com.au](mailto:acwap@ozemail.com.au).

She also oversees the Australasian Women and Policing conference series working closely with our conference administration firm Conference Coordinators.

Helen is involved in the Council's Annual Excellence in Policing Awards. She is one of the members of the selection committee and works with the host jurisdiction in organising the awards dinner.

She says "being involved with the Excellence in Policing Awards is one of the highlights of my work with the Council. It is hard to match the satisfaction of calling a nominator and suggesting that it might be worth their while getting their nominee to the Awards Dinner or conspiring with a Commissioner or a Chief of Staff to send someone to the awards presentation dinner in order to celebrate the achievements of an amazing woman in policing"

Helen has also written and delivered a number of papers on behalf of the Council. Helen's real passion is highlighting the importance to women's human rights in policing and how a gender-aware police service can make a real difference.

Women make up half of our community and the crimes against women are quite different from the crimes against men and their property. Policing, but more importantly the governments who provide funding to the police services and who provide the policy direction to the police services, need to understand and care about that.

There is no doubt we have come a long way in how policing regards women. But we have so much further to go.

There is a culture among the women and men in policing that is still resistant to admitting that policing is a highly gendered exercise. It is not only how women are treated within policing but it is also about how policing services still construct themselves around the

norm of a male office who is either single or who has a wife who is able to shoulder all of his family responsibilities.

This doesn't just disadvantage women; it also negatively impacts on the men in policing who want to play an active role in their own lives and their family's lives.

And what happens when we have decision-makers who all have risen through the ranks only having to deal with people like themselves? Are they making the best decisions? Are they encouraging different views into the process or do they just know what is best for everyone?

It is these questions and these issues that keep Helen interested in working for the Australasian Council of Women and Policing.

It is also the opportunity to work with some amazing women; the women who are the ACWAP management committee and the ACWAP members.

ACWAP is a dynamic and interesting organisation.

We have survived our first ten years, and that hasn't been without its challenges.

Helen reflects that that the next ten will be just as interesting, but sadly many of the battles will be the same and too often policing, the critics of policing, and the public, find it much easier to play woman and not the ball.

And yet there is still hope – the women who are making a difference in some jurisdictions is amazing and the advances that have been made are making a real difference to women.

## Acting Inspector Narelle Beer – Secretary

Narelle is the current secretary of our council and has held that position since 2003. Narelle joined the Victorian Police Service in 1988 and has enjoyed varied experiences performing a diverse mix of policing tasks. She has performed duties in the following areas;

- Traffic Management Duties;
- Major Collision investigation;
- Detective at Melbourne and Moorabbin;
- Law Instructor – Recruit Training;
- Legal Policy
- In Charge, Computer Crime Squad;
- Corporate Performance.

Narelle is currently upgraded to Acting Inspector – Police Service Area Manager – Banyule. It is here that she is utilising the knowledge she had gained from her extensive training, life experiences and university degree's.

She has completed the following courses/qualifications:

- Detective Training School;
- Accident Investigation Course;
- Prosecutions Course;
- Management of Serious Crime (AFP Course)

- Police Management Development Program;
- Certificate IV Workplace Training and Assessment;
- Bachelor of Arts – Police Studies (Monash University);
- Graduate Diploma -Public Administration (Charles Sturt University);
- Graduate Diploma – Law (Southern Cross University);
- Bachelor of Laws – University of New England; and
- am currently completing Masters in Leadership and Management (Charles Sturt University)

Narelle is a valued member of the council her contribution, passion and commitment towards mentoring other's is commendable.

## Federal Agent Leanne Lomas – Treasurer

Leanne is the council's treasurer, joining ACWAP in 2005. She is a member of the AFP having joined in 1982. Her policing career commenced with a short period of Community Policing in the Australian Capital Territory. Between 1983-1989 Leanne worked in the AFP's Darwin office working in a range of Policing roles including:

- General Duties
- Regional intelligence
- Criminal Investigations Branch
- NT/AFP Combined Drug Enforcement Unit
- Portswatch

On returning to Canberra in 1989 Leanne worked in the Internal Investigations Team. 1990 brought a new career path within Criminal Records which has become her area of specialty.

From 1995-1999 Leanne was availed the opportunity to work remotely from Criminal Records Canberra in the Newcastle office during her Defence spouses transfer to that location. Working in the region remote from the unit was challenging but also rewarding, as it afforded her involvement and enhanced her experience in national operations in the areas of Fraud, Family Law and Drugs.

In 2000 Leanne returned to Canberra and the Criminal Records Team being promoted to Team Leader in 2002. Leanne now specialises in the areas of Data Integrity and police checking for the purposes of Border Protection and protection of the children and vulnerable in the community. Leanne has represented the AFP in Aviation Security, Maritime Security and Security Sensitive Ammunition Nitrate Industry and Departmental Working Groups to improve security assessments and identification requirements in these industries.

Leanne from her experience is also strongly supportive of Occupational Health & Safety, Workplace Diversity and achieving a Flexible Work Life Balance.

## Senior Constable Kim Eaton – Journal Editor

Kim is a Queensland Police Officer with nearly eight years policing experience. She is married to a Queensland Police Officer and they have four sons. Upon completion of recruit training Kim was posted to



Cairns where she gained operational experience with a background in general duties and training. She is currently attached to the Cairns District Training office where she coordinates the First Year Constable training from induction through to exiting of the program. Kim is also an Operational Skills and Tactics Instructor and a Firearms Instructor. She performs Dignitary Protection duties on a part time basis working with AFP and International Police and dignitaries.

She is the current Editor of the council's "Journal for women in policing" a role she has held for five years. As an executive member of the council she has presented papers at our conference in Darwin 2005, to a "Women in Fire Fighting" conference in Sydney 2006 and recently presented a paper in Libya, 2007. Kim wrote and presented a paper with Joanne Howard (SAPOL) at the 'Woman and Law' Conference for the International Arab African Organization for Women's right in Tripoli, Libya.

She was the Far Northern Region – WAG (Women's Advisory Group) Coordinator from 2002 – 2005 a role she took on to assist members of the Far Northern Region develop networking skills and mentoring within the QPS. Kim has been on the management committee of the Cairns Regional Domestic Violence Service since 2003 and currently holds the dual role of Vice President and Secretary. Kim is a role model for officers under her control and genuinely cares about their needs and the needs of women in the community.

### **Federal Agent Leisa James – Committee member**

Leisa has worked in the AFP for nearly 20 years, most of this time has been primarily in the area of investigation of transnational crime in the geographical areas of Melbourne, Brisbane and Cairns. Later she worked in the area of security intelligence and then in a liaison position in Papua New Guinea based at the Australian High Commission. She has been a committee member in ACWAP for about 18 months and joined after she returned to Australia from PNG.

She has always been interested in issues that impact on women's lives and completed two subjects in women's studies as part of her psychology degree which she completed in 2006. Her posting to PNG was for 3.5 years and she has made short working trips to many Pacific Island countries, Timor Leste and recently Indonesia. These travels have brought the realization that for many women in many parts of the world there is still a long way to go for them in terms of basic human rights and equality with men.

ACWAP is about improving policing for women not only women working as police officers but just as importantly the way societies police issues that potentially impact on women's lives.

She is currently in Indonesia completing a 3 month intensive language program before commencing her second overseas posting with the AFP in Jakarta in May 2007.

She enjoys immensely her time working on the ACWAP committee and even though she will not be working in Australia for the next 2-3 years she still plans to help out where possible albeit through email and phone.

### **Professor Jenny Fleming – Committee member**

Jenny joined the Australian Council of Women and Policing in November 2003. She joined the Committee in October 2004 and took over the role as Treasurer and membership secretary (when no one else would do it!) In 2005 she passed the Treasury duties over to Leanne Lomas but continues to keep an eye on membership. She is an active member of the Committee assisting with correspondence and administration. In her spare time Jenny works for the Tasmanian Institute for Law Enforcement Studies at the University of Tasmania in Hobart.

### **Sergeant Joanne Howard – Committee member**

Joanne graduated from the South Australia Police in 1995 and was posted to Norwood Division where she spent two years in uniform undertaking general duty policing. She spent a year working as a Police Communications Dispatcher and was then posted to a Police Tactical Team where she undertook low level drug investigations.

Already completing a Bachelor of Arts majoring in Politics prior to joining SAPOL, Officer Howard then completed an Advanced Diploma in Justice Administration and several police training courses in Sex Crime Investigation, Domestic Violence Education and Presentation Techniques.

Officer Howard undertook duties in the Investigation Support Branch and in 1999 was the recipient of both a Rotary Foundation Academic Ambassadorial Scholarship and the Masonic Foundation Trevor Prescott Memorial Scholarship. The scholarships took Officer Howard to the United Kingdom, where she completed a Masters of Science in Investigative Psychology at the University of Liverpool. She also undertook work / study placements with the Royal Canadian Mounted Police, the Merseyside Police and with the Seattle Attorney General's Department Homicide Investigation Tracking Team.

From 2001 to 2003, Officer Howard completed Detective Training and was promoted to the Senior Constable and posted to the Criminal Investigation Branch where she investigated serious and serial crimes. Officer Howard also undertook project management duties, working on a review of policing core structures in SAPOL and on criminal investigation processes and practices.

In 2003, Officer Howard was promoted to the rank Sergeant and was posted to the Crime Reduction Section where she currently undertakes research, development, training and the implementation of strategic crime reduction initiatives in South Australia.

Throughout her policing career, Sergeant Howard has taken an active role in improving the status for women in policing and in the community. Sergeant Howard is a foundation member of the SAPOL Women's Focus Group, with five years service on this committee, three as Chairperson. Sergeant Howard has spent the last two years a SAPOL delegate on the Commissioner's Australasian Women in Policing Advisory Committee. She was a nominee in the category of 'Best Female Leader' in the 2006 Australasian Council of Women and Policing, Excellence in Policing Awards.

Sergeant Howard has recently returned from Libya where she presented a paper at the First International Scientific Conference on "Women and the Law". Sergeant Howard was also recently elected as a representative on her local Council. She is undertaking this role, in addition to police career and continues to enjoy representing and working on behalf of women to improve their status in policing and in the community.

## Detective Brevet Sergeant Talei Bentley – Committee member

Talei has been a member of the council since 2004. Since joining South Australian Police Service in 1991 she has worked in numerous postings including general patrols, communications, child abuse investigations, general CIB, organised crime and drug investigations.

She has a long held belief in the ability of women to shine in the field of policing. She strongly believes in their ability to compete, and excel, on a level playing field. She states, "That it has been extremely pleasing to witness the progress of women in policing over the last 16 years, and to move from being the only female detective in an office, to one of many".

She performed the role of the inaugural deputy-chair of the SAPOL Women's Focus Group in 2003 moving into the role of Chair in 2006. Regrettably, due to work commitments she has had to step down from this role. Talei holds an Advance Diploma in Policing and is a motivated lady who is always seeking opportunities to advance her skills both professionally and personally.

## Dr Susan Harwood – Committee member

Susan Harwood joined the ACWAP Council in August 2006. She is an experienced equal opportunity and gender diversity management consultant, with a comprehensive background working with private and public sector organisations to identify how to implement sustainable and measurable change for women in the workplace. In September 2006, just after she had submitted her PhD through the Business School at the University of Western Australia, Susan became the new WEXDEV Program Director for the Australian Technology Network.

This [part time] appointment engages her with five Universities across Australia in developing and promoting cultural reforms to attract and retain more senior women into executive level roles. Susan's thesis "*Gendering Change: An Immodest Manifesto For Intervening in Masculinist Organisations*" was based on a major collaborative project with WA Police; the implementation of the project recommendations resulted in some measurable improvements to the profile, status and working environment for women police and public service officers. A key outcome was the establishment of the *Leadership Development for Women Program* at the WA Police Academy, delivered by consultants from UWA. Over 90 police and public service women have now participated in this 10-day program, with another 30 participating in 2007.

In 2004 ACWAP awarded the *Griffith University Prize for Excellence in Research* to Susan and her supervisor [Assoc Professor Joan

Eveline] in recognition of their groundbreaking research collaboration with WAPOL. In 2005 Susan conducted a major Commonwealth-funded project with ACWAP and Victoria and Western Australia Police, designing and implementing a leadership development program for women in policing with women in the community. During the same period Susan worked with an expert team from UWA's Business School on a major, ARC-funded initiative known as the "GAP Project".

This project engaged nine government departments in WA [including WAPOL] and SA and involved Susan in collaborative research with a team of practitioners, researchers and focus groups in analysing best practice models for the gender analysis of policy. More recently Susan has conducted a gender equity audit for a division of CSIRO, resulting in some significant cultural reform initiatives designed to improve the retention and promotion prospects for senior women scientists. Susan continues to work in her own consultancy business, delivering training in the prevention and management of workplace bullying, grievance resolution, mentoring, and leadership development for men and women.

## Senior Sergeant Megan Rowe – Committee member

Megan is the Northern Territory ACWAP representative, joining in 2006 whilst at the ACWAP Award Presentations in Christchurch, New Zealand. Megan was awarded the 2006 Female Investigator of the Year Award for her work with women over the years.

Megan joined the Northern Territory Police Force in June of 1986 and has worked in the following areas and locations;

- General Duties, Darwin, Katherine & Alice Springs
- Investigations (Major Crime) in Darwin and Alice Springs
- Drug Squad, Darwin
- Communications
- Criminal Intelligence Section
- Officer in Charge – Forensic Science Branch
- Officer in Charge – Tennant Creek Police Station
- Acting Superintendent, Tennant Creek & Barkly Division (400,000 square kilometre district, including 5 x remote police stations and 50 staff)
- Full time secondment to the FALCONIO Investigation, the Committal and subsequent trial and conviction of Bradley John MURDOCH for the murder of Peter Falconio and the abduction and assault of his girlfriend, Joanne LEES.

Megan received a Commissioner's Commendation for her work on the Falconio matter (Taskforce Regulus). She was also the first Northern Territory Police Officer gazetted as a Fire Investigator and has investigated a number of suspicious structure fires. Megan has a degree in Justice Studies from the Charles Sturt University.

Megan enjoys her remote policing duties and is committed to working with Aboriginal Communities to help find solutions to issues such as domestic violence and social disorder.

## ACWAP goes to Libya

*By Senior Constable Kim Eaton*  
*QLD Police Service*

The executive committee of the Australasian Council of Women and Policing received an invitation to attend and deliver a paper at The First International Scientific Conference about Women and Law. This conference was held in Tripoli, Libya on 15 to 17 April 2007. The event was sponsored by Dr Aisha Mu'ammam Al-Qadhafi – Colonel Gaddafi's Daughter, with the co-ordination of General's People Committee for Social Affairs and The International Arab African Organizations for Women's Rights.

Joanne Howard from the South Australia Police Service and myself, Kim Eaton from the Queensland Police Service were volunteered to represent ACWAP and embarked on our journey to Libya. We called it our serendipity trip. The trip was unexpected; the invitation came out of the blue three weeks prior to the conference and the outcome was a journey of desirable discoveries. We were fortunate to have undertaken the travel with the full blessings of our respective Commissioners and Police Ministers.

After 39 hours of traveling we arrived in Tripoli, Libya. We were greeted by members of the organizing committee to help us along the way. We were escorted to the first class passenger reception lounge where we were to wait for over an hour due to a public address by Colonel Gaddafi occurring. It was the 15th April 2007, a significant date for the Libyans, as it was the anniversary of the day that Libya had been bombed by America.

We watched the live telecast on Libyan television of Colonel Gaddafi dressed in full military regalia, whilst he addressed a crowd of five thousand people. The crowd consisted mainly of men and young boys who were gathered in the town centre opposite a purpose-built staging platform outside the Libyan Museum. As we watched the telecast we did not know what was being said, however from the smiles and firm nods from around the airport lounge it appeared that the Libyans were strongly in support of what their leader was saying. Colonel Gaddafi did not look like a man in his sixties; he was full of emotion as he encouraged chants from the crowd as they waved banners.

Colonel Gaddafi's address ended and we were then driven to our hotel – Bab al Bahr Hotel. This in itself was an experience as road rules and sticking to the speed limits were ignored. Upon arrival at our hotel we were told we had 40 minutes to get ready for the welcome reception for the conference. As you can imagine we were exhausted, we had been awake since 6am Saturday and it was now nearly 2am on Monday morning in Australia.



المؤتمر العلمي العالمي حول المرأة والقانون  
The First International Scientific  
Conference On Women & Law

Sleep was a distant friend for Joanne and I in Tripoli. Instead we met women from all over the world. There were 58 countries represented at the conference with over three hundred women representing official and non-official organizations from Arab, African, European, Asian and Latin American countries. Joanne and I were the only two Australians, and with the exception of one English woman we were the only westerners. Attendees predominately came from African, European and Latin American countries. The African women looked fantastic in their colourful dresses and turbans. Language was a barrier and we communicated with numerous women who could not speak our language nor we their's; we were able to converse none the less with the aid of translators and in their absence with facial expressions, hand signals and photographs.

To get to the conference venue we drove past numerous police posts; the posts were staffed by men who were armed with automatic weapons. They stood on corners of the roads everywhere and outside buildings maintaining security in the community. Security was tight in Libya, each venue had its own security precautions, all personnel and their belongings are scanned and searched prior to being allowed access into any building.

Our designated translator for the evening, Ahmad, could not have been more helpful and as a linguist he was able to be the conduit between us and many who did not speak English. Ahmad spoke with an obvious pride and love for his country. He gave us some insight about Libyan women, their challenges and their progress.

The First International Scientific Conference about Women and Law was officially opened and we were welcomed by Ministers, Ambassadors and other guests to this ground breaking event. Speakers from the World Arabic African Organization of Women's Rights, the Women's Affairs of the General Peoples' Congress and the General Peoples' Committee of Social Affairs all touched on a common theme, which was the need for universal respect for human rights for women, their right to education, legal representation and right to participate equally with men economically, politically, culturally and socially.





*Opening night at the Women and Law Conference – Libya*

The night ended with with dinner at 11pm (this occurred every night, leaving us with five hours sleep a night). At 12.30am Jo and I put the finishing touches on our speech and then we both fell into bed exhausted.

The next three days were filled with international guest speakers, who came together under the slogan, "Together to Eradicate Women's Ignorance of Laws".

The following topics were discussed:

- International conventions of human rights and the guarantee of women rights,
- Political participation of women
- Women and social security laws
- Expressions of woman's offence and legal guarantees
- Al-Qaddafi's Project for African Child, Youth and Women
- Economic participation and ensuring labor laws for women
- Women, non government organisations and civil society institutions
- Abuse of women under the pretext of her liberty
- Role of eradicating women's ignorance to laws
- Women and personal status laws ( marriage – divorce – nursing)

The conference aimed to study and deepen women's liberty concepts and principles and to guarantee their rights stipulated by regional and international charters, declarations and treaties.

The women present at the conference in Tripoli showed a sign of solidarity as they praised the efforts and commitments of women around the world. They recognized the women who were experiencing hardships and recognized the struggle of women as they cope with wars,

abuse and for some the lack of basic human rights such as food and water. They called upon all nations of the world to ratify all agreements, treaties, protocols and international covenants related to women's rights and to review the reservations made on them; to confront all aspects of discriminations against women and the exploiting of them in a way that scales down women's dignity as human beings.

Joanne and I presented our paper about the vision, goals and achievements of the ACWAP council. We identified the importance that policing makes in protecting women's human rights as the gatekeeper to the criminal justice system and highlighted our Women Leading Change project. We also promoted our leadership skills training module which brings women in policing and women in the community together in partnership to work together in community projects.

Joanne and I were interviewed by Arabic Television about our views of the conference and also about our thoughts on human rights. We felt that the conference was a landmark event and the spirit and commitment shown amongst participants to continue to support each other's organisations can only benefit Arab women globally in the future.

The opportunity to learn from each other, swap stories as only women can, and bond with a totally new network to improve opportunities for women was for both of us a chance in a life time. We felt fortunate we were to be part of such an important international event.



*Dr Aisha Mu'ammam Al-Qadhafi – Colonel Gaddafi's Daughter presenting ACWAP Executives Kim Eaton and Joanne Howard Commemorative trophy for the Women and Law conference Tripoli – Libya.*

We were also lucky enough to have the opportunity to have a four hour meeting with Dr Aisha Mu'ammam Al-Qadhafi the morning prior to our departure from Libya. Dr Aisha Mu'ammam Al-Qadhafi completed a law degree at al-Fatih University in Tripoli and is tipped as a possible successor to



*Joanne and Kim with Member's of the Dignitary Protection Team – Libya*



*Kim Eaton and Joanne Howard with Libya Police officers*



*Local market's in Tripoli*

her father, Colonel Gaddafi. Our host was lovely and welcoming to us, requesting photos and a private meeting with us. With the aid of an interpreter we discussed the ACWAP council, policing in Australia, domestic violence legislation and dealing with and responding to the impact of domestic violence in our societies. She was as genuine in her desire to find out about our culture as we were to find out about women in Libya.

The First Lady of the Republic of Central Africa, the Minister of Cultural Development of Chad, the Minister of Women Affairs in Republic of Central Africa were amongst officials who were offered dignitary protection by Libyan Police Force. One of my roles in Queensland is to perform Dignitary Protection duties and it was with great interest that I was able to observe the Libyan and South African protection teams in action. Interestingly this role was predominately filled by women and of particular note was that Colonel Guddaffi's team consisted of only female officers. This was another step forward for women in the region.

The hospitality shown to us by Libyans was wonderful, they went above and beyond to showcase their country and to ensure we experienced as much as we could in the short five days we were there.

I leave you with this quote from the conference,

***"The role of women is essential in societies of today, she represents half the world and is a mother to the second half".***



*View of Tripoli from our hotel Balcony*

## All female police academy – Libya, Tripoli.

*By Senior Constable Kim Eaton  
QLD Police Service*

We spent the fourth day of our trip to Libya at the Faculty and Secondary School of Police Science for Girls. Joanne and I spent an enjoyable day with these young Libyan women who were training to become police officers. Their English was limited and our Arabic was non-existent, however as we had found out all week it somehow didn't seem to matter. These women were so excited to show two Aussie police women their training facilities and we were just as keen to see it.

This faculty was opened by the Libyan Leader Colonel Gaddafi on the 29th December 1998. The academy is located in Tripoli and was established solely for training young Libyan women. Law in Libya is based on the Muslim faith and it is due to religious beliefs that the training of male and female officers is conducted separately. Once officers have graduated from this academy they work in unison with males to enforce general security across Libya.

After the revolution women were motivated and encouraged by the government to take on various work fields which included maintaining security and community justice. The general people's committee for Justice and Public Security saw the necessity to establish a facility for female police officers.

Each year girls between the ages of fifteen years to twenty four years are recruited from across Libya. They must be single and have no children to be eligible to apply and must pass an academic, medical and fitness test to be eligible for acceptance into the police women's academy.

The women graduate as police officers, non-commissioned officers or customs officers depending on their selected course and duration at the facility. The courses include legal and security science and criminal investigation, with specialization areas of local people's security, administrative affairs and computer studies. The courses are either two or three years with most students graduating with the rank of second Lieutenant whilst having obtained a Diploma in Security Science.

The Brigadier informed us that in the last ten years they have seen over nine hundred girls graduate from the academy. The women live-in at the academy during the week and return to their families on Friday's. The girls from other parts of Libya either spend their days off at the academy or with friends or family.

There are one hundred and fifty girls currently at the academy at various stages and levels of training. The girls told us they have five different uniforms to choose from and that their epaulettes indicated their duration and level of training at the academy.

The academy is surrounded by an eight metre high concrete fence with armed male guards staffing the entry points. There is a large parade ground and we were able to watch recruits who had only one month service practicing their sword drills. This squad



*Dinning Hall at the academy opened by the Libyan Leader Colonel Gaddafi on the 29th December 1998*



*Recruits practicing their Sword drills*



*Recruits marching*



consisted of twenty girls aged between 15 and 17 years. We watched as they handled these large stainless steel swords following the instructions of their Drill leader. Swords are part of the graduation ceremony and not one of their usual "use of force" accoutrements.

On the other side of the parade ground were a large group of students practicing rifle drills. The girls were in a U formation and on command had to turn and walk away from their weapon only to turn around and run back to and assemble their weapons. As each girl assembled her weapon she stood up proudly shouting completed in Arabic. They all then took a side wood glance at Joanne and I with a smile of satisfaction upon finishing.

The academy has its own medical section comprising of a doctor and nursing staff, dinning hall, Mosque and gymnasium. The recruits use the Mosque five times during the day and night for prayer. It is the girl's choice to wear the hijab (head dress) and about one third of the girls we saw at the academy were wearing there veils. According to Islamic religion a Muslim woman wears a head dress so as not to display her charms or expose her physical attractions to strangers and chooses to protect herself by wearing the hijab.

The gymnasium consisted of treadmills, stationary bikes and large area containing padded mats where the recruits are instructed in ground restraint techniques and karate. The students gave us a display of their carter and were working out on the gym equipment during our tour. We both found it interesting that there were two Chess tables set up in the gym with students playing chess.

The Library or "book shelf" as was translated to us from Arabic to English, was very well resourced. Theses shelves now even include ten copies of the Australasian Council of Women and Police Journals. The young girls studying here welcomed the break to their studies and couldn't wait to discuss policing in Australia. These girls seemed so young, living away from their families yet being surrounded by women you could see that they were being guided and nurtured into mature young women who would eventually be maintaining security and community justice for their country.

The second year recruits were having PowerPoint lessons in the computer room when we entered; these girls had been pre warned of our visit as they had written us messages in English welcoming us to their academy.

In speaking with both management and recruits it was obvious how proud of their academy they all were, especially that women have been given the opportunity to train to become police officers. They were very keen to hear how Australian State and Federal Police academy's conducted their training and were very surprised to learn that we have no age limit on recruits in Australia.

September 2007 see's the next graduation of Women into the Libyan Police service with sixty girls due to graduate. The academy will also celebrate ten years of establishment in 2008. On behalf of Australasian Council of Women and Policing we would like to congratulate all graduating recruits and wish them well for in their chosen career. We would also like to thank the management, staff and recruits for their hospitality and kindness and for the memorable day spent at the Faculty and Secondary School of Police Science for Girls.



*Assistance being provided during Test of Assembly Lessons by Senior Police.*



*Firearms students at Faculty and Secondary School of Police Science for Girls*



*19 year old Nadia Hassau Mohammed Rehel who is currently in her second year at the Faculty and Secondary School of Police Science for Girls showing Kim Eaton the Welcome Power Point she had written in English.*

# Celebrating the 10th Anniversary of Australasian Council of Women and Policing



Issue 1 - 1998



Issue 3 - 1999



Issue 4 - 1999



Issue 7 - 2001



Issue 8 - 2001



Issue 11 - 2003



Issue 18 - 2006



Issue 19 - 2007



*Austral Media Group Team congratulates Australasian Council of Women and Policing on 10 Great Years.*

**A**ustral Media Group's association with the Australasian Council of Women and Policing probably began around the time of the Council's inception.

At the time of the Council's inception, Helen McDermott was working with the Australian Federal Police Association, including assisting in the production of the Association's official Journal. As a result, the principals of Austral Media, at the time, Bill King and Garry Williams, got to know Helen. It didn't take Helen long to enthusiastically promote the concept of Austral Media producing a magazine style Journal for the Council. A couple of newsletters around 8 to 12 pages had been produced by the Council, and Helen could see the Council's profile, image and message being much better served with a professional publication.

Initially our concern about gathering advertising support held sway and the newsletters continued to be produced through the Council. However, for everyone who knows Helen, her persistence, enthusiasm and clarity of what was required was hard to continue to resist. Eventually we said let's have a leap of faith, and do a couple of editions to at least get things

started. That was eight years ago, Helen continues to be just as enthusiastic, and we continue to be involved knowing our input is genuinely appreciated.

Our concerns of gathering enough advertising support were realised early on. The market place was full of "Police" style publications competing for the limited advertising dollar. Many of these publications provided exposure to their total membership, including all females and all males. Most advertisers prefer a greater exposure than a limited, or segmented one. Also to add to this situation was (and still is) the 'bogus publishers', who add to confusion in the market place and create doubts about the credibility of all emergency service associated publications. These organisations create publications with names that appear they are officially connected to an emergency service organisation, and they then fleece advertisers and supporters. This type of activity makes it very hard for legitimate publications and publishers.

In the early days, there was scepticism about the legitimacy of the Journal in the market place. This resulted in some advertisers/supporters calling their local police station. In most cases the response was "never heard of it" / "it's bogus" and this resulted in the loss of a potential

advertiser. This situation played out for a number of years, however today we do not hear stories of such. I think this shows in a small way how the Council and the Journal's profile has grown within policing and the broader community.

Today, eight years on, Austral Media Group continues to publish the Journal and we remain very proud to assist the Council with this publication. Every editor who has worked on the Journal has put their all into it for every edition, and it has been a pleasure to work with each and every Editor. The 10th Anniversary of the Council is a great achievement, and the Journal has provided an excellent vehicle for the Council, and members, to express themselves and thereby influence policing within Australasia.

The relationship and commitment between Austral Media and the Council is strong, and even more so now that my daughter, Bree, has joined the Queensland Police Service to begin her policing career. I look forward to the Editor chasing up this rookie for an article in a future Journal.

**Garry Williams**  
Director,  
Austral Media Group



## 2007 Excellence in Policing Awards

**The Australasian Council of Women and Policing (ACWAP) is calling for nominations for its ninth Annual Excellence in Policing Awards.**

The awards will be presented at the 2007 Women Leading Change Conference dinner on Tuesday 28 August 2007 at the Carlton Crest Hotel in Melbourne.

Nominations for the awards close on Friday 20 July 2007, although you are encouraged to submit them as early as possible.

**Only emailed nomination forms will be accepted.** The nomination form can be downloaded from the Council's website [www.auspol-women.asn.au](http://www.auspol-women.asn.au) or by emailing [acwap@ozemail.com.au](mailto:acwap@ozemail.com.au). Just complete the form and email it to [acwap@ozemail.com.au](mailto:acwap@ozemail.com.au).

The Council's National Awards for Excellence in Policing are an opportunity to publicly acknowledge and reward the achievements of the women and men who are contributing to making policing and law enforcement better for women. They recognise the excellence that is being developed and currently exists in policing and law enforcement. They acknowledge the work being done around Australia and New Zealand to ensure that women's concerns and needs are properly taken into account and addressed by policing and law enforcement.

### Award Categories

The categories for the 2007 Excellence in Policing Awards are:

- Bravery Award
- Bev Lawson Memorial Award
- Most outstanding female leader
- Most outstanding female investigator
- Most outstanding female administrator
- Most outstanding female practitioner
- Excellence in policing for women initiative
- Excellence in employment initiative
- Excellence in Policing in the Asia Pacific Region
- Excellence in Research on Improving Policing for Women Award
- Best workplace relations outcome for women

### Who is the Australasian Council of Women and Policing?

The Australasian Council of Women and Policing Inc was established as an outcome of the First Conference of Australasian Women Police. It is an independent body that aims to be a leading Australasian organisation in:

- participating in the global network of women in policing;
- improving the opportunities and outcomes for women within policing; and
- improving the policing services provided to women.

More information about the Council can be found on its website [www.auspol-women.asn.au](http://www.auspol-women.asn.au).

### Who can nominate?

Anyone who is interested in improving policing and law enforcement for women.

### How to Nominate

1. Complete the Nomination Form
2. Address the criteria for the award category
3. Email it to [acwap@ozemail.com.au](mailto:acwap@ozemail.com.au) before 5pm (EST) on **FRIDAY 20 JULY 2007**.

Informative and succinct supporting documentation is encouraged, for example a supporting statement from a nominated officer's supervisor, women's network, union, or feminist organisation would be useful in assisting the judging panel. This supporting material can be provided to the Council in a printed form if it is not possible to email the material.

Generic nominations are **not** useful. Please make sure that you address the criteria for the relevant award and provide examples of how your nominee has improved policing and/or law enforcement for women.

For organisations nominating themselves, rhetoric and publicity material is not generally as compelling as a supporting statement from the organisation's women's network, anti-discrimination body or a feminist organisation. Media articles actually demonstrating advocacy for women would also be useful.

Lengthy applications are not encouraged. Two pages plus cover page will suffice. If the panel requires further information it will ask. So please make sure you have included enough contact information so we can contact you if needed, just your Commissioner's name and switchboard number isn't helpful.

Just being a women and being successful within policing or law enforcement is not enough for these awards. The Committee needs to be convinced that a nominee has made a difference for other women.

## Who can be nominated?

Current or former employees (sworn or unsworn) of an Australian or New Zealand policing, law enforcement, or justice agency may be nominated for the following awards:

- **Bravery Award**
- **Bev Lawson Memorial Award**
- **Most outstanding female leader**
- **Most outstanding female investigator**
- **Most outstanding female administrator**
- **Most outstanding female practitioner**

Anyone in Australia or New Zealand who has an interest in improving policing for women may be nominated for the following two awards:

- **Excellence in policing for women initiative**
- **Excellence in Research on Improving Policing for Women Award**

Any registered industrial organisation representing women and men in Australian or New Zealand policing or law enforcement or justice agencies may be nominated for the Best Workplace Relations Outcome for Women.

Any Australian or New Zealand policing or law enforcement agency or justice agency may be nominated for the Excellence in Employment Initiative Award.

## How are the Awards judged?

A selection panel comprised of the Council's Vice President, members of the law enforcement and policing communities, and community representatives will assess all nominations and shortlist nominees in each of the award categories.

Nominations can only be submitted via email and must be received by the Council before 5pm (EST) **FRIDAY 20 JULY 2007**.

The winners for each of the categories will be announced on Tuesday 28 August 2007 at the Council's Annual Awards Dinner being held as part of the Fifth Australasian Women and Policing Conference, Women Leading Change being held at the Carlton Crest Hotel in Melbourne from 28 to 30 August.

To register for the conference, go to the Council's website [www.auspol-women.asn.au](http://www.auspol-women.asn.au) and download a registration form. Or email [acwap@ozemail.com.au](mailto:acwap@ozemail.com.au) and we will email you one. Or call us on 02 62842923 and leave a message.

You can also separately register for the Awards Dinner using the registration brochure for the conference.

## Address and Deadline for Nominations

Please email the completed Nomination Form to [acwap@ozemail.com.au](mailto:acwap@ozemail.com.au). If you need to provide any material that is not available electronically, contact us on [acwap@ozemail.com.au](mailto:acwap@ozemail.com.au).

**NOMINATIONS MUST BE RECEIVED BY  
5PM FRIDAY 20 JULY 2007**

## Any Questions?

If you would like any further information or have any questions, please contact:

Joanne Howard  
Sergeant  
Crime Reduction Section (132)  
30 Flinders St, Adelaide SA 5000  
Ph: (08) 8204 2927  
Fax: (08) 8204 2805  
or email: [acwap@ozemail.com.au](mailto:acwap@ozemail.com.au)

## Awards Criteria

### Bravery Award

Current or former employees (sworn or unsworn) of an Australian or New Zealand policing, law enforcement, or justice agency may be nominated for the Bravery Award.

This award is **not** a duplication of the various bravery awards already in place. Women and men who qualify for bravery awards under those systems should be nominated for those awards.

This Bravery Award recognises and honours the difference women bring to policing and how many women and men face additional challenges to those already present in policing and law enforcement.

The award is open to both women and men. It recognises the fortitude needed in a situation where there is time to reflect on the consequences of your actions, where you have time to analyse the risks and long-term damage, and when you know that your actions will change your life and impact on your career forever.

The Council's Bravery Award is for someone who has faced situations or a series of incidents that may have happened over time and the nominee's response will not just involve reacting to a violent or physical incident in a way that risks life.

It recognises someone who has resolved violent or physical incidents in an innovative way. The award seeks to recognise the bravery needed to make the community and policing better for everyone. For example, it may include resolving conflict or situations that require challenging policing itself and protecting others who are also negatively affected by unlawful, dangerous, discriminatory or unethical practices or events.

#### The criteria for the **Bravery Award** are to have:

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

Nominators may also wish to consider whether their nomination would also be eligible, or more suitable, for a Bravery Award through the Australian or New Zealand Honours systems.

For more information go to [www.itsanhonour.gov.au](http://www.itsanhonour.gov.au) or [www.dpmc.govt.nz/honours/index.html](http://www.dpmc.govt.nz/honours/index.html).

## Excellence in policing for women initiative

This award is open to anyone in Australia or New Zealand who has an interest in improving policing for women.

This award recognises the women and men who work to improve policing for women. It acknowledges the excellent initiatives that exist within the community and policing that improve women's lives, their safety and their capacity to contribute to their community. This Award aims to highlight the work being done by individuals and groups from organisations such as domestic violence crisis services, women's services, community policing units, law enforcement agencies' service delivery units, and activists who are working to bring together women and those charged with protected their human rights.

**This award is open to any individual or agency in Australia or New Zealand that has:**

- had a significant positive impact on how women are able to access the justice system through policing; or
- improved the outcomes for women who access the justice system; **or**
- built relationships that further women's justice and policing interest; **or**
- enhanced feminist networks between policing and the community.

## Bev Lawson Memorial Award

Current or former employees (sworn or unsworn) of an Australian or New Zealand policing, law enforcement, or justice agency may be nominated for this award.

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

**The criteria for the Bev Lawson Memorial Award are to have:**

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

## Most outstanding female leader

Current or former employees (sworn or unsworn) of an Australian or New Zealand policing, law enforcement, or justice agency may be nominated for this award.

**The criteria for the Most Outstanding Leader Award is to have:**

- shown dynamic and innovative leadership;
- mentored and provided guidance to women and men who do not conform to traditional male patriarchal models;
- contributed to significantly her field by her use of relevant skills, experience and personal qualities; and
- improved policing for women.

## Most outstanding female investigator

This award is open to all women who are currently or formerly employed (sworn or unsworn) in an Australian or New Zealand policing, law enforcement agency or justice agency.

**The criteria for the Most Outstanding Female Investigator Award is to have:**

- tangibly improved how criminal investigations respond to crimes against women and how it deals with female offenders;
- outstanding on-the-job performance;
- mentored, supported and provided guidance to other women in criminal investigations; and
- enhanced the profile and professionalism of women in policing.

## Most outstanding female administrator

This award is open to all women who are currently or formerly employed (sworn or unsworn) in administrative roles an Australian or New Zealand policing, law enforcement agency or justice agency.

**The criteria for the Most Outstanding Female Administrator is to have:**

- provided effective and dynamic administrative, policy development, management, human resource management, or information and communications technology support to policing or law enforcement;
- shown dynamic and innovative leadership;
- mentored, supported and provided guidance to other women in administrative and operational support areas;
- commitment to improving the delivery of policing and law enforcement services to women in the community; and
- outstanding on-the-job performance.

## Most outstanding female practitioner

These awards are open to women who are currently or formerly employed (sworn or unsworn) in an Australian or New Zealand policing or law enforcement agency, support service or justice agency. A "practitioner" is someone who is practicing any aspect of policing, for example this includes general duties, community policing, forensic science and investigations



## **The criteria for the *Most Outstanding Female Practitioner* is to have:**

- shown a tangible commitment to improving the delivery of policing and law enforcement services to women in the community;
- mentored, supported and provided guidance to other women within policing or law enforcement;
- enhanced the profile of women in policing or law enforcement; and
- outstanding on-the-job performance.

## **Excellence in employment initiative**

Any Australian or New Zealand policing or law enforcement agency, support service or justice agency may be nominated.

This award recognises the innovative programs and policies that improve how police services harness the valuable talent of their female employees and how by changing the face of policing, that policing becomes more responsive to the community. Organisations may nominate themselves for this award.

## **The criteria for the Excellence in Employment Initiative Award will be judged on the overall positive impact that an initiative has on female employees in a policing, law enforcement or justice agency. The selection criteria includes:**

- being innovative and flexible;
- identifying and responding to gendered organisational issues;
- encourage cultural change;
- outcomes that encourage women's full participation in the workplace; and
- outcomes that contribute to high recruitment, promotion and retention rates for female employees.

## **Best workplace relations outcome for women in policing or law enforcement**

Any registered industrial organisation representing women and men in Australian or New Zealand policing or law enforcement or justice agencies may be nominated.

This award recognises the importance of union support for change within policing. Their genuine commitment is essential to improve policing for women. Organisations may nominate themselves. The award looks to highlight some of the innovative and important changes that are being led by the unions in Australia and New Zealand and to provide the unions with an opportunity to illustrate how they are working to improve policing for women.

## **The criteria for the Best Workplace Relations Outcome for Women is to:**

- be an innovative and flexible solution to the workplace issues faced by women in policing or law enforcement;
- implement an outcome that recognises the gendered nature of policing or law enforcement organisations and removes direct or indirect discrimination faced by women; and
- have increased the number of women actively involved at all levels of the union organisation and decision-making.

## **Excellence in Research on Improving Policing for Women Award**

Anyone in Australia or New Zealand who has an interest in improving policing for women is eligible for this award.

This award seeks to recognise the importance of quality research in the advancement of policing and how it can better respond to women. The award recipient will have finalised a research paper that explores how policing and law enforcement can be improved for women. The research will be contemporary, original, and of publishable quality. The research may already have been published or produced for another purpose. It **must** however be available for publication by the Australasian Council for Women and Policing on its website and in its journal (although this can be in different format from the original research paper).

Please ensure that a copy of the research (or a link) is attached to the nomination form when it is submitted.

## **The criteria for the Excellence in Research on Improving Policing for Women Award is:**

- to have a publicly available scholarly research paper that addresses an aspect of improving policing for women in Australasia;
- that the research is contemporary, original and of publishable quality; and
- for the research to be available for publication by the Australasian Council of Women and Policing on its website and/or in its journal (this can include being able to obtain permission from a previous publisher or for the paper to vary from the original research paper).

## **Excellence in Policing in the Asia Pacific Region**

Current or former employees (sworn or unsworn), of a policing or law enforcement agency in the Asia Pacific Region (other than Australia or New Zealand) are eligible for this award.

This award will publicly acknowledge and reward the achievements of women and men who are contributing to making policing and law enforcement better for women in the Asia Pacific region. It will recognise the excellence that is being developed and currently exists in policing and law enforcement.

## **The criteria for the Excellence in Policing in the Asia Pacific Region are to have :**

- developed or implemented an innovative and flexible solution that has significantly improved policing for women in the Asia Pacific region; and
- significantly contributed to the improvement of the policing outcomes for women in the Asia Pacific region.

Save with a Police Credit  
Base Rate home loan at 7.49%  
...and a comparison rate of 7.51%

- Flexible repayment options with no monthly fees
- PC can finance up to 95% of your property's value
- Competitive variable interest rate

Call Police Credit

(03) 9268 9225, 9268 9247 or 9268 9244

Visit [www.policecredit.com.au](http://www.policecredit.com.au)



Comparison Rates have been calculated on a loan amount of \$150,000 over a term of 30 years. Comparison Rates are based on a new loan for a property purchase secured by a freehold property located within the metropolitan area and associated costs. Comparison Rate Schedules are available at our branches and on our website [www.policecredit.com.au](http://www.policecredit.com.au). Before you make any decision to accept any financial product or service, you should obtain and consider the relevant Product Disclosure Statement available from any branch of Police Credit or by calling 13 63 73. **WARNING:** This comparison rate is true only for the examples given and may not include all fees and charges. Different terms, fees or other loan amounts may result in a different comparison rate. Information on Terms & Conditions, Fees & Charges applying to our products and services is available on application or request. Police Association Credit Co-operative Limited. ABN 23 387 631 661 AFSL 240273 & 87 0879p

**In Australia, one woman dies of  
Ovarian Cancer every ten hours.**

**That's why our search for an early  
detection test is so critical.**

The Ovarian Cancer Research Foundation (OCRF) has been established to foster research into ovarian cancer – a disease which in Australia claims the life of one woman every ten hours and often remains undetected until its advanced stages. For more information call 1300 OVARIAN.



Help our search by purchasing a Silver Ribbon at Witchery stores  
or donating at any branch of the National Australia Bank [www.ocrf.com.au](http://www.ocrf.com.au)

**SUPER-TAN**  
TANNING STUDIO

The shuttle express  
to the SUN

**Boost** your tan  
in minutes

Be seduced by the  
latest in  
turbo technology  
& divine comfort

**Ph: 9556 1688**

8/555 Princes Hwy Rockdale NSW 2216

[www.supertan.com.au](http://www.supertan.com.au)

**SUPER-TAN**  
TANNING STUDIO

Exclusive

**\$5**

Solarium session

& receive a

**FREE\***

Tanning Lotion

\*For a limited time only. Special rates and conditions apply.

# 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.

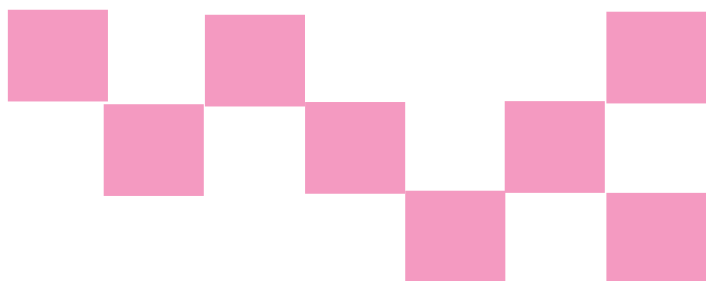
### Melbourne the Host City

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
	<b>OPENING PLENARY</b> <b>Minister for Police</b> (Vic)  <b>Ms Christine Nixon,</b> President of the Australasian Council of Women and Policing <i>Welcome And                      Introduction</i>  <b>KEYNOTE ADDRESS</b> <b>Dr Mangai Natarajan</b> <i>A Global Role For                      Women Police</i>	<b>PLENARY</b> <i>Leading the change                      to improve police                      services for women</i>  <b>KEYNOTE ADDRESS</b> <b>Prof Betsy Stanko</b>  <b>Dr Jan Jordan</b>  <b>Dr Carolyn Taylor</b>	<b>PLENARY</b> <i>Where women's                      leadership can make                      the difference</i>  <b>KEYNOTE ADDRESS</b> <b>Senator Marise                      Payne</b>  <b>Federal Agent Paul                      Jevtovic</b>  <b>TBA</b>	<b>OPTIONAL                      TRAINING                      WORKSHOPS</b> (Concurrent)  <b>Dr Mangai Natarajan</b> <i>Trafficking in Women</i>  <b>Dr Susan Harwood</b> <i>Women Leading                      Change</i>  <b>Mr Alan Malinchak</b> <i>Conflict Resolution</i>
	<b>Morning Tea</b>			
	<b>PLENARY</b> <i>Since 1996: Women                      Leading Change</i> <b>Ms Christine Nixon</b> <b>Ms Helen McDermott</b> <b>Ms Barbara Etter</b> <b>Mr Chris Payne</b>	<b>Concurrent Sessions</b> <ul style="list-style-type: none"> <li>• Listening to Women Policing in the Asia Pacific Region</li> <li>• Domestic Violence Responses</li> </ul>	<b>Concurrent Sessions</b> <ul style="list-style-type: none"> <li>• Leading by Example</li> <li>• Leadership research and application</li> <li>• TBA</li> </ul>	
	<b>Lunch</b>			
	<b>Concurrent Sessions</b> <ul style="list-style-type: none"> <li>• Leading by Example</li> <li>• Leadership research and Application</li> <li>• TBA</li> </ul>	<b>Training and Workshops</b> <b>Women Leading Change</b> <b>Dr Susan Harwood</b>  <i>Leading Strategic                      Change in a Law                      Enforcement                      Organisation</i> <b>Mr Alan Malinchak</b>  <i>Technology                      Challenges: Impact on                      women in policing</i> <b>Dr Kay Scarborough</b> <b>Ms Linda Mayberry</b>	<b>Concurrent sessions</b> <ul style="list-style-type: none"> <li>• Leadership within Policing</li> <li>• Working with the community</li> <li>• Pacific Issues</li> </ul>	
	<b>Afternoon Tea</b>			
<b>PLENARY PANEL</b> Women Making the Difference	<b>Concurrent Sessions</b> <ul style="list-style-type: none"> <li>• Trafficking in Women</li> <li>• Leadership in policing</li> <li>• Policing Sexual Assault</li> </ul>		<b>Afternoon Tea</b> <b>HYPOTHETICAL</b> <i>If Women Ran                      Policing...</i>	
Opening Reception	ACWAP AGM	Awards Dinner		

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

## 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](http://www.auspol-women.asn.au).

## Join the Australasian Council of Women and Policing in Celebrating its 10<sup>th</sup> 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](http://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](http://www.auspol-women.asn.au)
- email list [acwap@yahoo.com](mailto:acwap@yahoo.com)
- 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*



# Women Leading Change

## The Fifth Australasian Women and Policing Conference

### Registration Fees

#### ACWAP Members

Standard (by 31 July 2007)	\$850.00
Late (after 31 July 2007)	\$950.00

#### Non-ACWAP Members

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@confoo.com.au](mailto:conference@confoo.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](http://www.qantas.com.au)

#### Rex

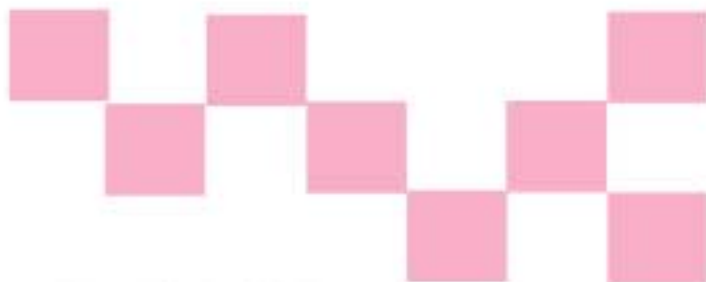
Phone: 13 17 13 Web: [www.rex.com.au](http://www.rex.com.au)

#### Jetstar

Web: [www.jetstar.com.au](http://www.jetstar.com.au)

#### Virgin Blue Airlines

Phone: 13 67 89 Web: [www.virginblue.com.au](http://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](mailto: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

<b>ACWAP Member - Full Registration Fees:</b>	Standard (payment received by 31/07/07)	\$850.00	<input type="checkbox"/>
	Late (payment received after 31/07/07)	\$950.00	<input type="checkbox"/>

<b>ACWAP Member – Day Registration (per day)</b>	Early (payment received before 31/07/07)	\$300.00	<input type="checkbox"/>
	Standard (payment received after 31/07/07)	\$350.00	<input type="checkbox"/>
	Day(s) attending <input type="checkbox"/> Monday <input type="checkbox"/> Tuesday <input type="checkbox"/> Wednesday		

<b>Non-ACWAP Member - Full Registration Fees:</b>	Standard (payment received by 31/07/07)	\$950.00	<input type="checkbox"/>
	Late (payment received after 31/07/07)	\$1050.00	<input type="checkbox"/>

<b>Non-Member – Day Registration (per day)</b>	Early (payment received before 31/07/07)	\$350.00	<input type="checkbox"/>
	Standard (payment received after 31/07/07)	\$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)

<b>Conflict Resolution: Alan Malinchak</b>	ACWAP Member Registration Fee	\$100.00	<input type="checkbox"/>
	Non-ACWAP Member Registration Fee	\$150.00	<input type="checkbox"/>

<b>Women Leading Change: Susan Harwood</b>	ACWAP Member Registration Fee	\$100.00	<input type="checkbox"/>
	Non-ACWAP Member Registration Fee	\$150.00	<input type="checkbox"/>

<b>Trafficking in Women: Mangai Natarajan</b>	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 26 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 28 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

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	<input type="checkbox"/> Single \$119.00	<input type="checkbox"/> Twin \$119.00	<input type="checkbox"/> Double \$119.00
Superior Room	<input type="checkbox"/> Single \$173.00	<input type="checkbox"/> Twin \$173.00	<input type="checkbox"/> Double \$173.00
Superior King Room	<input type="checkbox"/> Single \$188.00	Twin N/A	<input type="checkbox"/> 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 Duluth Model – What it is and is not: Clarifying and Correcting Common Misconceptions

By Betty Taylor (*Integrative Community Solutions*)  
and Brian Sullivan PhD (*University of Queensland*)

**T**his article was first published in the March 2007 Newsletter of the Queensland Centre for Domestic and Family Violence Research.

## Introduction

In recent years, there has been a growing movement towards the development of co-ordinated and integrated community responses to domestic violence. The Duluth Model is perhaps the best known and most prominent of the successful co-ordinated programs, gaining international recognition. Many aspects of the Duluth Model have been replicated both in Australia and elsewhere but do we really know what Duluth is?

There have been many discussions and debates about the Duluth Model. Some of these discussions have been based on fact, some on fiction and others on pure fantasy. It is often misrepresented as 'a mandated men's program', a 'pro-arrest approach' or a 'no drop prosecution program'. Recently we were astonished to hear the claim made in a public forum that the Duluth Model was the preferred model for male violence intervention used in Queensland and that it runs for 12 weeks. It has been these kinds of misconceptions that have prompted us to write this short apologia for the Duluth Model. While the authors in no way offer themselves as 'experts' on the Duluth Model we both have had considerable contact with the Duluth Program. One of the authors has visited Duluth, spending time with the program and speaking at length with the founder, Ellen Pence. The other has trained in the Duluth men's curriculum and program facilitation and worked for two years in the USA co-facilitating up to four men's groups (based on the Duluth Model) per week. We welcome this opportunity to provide some insight into what Duluth is and isn't and raise some questions for our own interpretation and application to program development.

## Background

Duluth is a city in Minnesota, USA, situated on the shores of Lake Superior. It has a population of approx 90,000 people. In 1981, Duluth became the first community in the US to develop a co-ordinated community response to domestic violence. Law enforcement, criminal and civil courts, women's services, and relevant human service agencies (including housing, health, churches, child protection, etc.) began to work together to make their community safer for victims and to hold perpetrators accountable for their violence. Fifteen city, county and private

agencies in Duluth adopted policies and procedures, which co-ordinated their interventions in domestic violence, assault cases. Formal agreements with agencies that deal with domestic violence have been developed including victim advocates, law enforcement officers and administrators, prosecutors, probation officers, court administrators, mental health services, policy makers and judicial officers. The co-ordinating body became known as DAIP (Domestic Abuse Intervention Program). The aim of DAIP is to make connection and consistency between agencies so as to knit together a system response to violence without any weak points or gaps in service that could further compromise victim safety.

Much of the pioneering work of DAIP is credited to Ellen Pence who has written extensively on reforming systems and safety & accountability audits and she continues to provide leadership in the development of collaborative responses.

## Systems Reform

The purpose of developing a co-ordinated community response in Duluth was to protect victims of domestic violence from further acts of abuse and to hold abusers accountable for their behaviour. Systems reform is the pivotal point and foundational underpinning of the Duluth Model. For nearly 30 years, DAIP has tracked and monitored domestic violence assault cases, at the same time working with various agencies to improve their system responses from the perspective of victim safety. In 1994, DAIP developed the Domestic Violence Safety & Accountability Audit to change deeply entrenched practices that often favoured offenders over victims of domestic violence. Pence (1988) stated clearly that the state has an obligation to protect its citizens, which includes victims of domestic violence. We know from the reality of our own work that there are many victims who do not want to prosecute their partners and are then seen as a 'barrier' to effective intervention against their abusers. Pence argued that the focus needs to shift to identifying the problems and barriers within the system rather than becoming mired in issues surrounding victim's problematic responses to the abuse they experience. Agencies and organizations working with victims of domestic violence interacting with each other need to have victim safety and offender accountability as the cornerstone of all procedures and interventions.



## Core Principals and Practices

The foundation of the Duluth Model includes five core principles and eight activities for interventions to protect victims and end violence. These are clearly outlined in the document, "Domestic Abuse Intervention Project: An Overview" (see <http://www.duluth-model.org/>). The five core principles are:

1. whenever possible, the burden of confronting abusers and placing restrictions on their behaviours should rest with the community, not the victim;
2. to make fundamental changes in a community's response to violence against women, individual practitioners must work co-operatively, guided by training, job descriptions, and standardised practices that are all oriented toward victim safety and violence cessation;
3. interventions must be responsive to the totality of harm done by the violence rather than be incident or punishment focused;
4. protection of the victim must take priority when two intervention goals clash; and
5. intervention practices must reflect a basic understanding of and commitment to accountability to the victim, whose life is most affected by our individual and collective actions.

The eight practices are clearly listed and elaborated upon on the DAIP website. They are merely outlined below:

1. the intervention project changes how the community thinks about violence by building an underlying philosophical framework, which guides the intervention process;
2. the intervention project assists in the development and implementation of policies and operating procedures of the intervening agencies involved in the co-ordinated community response;
3. the intervention project tracks/monitors cases from initial contact through to case closure to ensure practitioner and offender accountability;
4. the intervention project co-ordinates the exchange of information and interagency communication on a need-to-know basis and co-ordinated interagency decision making;
5. the intervention project ensures that resources and services, which offer safety and protection from further abuse are available to victims and other at-risk family members (children);
6. the intervention project utilizes a combination of sanctions, restrictions, and rehabilitation services to hold offenders accountable and to protect victims from further abuse;
7. the intervention project works to undo harm done to children; and
8. the intervention project evaluates the co-ordinated community response from the standpoint of victim safety and the overall objectives of intervention project goals  
(see <http://www.duluth-model.org/>).

These are the core principles and practices on which the Duluth Model is based. To isolate and criticize a single practice and to call it the Duluth Model is to mistake the part for the whole. In philosophical thinking, this is known as a categorical error. The Model is far more comprehensive, sophisticated, and multi-layered than some critics appreciate.

## Creating a Coherent Philosophical Approach which Centralises Victim Safety

Participating agencies have negotiated a shared philosophical framework around which they can organise. A commitment to victim safety and to holding abusers accountable means an end to the often pervasive victim blaming that exists in many systems and responses. In Duluth, a philosophy grounded in victim safety underpins the practice of referring all actions back to the priorities of victim protection, accountability and deterrence.

It is often the lack of a shared practical philosophical understanding which impedes the progress of working in a co-ordinated and collaborative way.

In Duluth, victims of domestic violence interact with the Justice System through the following:

1. a civil process offering immediate relief;
2. criminal intervention; and
3. no intervention (restricted to those cases where there is no physical injury to the victim, use of weapon or violation of a civil protection order).

Pence (1988) suggests one of the biggest challenges of Duluth was to make a single-incident focused adversarial criminal justice system responsive to the kind of crime which needs to be understood in context. Domestic violence is a pattern of abusive behaviour committed over time rather than a single criminal act dislocated from prior acts of violence. When victims of domestic violence call police seeking intervention, they are ringing into a complex adversarial system that is usually single-incident focused and rarely takes into account the previous history of violence and abuse. Many women may stop short of initiating criminal proceedings against their abuser, afraid of retaliatory violence. This fear is well founded: studies estimate that a victim's risk of being killed by her abuser rises dramatically after she separates from him. Abusive partners often threaten and intimidate their victims following police intervention. As a result, victims may refuse to testify, ask police to drop charges, or even recant prior truthful statements regarding the abuse.

Duluth, San Diego, and many other jurisdictions in the US have been able to adopt a specific criminal justice reform perspective to domestic violence utilising the following approaches.

- Aggressively prosecute misdemeanour domestic violence cases in order to stop the violence.
- Provide early intervention at the misdemeanour level in order to prevent the escalation of offenders' behaviour to felony level conduct.



- Shift the focus from victim responsibility for prosecution to a focus on offender accountability.
- Enhance victim safety by safety planning, strong victim advocacy and use of state-of-the-art technology to assess lethality.
- The development of a strong multi-disciplinary, inter-agency response to family violence.
- Promote community awareness about domestic violence, elder abuse, child abuse, statutory rape and stalking cases.
- Hold batterers accountable by not dropping or reducing charges at the request of victims.

## The Perpetrator Program – Holding Men Accountable

Pence (1997) suggests that a co-ordinated community response to domestic violence must decide what responsibilities State and community agencies have in relation to abusers. The Duluth community engages with violent men through three courses of action:

1. creating safety plans with women which may include refuge referral or assistance to obtain civil restraining orders;
2. imposing sanctions and deterrents such as arrest, incarceration or mandatory community service; and
3. providing opportunities for rehabilitation through referrals to 'batterer's programs'.

An important component of Duluth and one that is perhaps most familiar to us is court mandated nonviolence programs for male offenders. However these programs are not offered in lieu of other legal interventions or at the expense of victim safety. The Duluth Model is a many faceted approach that incorporates responses to victims, perpetrators and children through various interventions – it is so much more than the 'men's groups' with which we have become familiar.

Yet so often we hear professional practitioners reducing the Duluth Model to only the men's intervention curriculum and program. Even a recent study (2003) by the eminent National Institute of Justice (cf. [www.ncjrs.org/pdffiles1/nij/195079.pdf](http://www.ncjrs.org/pdffiles1/nij/195079.pdf)) mistakenly referred to the Duluth Model as if it was only the men's violence intervention program. This is a common misconception and misunderstanding of the Duluth Model, which is in reality more about clear and consistent safe principles, policies, protocols, procedures and practices across the community, as a systemic response to domestic violence. As Dr Ed Gondolf reminded us during his Australian visit in November 2006: "it is the system that matters".

The Duluth Model is first and foremost about reforming system responses to domestic violence. The men's violence intervention program is embedded in the system response and consequently is accountable to the system. It is not a stand-alone response (Gondolf, 2002). Without system support, the effect of the men's violence intervention program is questionable to say the least. The success of any men's violence intervention program relies heavily on the cohesion and consistency of the civil and criminal justice

systems in monitoring: attendance, participation and progress; violation of court orders; failure to comply with conditions; and further acts or threats of violence (cf. <http://www.duluth-model.org/>).

Certainly, an important component of the Duluth Model is the court mandated nonviolence program for male offenders. In Duluth, Ellen Pence and Michael Paymar developed a specific curriculum, *Power and Control: Tactics of Men Who Batter*, which is a 2-hour weekly educational program. A critical aspect of this program is the fact that it was based on research with over 200 victims, whose stories of abuse, identified men's common strategies of control and abuse in intimate partner relationships (<http://www.duluth-model.org/>). From this research, the well-known and widely used Power and Control Wheel and the Equality Wheels were designed. The curriculum is a gender-based cognitive behavioural program that focuses on abusive power and control strategies used by men in intimate relationships. It challenges men's beliefs around male privilege and entitlement and presents the alternative case for respectful, safe, non-abusive relationships (Pence & Paymar, 1993). The original curriculum was developed as a 26 week program, although many programs now are held over a much longer period of time (9-12 months)

## DAIP Evaluation

Program evaluation activities have been a critical part of the development of DAIP. Program success is determined by research with a strong emphasis on evaluating interventions from the standpoint of victims' safety. These studies have employed a range of research methods to examine the project's effectiveness in enhancing victim safety and holding offenders accountable for their behaviour. These include monitoring, safety audits and interviews. An evaluation by Shepard (1992) examined many different aspects of the project. The evaluation found that recidivism rates were significantly lower after increased project development. Statistical analysis indicated that greater reductions in abuse occurred when the offender was court mandated and had completed the men's program.

## Some Evaluation Findings

- 60% of battered women felt safer when their partner was attending a group.
- 80% of battered women thought the combined responses of police, courts, DAIP and shelter were helpful in ending the abuse.
- 69% of battered women had not experienced recent physical abuse and 41% had not experienced recent psychological abuse at a one-year follow-up.
- Recidivism rate was 40% for a five year follow-up using criminal justice records.
- Men who completed the program had better outcomes than those who did not.

(Shepherd, 1988 & 2000)

## Conclusion

Over nearly 30 years of action research, evaluation, auditing, and listening to victims, Duluth has been successful in developing an internationally acclaimed program of system reform, which continues to challenge conventional thinking on responding to domestic violence. It is important to note that the Duluth Model is not a static, monolithic approach to responding to domestic violence, but an ever-evolving and developing work of continual progress, refinement, and attention to enhancing community responses to safety and accountability. It would be naive, unwise, and downright dangerous to dismiss 30 years of practice wisdom and program evaluation. In fact, the Duluth Model may not so much be in need of challenging and questioning, as do some practitioners' understanding and implementation of it.

## REFERENCES

- Domestic Abuse Intervention Project 1996, *Coordinated Community Responses to Domestic Violence Cases: A Guide to Policy Development Domestic Abuse Intervention Project*, Duluth Minnesota.
- Domestic Abuse Intervention Project 2002, *Creating a Public Response to Private Violence*, Domestic Abuse Intervention Project, Duluth Minnesota.
- Duluth Website: <http://www.duluth-model.org>.
- Gondolf, EW 2002, *Batterer Intervention Systems: Issues, Outcomes and Recommendations*. Thousand Oaks, Sage, California.
- Pence, E., & Lizdas, 1998, *The Duluth Safety & Accountability Audit*, MPDI, Duluth Minnesota.
- Pence, E & Paymar, M 1993, *Education Groups for Men who Batter: The Duluth Model*, Springer, New York.
- Shepard, M 1992, 'Predicting batterer recidivism five years after community intervention', *Journal of Family Violence*, vol 7, no. 3, pp.167-178.
- Shepard, M & Pence, E 1999, *Coordinating Community Responses to Domestic Violence*, Sage Publications, California.
- Taylor, E 2002, 'Churchill Fellowship Report', Churchill Fellowship Trust.



*Left to right: Dr Brian Sullivan, Betty Taylor with Professor Ed Gondolf*

## Betty Taylor

Betty has extensive experience in the area of domestic violence including direct service provision, program development and training. She is a founder and previous Director of the Domestic Violence Prevention Centre Gold Coast and chaired the Queensland Domestic & Family Violence Council for two terms, 1994-1997 and 2001-2004. Betty was awarded a Churchill Fellowship in 2002 to investigate multi-agency interventions to domestic violence across the USA and Canada and has overseen the successful development of the Gold Coast Domestic Violence Integrated Response. She has written and developed training programs on domestic violence and was awarded a Centenary Medal for her contribution to domestic violence service provision.

## Dr Brian Sullivan

After a number of years working in leadership roles in the education and human services sectors, Brian undertook advanced counselor training in the USA. He completed his doctorate in counseling and mental health at the College of Health and Human Services, University of Toledo, Ohio in 2000. Whilst in the USA, Brian also trained in the Duluth Model of Domestic Violence Intervention. He has worked intensely with court-ordered men using the Duluth Program. Brian teaches at the University of Queensland in the Master of Counselling Program where he coordinates a course in Violence Issues in Counselling. He also provides training for professionals in Domestic Violence Intervention Programs for men who perpetrate intimate partner violence. Brian is a member of the Ministerial Advisory Council on Domestic and Family Violence.

# Women in Peacekeeping – How to Make History

By Christine Winter

There we all were, late last year, sitting in our main office in the Military History Section of the Australian War Memorial, photos all over the floor, piling up on the desks. The Department of Veterans' Affairs had decided to dedicate its calendar for 2007 to Australian Peacekeeping, and had asked us, the *Official History of Australian Peacekeeping and Post-Cold War Operations*, to select photos covering all services and a representative number of missions. It was not an easy job. The photos had to work on the large scale of the calendar format. We had to cover Army, Navy, Air Force and Police, and ensure that the missions represented covered Australia's 60 years of peacekeeping history adequately. In the end five female officers made it into the final Calendar:<sup>1</sup> two from the Australian Army, and one female officer each from the Air Force, Navy and Police Forces respectively. This end result, however, does not convey how hard we looked through the Australian War Memorial collection to get there. Our task would have been much easier in regard to police peacekeeping if there had been more photos available at the Australian War Memorial, which collects items such as diaries, badges and photos of peacekeeping missions past and present.

Here is one opportunity for donors to the collection to plant a seed for future histories. For what is *NOT* there will not make history. The AFP Museum, likewise, is collecting items and stories. While awaiting new exhibition spaces, it continues to exist and operate, and has been most helpful sharing some of their treasures with us from the *Official History of Australian Peacekeeping*.

## The Official History of Australian Peacekeeping and Post-Cold War Operations

Presently *The Official History of Australian Peacekeeping and Post-Cold War Operations*, Australia's fifth Official History series, is being written, and we would like to talk to

participants of Australian peacekeeping missions.

The Federal Government has authorized the Australian War Memorial to research and write a five-volume *Official History of Peacekeeping and Post-Cold War Operations*. The project is jointly supported by the Australian War Memorial, the Australian National University, and the Australian Defence Force. In addition, the Australian Research Council has awarded a grant of \$1 million over five years to support the writing of the history. At the moment we are a team of five historians. The Official Historian and general editor of the series is Professor David Horner of the Strategic and Defence Studies Centre at the Australian National University, who is also the author of the second volume on missions beginning between 1988 and 1991. Volume I, by Peter Londey, deals with missions beginning between 1947 and 1987, including Cyprus. John Connor is working on Volume III which covers missions beginning from 1992 onwards, including, for example, Cambodia and Somalia, while Volume IV by Bob Breen is very much dedicated to the Pacific with missions since the mid-1990s, including, for example, Bougainville and the Solomon Islands. A fifth volume on humanitarian missions has recently been approved and will commence later this year. The authors are supported by an experienced research team of historians, namely Jean Bou, Garth Pratten and I. The history is 'official' only in the sense that it is supported by the government and that the team is given access to all relevant government records. What we historians write will not be subject to censorship of any kind, except for reasons of national security.

## Statistical Trends 1990 – 2005

On the team since April last year, I have been working mainly on peacekeeping undertaken by police officers. Part of this has been collecting information on



<sup>1</sup> Department of Veterans' Affairs, 2007 Calendar: 60 year of Australian Peacekeeping – with an introduction by Peter Londey. We provided a selection of photos, but the final choice of images was not ours.





contingents and the numbers of police officers deployed. The data I have so far collected is still incomplete, but it seems that for the 1990s the percentage of female police officers on peacekeeping duties remains persistently just under the Federal Police Force average. Some examples: The proportion of female officers who served in Cyprus (UNFICYP) during the 1990s was 13 percent, and for Haiti 9.6 percent (Multinational Force 1994-1995). For Bougainville the figures are similar for the Truce Monitoring Group (TMG, 1997-98) and the Peace Monitoring Group (PMG, 1998-99) with 9 percent female participation. The deployments to Cambodia (UNTAC, 1992-1993) and Mozambique (UNOMOZ, 1994) were all-male contingents. There are many things which puzzle me, and which I do not understand. Does peacekeeping require more experienced officers, and is this figure therefore reflecting a time delay. Is it a matter of selection processes? Or is there a self-selecting process happening, whereby higher duty allowances on one hand and separation from home on the other appeal in gender-specific ways?

An analysis, however, of data about missions after 1999/2000, when the number of police officers on peacekeeping duties rose dramatically allows a slightly different trend to emerge. The number of female officers in the Enhanced Cooperation Program, Bougainville (EMC, 2004-05) rose to 13 percent, early contingents to the Solomon's (IMPT, 2000-02) had a 12 percent female participation rate, rising to 21 percent for the first and second contingents of RAMSI (2003-2004). In Cyprus the change has been slow and steady with the number of female officers fairly constant, but the numbers of male officers declining. The female participation rate of UNFICYP thus rose from 12 percent for the 1990s to 17 percent for the first half of this decade (2000-05). Does this new trend reflect a change in the Federal Police in general, and/or, is it the outcome of increased peacekeeping operations when the number of officers needed is growing ever so fast?

## Please Contact Us

What the general figures above do not show, of course, is the role of female experts, such as in forensics, or the changes in the number of female officers in leadership positions during peacekeeping missions. For me the figures raise questions the answers to which can only be explored and found together with

peacekeeping participants. How do experiences differ when one in five officers are female, as has been the case in some of the contingents to the Solomons, to being the only woman on the team - as has been the case in 21 of the 50 contingents to Cyprus between 1988 and 2005? What roles and duties were undertaken? Do female police officers' service alongside their male colleagues teach us something distinct from the armed forces, where often female personnel are working in greater numbers in specialized groups, such as the signallers? Do female police officers have different mechanisms or support networks for dealing with distress and trauma than their male colleagues? What difference has peacekeeping made to your policing, to your career and to you personally? Are there negative or positive outcomes which differ from those of female colleagues who have not participated in missions abroad?

We, the team of the Official History, would like to write a history which takes your experiences into account. If you have served on an Australian peacekeeping mission and would be willing to be interviewed about your experiences, or have any diaries, letters, reports, photographs, etc. to contribute please contact the team on (02) 6243 4334 or at [peacekeeping@awm.gov.au](mailto:peacekeeping@awm.gov.au) or email me directly at [Christine.Winter@awm.gov.au](mailto:Christine.Winter@awm.gov.au)

## Christine Winter

*Christine Winter is an historian whose work analyses political histories of humanitarian movements in Australia and the region. She studied Theology in Erlangen, Tuebingen and Hamburg, and worked at the Australian Institute of Aboriginal and Torres Strait Islander Studies and the Centre for Cross Cultural Research at the Australian National University (ANU) (Assistant Editor, Oxford Companion to Aboriginal Art and Culture). She completed her history PhD (RSPAS, ANU) in 2005, on an investigation of the transnational politics of a German Lutheran Mission organisation in Germany, Australia and New Guinea in the interwar years. Her research on the politics of internment and National Socialism has led to her latest ARC funded project (with Professor Tessa Morris-Suzuki and Dr Keiko Tamura), 'Rethinking Impartial Humanitarianism'. Christine is working for the Official History of Australian Peacekeeping and Post-Cold War Operations, specialising on Cyprus and the contribution of Australian police officers to peacekeeping operations.*

# Tasmanian Police

*By Inspector Fiona Lieutier*

Congratulations to ACWAP on achieving the milestone of 10 years. The past ten years of policing in Tasmania has seen significant change, particularly as it relates to women in policing. This was particularly evident at a recent recruit course graduation, where the Parade Reviewing Officer, the Mayor of Glenorchy Adriana Taylor; the Acting Commander of Human Resources, Inspector Fiona Lieutier and the Dux of the course, Constable Elizabeth Parry were all women.

This year, 2007 marks the ninetieth year of women in policing in Tasmania the first policewoman, Mrs Kate Campbell having been appointed to Hobart on 20 October 1917. At the time the Great War was in progress and there was little or no fan fare and no recognition of this important moment recorded in the press of the time. A second police woman was also appointed to Launceston in the North of the State. In 1922 the Launceston police woman resigned which left one police woman, Mrs Campbell, to cover the entire state. This status quo remained until 1940 when a second police woman was appointed followed by a third to the North West of the state in 1944, progressively the numbers increased to nine by 1954. Interestingly seven of the nine were based in Hobart.

Like many jurisdictions there was a belief that policewomen would be particularly useful when females were appearing in court and with young girls wandering the streets. Initially women were employed within Tasmania Police to focus on infants and children in danger, youthful offending, destitute and neglected children, truants and runaways and wayward women who were subjected to moral danger. As the years progressed more duties opened up to police women including escorting female prisoners and mental patients. They were also responsible for working toward the suppression of offences committed by women, such as fortune telling.

The first Tasmanian PCYC was formed in Launceston in 1946, but was only open to boys. 1954 saw the inception of the Police and Citizens Girls Club, which was operated by police women in Hobart for bored and lonely young women and girls. The club did not have a permanent base and was moved around the city of Hobart, whereas the Police and Citizens Boys Club had a purpose built facility with significant support. In 1964 the two clubs amalgamated to form the Hobart Police and Citizens Boys and Girls Club. The club to this day remains in its original location in Liverpool Street, Hobart, although it has been renamed the Police and Community Youth Club. It is a strong club that is open to all members of the community and continues to be operated by both men and women police officers in conjunction with community members and volunteers. The original ethos to provide a safe environment for youth and community to participate in a range of social and recreational activities remains.



*Police Women's office*

The period from the 1940s to the 1980s saw steady change which included the full integration of police women into all facets of police duties, pay equity with male counterparts and changes to the uniform. Two women also attained Commissions at the rank of Inspector, Inspector Beth Ashlin and Inspector Heather Innes. Both these women attained their Commission in the latter part of their careers and both have now retired.

The past 10 years has been a period of rapid change. 25% of sworn members are women, which includes 15 Sergeants and three Inspectors. 30% of Constables are women. Flexible employment opportunities are available to both men and women to assist with family responsibilities. This includes carers leave entitlements, part-time employment and work from home initiatives. Three of the most senior women within the Department of Police and Emergency Management have availed themselves of the flexible work opportunities through part-time policing which has allowed them to continue their careers after having children.

Inspector Lyn Jones was recently recognised for her excellent service to policing throughout Australia and New Zealand. The ACWAP Excellence in Policing Awards were held in Wellington



**Inspector Lyn Jones and Sgt Fitzgerald**

on the 28 October 2006 at the Museum of New Zealand – Te Papa Tongarewa. This annual event hosted by the Council is an opportunity for the policing and law enforcement community to acknowledge and reward the many women and men who are making a real difference to policing for women in Australia and New Zealand. At the awards ceremony it was noted that

*"Inspector Jones has consistently ensured that the achievements of the women in Tasmania Police and Emergency Management, and the Tasmania Police Service itself, are highlighted and brought to the attention of ACWAP and, ultimately, to the rest of the Australasian policing community. As an organisation that deals with police services both in Australia and overseas, the Council is in a position to appreciate that her professionalism and strategic view are exceptional, nationally and internationally."*

Lyn has elected to retire later this year and there are many women within Tasmania Police who greatly appreciate her tireless contribution to progressing the role of women in policing. It is hoped that Lyn and her husband David can enjoy travelling the wonderful coastline of Tasmania with fine wine and fine food for many years to come.



Inspector Donna Adams is the Divisional Inspector at Bellerive, a city to the East of Hobart. She was previously the Inspector in Charge of Internal Investigations. Donna is the proud mother of one young son. Donna has had to juggle family responsibilities including having a husband also an Inspector in Tasmania Police. Donna is the departments' representative on CAWIPAC and is proactive in advancing

the role of women in policing. She has recently performed the role of Acting Commander of Western District. Donna has embraced the educational opportunities afforded by Tasmania Police and has attained a Graduate Certificate in Police Studies.



**Inspector Fiona Lieutier**

Inspector Fiona Lieutier has also had to juggle work and family responsibilities, having two sons. Fiona was the first Tasmanian policewoman to complete the PMDP conducted at the AIPM in Manly. Fiona was previously the Inspector in charge of St Helens division on the East Coast of Tasmania. She is currently the Divisional Inspector of Glenorchy Division, a city to the north of Hobart. Fiona has also managed to combine work and family with education and has a Graduate Certificate in Police Management and a Graduate Diploma in Police Studies.

Both Fiona and Donna attribute some of their successes to the availability of part time policing, particularly when their children were infants.

Andrea Heath has recently been appointed as Assistant Director of the State Emergency Service. Andrea is the proud mother of two sons. Andrea joined Tasmania Police as a Constable in 1985. She resigned in 1991 to start her family and was approached in 1993 to rejoin Tasmania Police as part of a pilot part time policing project. Andrea remained a police officer until 2000 when she explored opportunities in private industry. Andrea again returned to Tasmania Police as a state service employee in 2003 and has continued to expand her horizons and educational qualifications. She was recently a recipient of a scholarship to study a Graduate Certificate in Police Studies at the University of Tasmania.

Tasmanian police women have served in International deployments to East Timor and the Solomon Islands and also participated in secondments to National Agencies.

Whilst individual policewomen continue to develop and achieve, those that have paved the way by breaking new ground or supporting the efforts of women should always be recognized. To that end it is important to reflect upon the support, encouragement, leadership and foresight of the Commissioner of Police, Mr Richard McCreddie and the Deputy Commissioner of Police Mr Jack Johnston. Without their drive to provide flexible employment and educational opportunities the women within Tasmania Police would not have the excellent opportunities that are open to them now.



# Inform, inspire, progress – it's our future

The third QPS Senior Women's Forum, held in Brisbane towards the end of 2006, lived up to its theme of 'inform, inspire, progress – it's our future' and was hailed a resounding success by the 100 women and men who attended.



Photo by Senior Constable Kaye Rowley, Railway Squad

Chief Commissioner of Victoria Police Christine Nixon (left), Inspector Donna Sturgess, Chair of the Senior Women's Forum (centre) and Commissioner Bob Atkinson all smiles after a successful forum.

The third QPS Senior Women's Forum, held in Brisbane towards the end of 2006, lived up to its theme of 'inform, inspire, progress – it's our future' and was hailed a resounding success by the 100 women and men who attended.

The two-and-a-half day conference hosted by Commissioner Atkinson and addressed by Judy Spence, Minister for Police and Corrective Services, targeted women at the level of A06 and above, or the rank of senior sergeant or above.

The forum provided the opportunity for women and men from the QPS, Department of Emergency Services, Crime and

Misconduct Commission and the Australian Federal Police to meet, put forward ideas and to offer solutions to issues that arise in the work environment.

Inspector Donna Sturgess, Chair of the Senior Women's Forum (SWF), said last year's event built on the direction and success of the previous two conferences with a continued emphasis on the importance of leadership and the need to address strategic issues encountered in senior management roles.

"The challenges faced by senior women in the QPS are not unique to our organisation, nor are they restricted to women.

"With this in mind we endeavoured to secure keynote speakers from different backgrounds who could share their own journeys, their challenges and how they dealt with them," Inspector Sturgess said.

Attendees to the forum heard from some exceptional speakers, among them Chief Commissioner of Victoria Police, Christine Nixon, Professor Ian Frazer, 2006 Australian of the Year and Gerrard Gosens, Deputy CEO of the Royal Blind Foundation Qld, who has been blind since birth.

"It was impossible not to be moved, or to be inspired by each of our guest speakers, they are

real people who, when faced with enormous challenges met them head-on and turned them into positives, not only for themselves but for those who have followed them," said Inspector Sturgess.

In addition lively workshops and sessions covered a diverse range of topics including:

- addressing difficulties experienced by senior officers while networking within the Muslim community
- gaining the edge – QPS as an employer of choice
- emotional intelligence gives female leaders the edge
- psychopaths in the workplace
- mentors and mentees.

These sessions provided many opportunities for lively debates, personal experiences to be shared and recommendations for the future.

Capping off the forum was an enjoyable night of barefoot bowling that highlighted the fact most should hang on tight to their day jobs.

The success of the 2006 SWF can be put down to the calibre of guest speakers, willingness of those attending to participate fully and the hard working committee.

*By Senior Sergeant Julie Elliott, Media and Public Affairs Branch*

*re-printed with the permission of QLD Police Bulletin*



Queensland Police  
Service

## Harassment Don't Cop It

The Queensland Police Service is hosting a two day conference in Brisbane on 18 and 19 October 2007. The conference aim is to provide a forum for both government and non government organisations to identify best practice policies and procedures to adequately address harassment issues within the working environment.

Day 1 will see Ms Chris Ronalds SC discuss her recent report to the New South Wales Police Commissioner, titled *"Report on the Inquiry into Sexual Harassment and Sex Discrimination in the New South Wales Police"*. Chris is a leading Sydney Barrister specialising in discrimination law, employment law and administrative law. Ms Neroli Holmes who is the Acting Anti-Discrimination Commissioner for Queensland will be discussing *"Litigation Issues – What does this mean for Employers"*, and Ms Trish Kendall will be examining cultural barriers within organisations and how to effectively manage these barriers.

A panel consisting of various organisations will give an overview of strategies their organisations use to manage harassment issues. Delegates will be encouraged to pose questions to the panel to expand on strategies used by organisations.

Day 2 will consist of a facilitated workshop which will be conducted by Mr Ray Weekes, Chair of the Brisbane Institute, CEO-in-Residence/Adjunct Professor at the Queensland University of Technology and Chairman of Performance Benchmarking International Limited. Delegates will examine issues including Awareness Strategies; Supporting Complainants; Managerial Responsibilities; Cultural Barriers; Investigation Processes; Reporting Processes and Training Initiatives.

An event function will be conducted on the afternoon of 18 October 2007 to enable delegates to informally discuss issues pertinent to their organisation.

The cost of the full two day conference and workshop which includes the function at the end of Day 1 is AUD \$200.00 (Early Bird - Before 17 August 2007) or AUD \$225.00 (Standard after 17 August 2007). The single day conference (day one only) is AUD \$140.00 (Early Bird - Before 17 August 2007) or AUD \$165.00 (Standard after 17 August 2007).

Information and strategies gathered from day one will be used during the workshop on day 2, so participants will not be eligible to attend only the workshop on day two of the conference.

There is a limit of 200 participants for this conference, so to avoid disappointment you are encouraged to register now. Registration particulars and further information on the conference can be obtained from our website <http://www.police.qld.gov.au/harassment>

For any queries regarding registration, please contact Ms Emma Newland on Telephone: 07 33644599, Facsimile: 07 33644245 or Email: [Newland.EmmaLo@police.qld.gov.au](mailto:Newland.EmmaLo@police.qld.gov.au)

## Queensland Police Service

**COLLEGE FOR LAW  
AND JUSTICE ADMINISTRATION**

**RECEIVE THE CREDIT YOU DESERVE!**

Don't miss this opportunity to convert your policing knowledge and skills into a qualification. No study required!

- Junior Constables/Agents - Cert IV in Justice Administration
- Senior members (5yrs exp+) - Diploma of Justice Administration
- Sergeants/Team leader & above - Diploma of Business Mgt

**Apply now! – (07) 5520 3323**



**Do you know anyone who wants  
to be a Police Officer?**

**WE WILL PREPARE THEM!**

- Justice Administration Short Course (12 weeks)
- Certificate IV in Justice Administration (24 weeks)
- Diploma of Justice Administration (36 Weeks)
- Diploma of Business Management (24 weeks)

All courses are Nationally accredited and include psychometric assessment and interview preparation. Students study externally with seven day a week support or attend Saturday workshops conducted on the Gold Coast.

[www.beapoliceofficer.com.au](http://www.beapoliceofficer.com.au)



# An Update on the Leadership Development for Women Program at WA Police



*Dr Susan Harwood, Council Member, ACWAP*

*Director, Women's Executive Development [WEXDEV]  
for the Australian Technology Network.*

In the Spring 2004 issue of this Journal the author reported on the official launch of the first ever leadership program for women at WA Police Academy. The *Leadership Development for Women [LDW]* program was one of the key recommendations from the author's three-year action research project<sup>1</sup> at WA Police. During the research project, the author engaged six, insider research teams of men and women at WA Police to work with her on the topic "Redressing the gendered workplace culture of policing"<sup>2</sup>. The project recommendations were subsequently handed on to an implementation group. Key members of that group, including two male Assistant Commissioners, ensured the necessary funding and support for the pilot LDW program; this program was specifically recommended by project participants to redress women's past disadvantage, as uncovered during their research, and, to ensure that women police and public service officers were able to participate in a program that addressed their specific professional development needs. The LDW is delivered by two external trainers [from UWA] Ms Jen de Vries and Ms Maggie Cox. In this article the author reflects on some of the successful outcomes from the pilot program; she was able to witness these first hand when she was invited to the last day of the first course to see the teams' presentations. Sitting amongst an audience comprising the organisation's most senior and recently appointed woman, some senior males, members of the public, and the thirty women participants, the author also makes some links between her research project and this new program. This is what she wrote at this time.

"It is the final day of the 10-day program, and despite some of the difficulties encountered in bringing this program to fruition, all is calm on the surface today as we receive and participate in the collective knowledge that has been produced by this brave and enthusiastic group of pioneering women. Over the substantial timeframe that has elapsed since the official opening of the course [launched ten months earlier], I am able to detect a different tone amongst some of the participants, especially with regard to their assertive language and personal presentation. In speaking with me, they are no longer reflecting on how "lucky" they are to be here; rather, there is a palpable sense of ownership and entitlement. As anticipated, I can see the strength of these women and gain a sense of how that strength stretches back to the learning processes encompassed by those who had participated in my research teams. There are other pleasing continuities. Many of the star performers in this graduation ceremony were participants in or contributors to my research project. Their presence here today provides for me some answers to one of the questions on which I had been deliberating: "what happens with the unexpected and

emancipatory outcomes for the project participants (both men and women) when there is no longer a vehicle for their engagement?" This development course for women has become one new vehicle; while a different kind of engagement from their extensive involvement on the research project, these internal collaborators are nonetheless travelling on some familiar ground. Some of the men from the reference group and project teams are also here, in their role as corporate coaches, while others have returned in their capacity as the supervisors who sponsored their subordinates onto the program.

I am well aware that some participants, interviewed within the research project about harassment and discrimination issues, had to be coaxed out of the bunkers to join this first breakaway course. Some of these women seek me out over coffee to tell me about their new sense of being connected; how they no longer feel so isolated within their disparate locations. They report that now they have other women to talk to and that they are able to canvas some of the previously "undiscussable" issues within their workplace.

<sup>1</sup> Known as the "SPIRT Report", this ARC-funded initiative was initiated by former Commissioner Barry Matthews when he arrived at WA Police and discovered that his new jurisdiction had the lowest participation rate of women in policing in Australasia. The collaborative project between WA Police and UWA formed the basis of the author's recently completed PhD thesis "Gendering Change: An Immodest Manifesto for Intervening in Masculinist Organisations".

<sup>2</sup> In 2004 Susan Harwood and her PhD supervisor Associate Professor Joan Eveline were jointly recognised for this project when they were awarded ACWAP's Griffith University Prize for Excellence in Research on Women in Policing.



This leadership course for women is grounded in the same “small wins”<sup>3</sup> and “gender lens”<sup>4</sup> approach used in the original action research methodology. There are some very good examples of “small wins”. The women on this course have not had to experience any of the usual barriers and obstacles to women’s participation of the kind we had gathered, documented, analysed and reported on in the research report. Quite deliberately, the delivery style of this program provides a direct contrast to the devaluing of women and their contributions. For example, the marginalising, sexist and exclusionary practices that some women reported as being part of their earlier “professional development” courses at this same Academy were not evident in this program. Further, the course “brag book” reflects something even more unique than the progress and groundbreaking presence of an enclave of thirty women. There within the photo gallery is the youngest member of the course, a baby girl brought along by her mother to each of the course sessions from the time she was one week old [see photo below<sup>5</sup>]. This small win is highly symbolic for future participants with family responsibilities.



*Figure 1: LDW Pilot Class of 2004/05*

The women have been asked to reflect on their learning process and their personal and professional gains from their participation on this course. Their words appear in the form of a Newsletter report provided to their audience. Below is a sample of how some of these women name their new knowledges:

***“I am more assertive in my discussions with management”;***

***“I am more confident in expressing diverse opinions i.e. unpopular or non-traditional ones”;***

***“I am taking on more visible roles, doing well and accepting opportunities that are offered”;***

***“I am challenging requests – not just blindly accepting responsibility for issues not within my sphere of influence”;***

***“I have challenged senior officers on critical issues with a positive result”.***

These learnings in assertiveness and outspokenness are also revealed when the graduates produce an entertaining, amusing, satirical and contentious “play”. This production is replete with coded language and enriched with feminist subtexts, colours and symbols. Their inclusive, collaborative production is presented in the form of a news broadcast in which they focus on issues that they name as both important to them and important to the future of this policing organisation. In one scene, the “live broadcast” crosses to two women playing a game of “snakes and ladders” through which each graphically depicts the differential impact on women’s careers when there are inconsistent management decisions about who can, and who can’t, access flexible working arrangements. The presentation also includes another group’s advice on how to “manage egos in the workplace”. The creative use of a news-broadcasting format allows these reports on this policing organisation to be delivered from the “objective” stance of observers. In conclusion, the group invites questions from the floor. In response, a senior manager wants to know more about their topic on “managing egos”; another manager asks if the group could make their research on flexible work practices available to a current review of human resource practices. Clearly their collaborative research projects, undertaken within the parameters of a leadership program, have added value to this organisation’s corporate knowledge about how to deal with complex human resource issues.

To the delight of the women, we hear that there is going to be another LDW course. Later, this official announcement is discussed with great excitement as the women express their relief that the pilot is not a “one-off” and that their groundbreaking participation really has opened the door to

<sup>3</sup> A term coined by Meyerson and Fletcher (2000) to describe those kinds of changes in gendered workplaces that are of themselves almost too small to be noticed but which can have the cumulative effect of moving the organisation forward

<sup>4</sup> The “gender lens” approach was developed by researchers at the Center for Gender in Organizations [the CGO], Boston. The aim of this approach is to shift organizations away from the more comfortable view that the problem is women – “fix the women” - through to recognising that the absence of women is a problem that belongs to the whole organisation. My research teams at WA Police used this tool to look beneath the policies and procedures within their organisation to examine the gendered practices that lay beneath.

<sup>5</sup> Graduates from the pilot LDW Program, including course presenters Jen de Vries [back row] and Maggie Cox [holding baby]. Photo used with permission.

others. Already women from the audience are discussing their decision to put their names forward for the next program.

This training group used a theatrical response to present important messages about workplace cultural issues; in the recent past, as data from our research project indicated, some of these same women would not have supported a program such as this. As a result of their participation, they have created and projected a new, highly complex and diverse series of mental images for their gendered workplace culture. They also firmly rejected the labels of team-makers, datashow technicians, and note-takers.

There are some clear indications that the first group of participants has collectively owned this women only training program. These women have anchored their learning about “small wins” to their organisation’s stated strategic direction – and in so doing, have placed themselves firmly within the frame. By subverting the normative terms of engagement for women in the hallowed “executive conference room”, the graduates have demonstrated that at least for this space and this time, their feminist genie is out of the bottle and is being given some free rein. However, whereas these are all significant “small wins”, all of the women present understood that the reliance on senior men for budget approval for this and ensuing programs requires much larger, bolder interventions. Importantly, the presence of the women on this course has been supported by an internal group of research collaborators, who continued to work on the organisation from within, using navigational tools and processes from the research methodology for their continuing journey”.

### Update: April 2007

The LDW program continues to receive support from senior executive at WA Police and the fourth iteration of the program is about to commence. The integrity and success of the program has been assured through the continuing monitoring work of a Reference Group established at the outset, and, the engagement of the same external trainers for all four programs. With this 4th program in place, 130 women police and public service officers will have completed this ground-breaking initiative.

It is anticipated that future articles will include reflections on the experiences and learning of course participants who have completed the LDW Program.

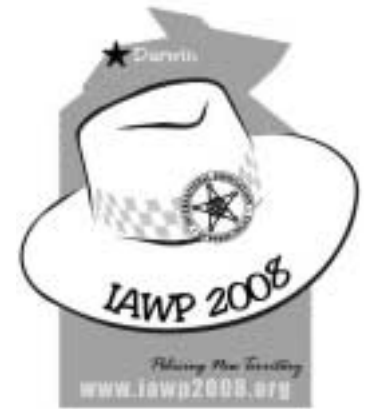
### REFERENCES

- Eveline, J. & Harwood, S. (2002b) Changing the Culture from Within: Reshaping the Gendered Organisation of Police Work. Perth, Centre for Women and Business, the Graduate School of Management, University of Western Australia. Discussion Paper 2002-04.
- Eveline, J. & Harwood, S. (2002c) Policing the Margins of Collaborative Leadership: Gender and Cultural Change in the WA Police Service. 11th *International Women and Leadership Conference*. Perth Western Australia, Edith Cowan University.
- Fletcher, J. & Merrill-Sands, D. (1998) Looking Below the Surface: the gendered nature of organisations. CGO Insights Briefing Note No. 2. Boston, Center for Gender in Organizations. Simmons Graduate School of Management.
- Fletcher, J. K. (1999) *Disappearing Acts. Gender, Power and Relational Practice at Work*, Cambridge, MA, The MIT Press.
- Harwood, S. (2004) “Leadership Development. An Award-Winning Collaboration Continues: Launch of UWA’s *Leadership Development for Women* Program at the Western Australian Police Service”. *Journal of Women and Policing*, Issue No. 15, Spring 2004, pp. 35-37.
- Harwood, S. (2005) A Tactical Response to the Gendered Organisation of Policing. *Outskirts*, 15, <http://www.chloe.uwa.edu.au/outskirts/>.
- Harwood, S. (2006) *Gendering Change: An Immodest Manifesto for Intervening in Masculinist Organisations*. Thesis, the Business School, University of Western Australia.
- Harwood, S. & Eveline, J. (2002a) The role of leadership in redressing the gendered workplace culture of policing. *International Association of Women Police: Women and Policing Globally*. Canberra, ACT, International Association of Women Police and the Australasian Council of Women and Policing.
- Harwood, S. & Eveline, J. (2002b) Women in male-dominated environments: redressing the gendered and sexualised nature of policing in an Australian Police Service. *International Coalition Against Sexual Harassment (ICASH). Interconnecting Research, Theory and Practice in a Global Community*. Chicago, ICASH.
- Harwood, S. & Eveline, J. (2003) From the “Un-Sworn” to “Tempered Radicals”: Enabling the Presence, Redressing the Absence of Public Service Women in the Gendered Workplace Culture of Policing. 12th *International Women and Leadership Conference*. Perth, Edith Cowan University.
- Meyerson, D. & Scully, M. (1995) Tempered Radicalism and the Politics of Ambivalence and Change. *Organization Science*, 6, 585-600.
- Meyerson, D. E. & Fletcher, J. K. (2000) A Modest Manifesto for Shattering the Glass Ceiling. *Harvard Business Review*, January-February, 127-136.

## Update from the Territory

by Sandra Mitchell

(NT Police, Fire and Emergency Services  
(NTPFES) Academy)



**N**orthern Territory Police are working hard towards next year's International Association of Women Police (IAWP) annual training conference, to be staged in Darwin.

A committee – some of whom were involved in assisting with last year's ACWAP conference in Darwin – is working on all facets of the project to ensure a memorable conference for all who participate.

A training program is being compiled and anyone who wishes to be considered for the program should contact [jeanette.kerr@nt.gov.au](mailto:jeanette.kerr@nt.gov.au). A call for papers will be made later in the year.

There are plans to incorporate a remote community workshop, which has been warmly welcomed by survey respondents at last year's IAWP conference in Canada.

This conference will be like no other you have experienced before – we will be 'Policing New Territory' in 2008. This theme encompasses the new territory – the new challenges that law enforcement meets every day. It addresses the need to be properly trained and committed to meet the many challenges ahead. 'Policing New Territory' emphasises the important role of law enforcement leadership in creating safer and more secure communities and the need for a law enforcement environment, which envisions the future in its people and their diversity.

Your conference organising committee is putting together an experience of a lifetime. You will experience the opportunity to learn and discover new law enforcement ideas, challenges and solutions with our training program which is divided into four streams: 'Leading by example', 'Policing a career of choice', 'Strengthening Partnerships', and 'The Changing Face of Crime'. You will listen to and learn from leaders in their chosen field including guest speakers of international renown.

Darwin boasts a range of accommodation options to suit all requirements and all within a stone's throw of the conference venue.

Our companion tour and post conference tour ensure you will discover a land millions of years old, blessed with an abundance of natural environment, as well as a glimpse of the ancient culture of our indigenous people. You will discover five star scenery; clear blue skies and wide open land: imagine visiting cascading waterfalls, inviting plunge pools, ancient Aboriginal rock art, or venture further south into the rugged dramatic outback of central Australia and see the world's largest monolith, Uluru.

But even before heading off on the post conference tour, ensure you take advantage of the range of activities and highlights Darwin has to offer.

Get in for "Early Bird Registration" for \$580 for IAWP members and \$630 for non members, which has been extended to 30 April 2007.

To promote IAWP2008 being hosted by NT Police, a range of products including a two-year calendar, stubby cooler and polo shirts are now available. Calendars are \$20 and can be purchased on an order form that can be downloaded from the IAWP 2008 website.

Anyone wanting further information or to download a registration form should visit the web site at [www.iawp2008.org](http://www.iawp2008.org) or email [iawp2008@pfes.nt.gov.au](mailto:iawp2008@pfes.nt.gov.au)

### 45 Years of Women In Policing

Last year NT Police celebrated 45 years of women in policing. In 1961, five women joined Northern Territory Police as the first women police officers. Since that time, the roles and numbers of women have expanded and they are a vital part of the organisation.

The week's activities incorporated a march to Parliament House followed by a function hosted by the Minister of Police, a dinner hosted by the Commissioner and a range of opportunities for past members to catch up with former colleagues and friends and view the advancements in policing.



*45 years march*



*Parliament House*



## Patricia Brennan Memorial Award

Earlier this year the Executive Leadership Group of Northern Territory Police, Fire and Emergency Services (NTPFES) endorsed a Women's Advisory Committee proposal to instigate an award to recognise the significant contribution women make to the NTPFES.

The award is named in honour of Indigenous officer Patricia (Trish) Brennan (nee Morley). Trish – who lost her battle with cancer while serving as a police officer – was one of the first women to serve in general duties and to work in a remote area. The Women's Advisory Committee believes she made a strong contribution to women and the service.

The award is open to all employees and volunteers of all agencies of the Tri-Service and the criteria gives recognition for a significant contribution to women in the agency by an individual, including:

- demonstrating commitment to advancing the status of women in NTPFES
- fostering and promoting initiatives that recognise the potential of women in the NTPFES
- showing leadership in promoting equity and diversity
- supporting and encouraging women in NTPFES to maximise their potential

## Australian Police Medal Recipient



Brevet Sergeant Anne Lade of Darwin was recognised for distinguished police service when the Australia Day Honours were announced in January. Anne joined the NT police in 1981 – fulfilling a childhood ambition to be a police officer.

"I grew up in Victoria and always wanted to be a police officer", Anne said. "At the time, females had to be 21 to join Victoria Police, but I saw an ad for NT Police, who were accepting 19-year-olds, so I applied, was accepted and haven't looked back."

During her career Anne has served in Katherine and Darwin and pursued a career in investigations, spending 13 years with the Criminal Investigation Branch in Darwin.

In 1998 she transferred to the Coronial Investigation Unit as an investigator assisting the Coroner for the Northern Territory – a position she holds today.

In this role, she has responsibility as Disaster Victim Identification (DVI) Coordinator for the Northern Territory. Her work within the Territory and her representation nationally as a DVI coordinator has also been recognised internationally.

Following the 2004 Boxing Day Tsunami, Anne was deployed to undertake the role of a Reconciliation Coordinator and twice deployed in the Disaster Victim Identification Information Management Centre (DVIIMC) in Phuket, Thailand. She was last year awarded a Humanitarian Overseas Service Medal for her role.

Anne said the assistance she was able to provide in the wake of the tsunami was a highlight of her career.

"I find my day-to-day role in the Coroner's office very rewarding. Knowing that if I do my job well I can help people in what is probably the most traumatic time of their lives gives me a great sense of achievement" she said.

"I see it as recognition of my time in the job. I appreciate the award, but more than that I appreciate that someone took the time and felt me worthy of nomination."

## Commissioners Commendation

Detective Senior Constable Carmen Butcher returned to work in October last year following almost 10 months recovering from injuries received as the result of an horrific bus crash in Egypt in January 2006.

While her physical recovery has been long and painful, the emotional scars of the trauma will probably last even longer. Carmen won international acclaim last year for her heroic actions in Egypt. Her selfless actions in rescuing one of the survivors of the horror crash resulted in serious injuries to herself when the bus roof crashed down on her.

Carmen received a Commissioner's Commendation for bravery in November last year and in January this year was nominated for Australian of the Year.

In January Carmen rang several of the survivors of the Egyptian crash, as they all tried to cope with the memories the first anniversary brought back.

"I rang the lady whose life I saved, just to let her know we are all thinking of each other," Carmen said.

"It was an emotional day. You have to remember six people were killed, and we all lost friends and partners. We're hanging in there but it is an emotional day."

Early in February Carmen again went to Adelaide to have a second round of major surgery to repair significant nerve damage to her leg as a result of her crushed pelvis.

"It's extremely frustrating, but I hope this last round of surgery will give me back full use of my leg."

As for the Commissioner's Commendation and the more recent nomination for Australian of the Year, Carmen's response is typical.

"It's nice to be recognised for something like that, but honestly, the best result is that the lady survived."

## Lookrukin Indigenous Women's Leadership Development Program

In 2006 five female police officers graduated from the Lookrukin Indigenous Women's Leadership Development Program, receiving Diplomas of Business (Frontline Management).

The program is specifically designed to provide a high level, significant learning experience for Aboriginal and Torres Strait Islander women in the Northern Territory Public Sector (NTPS).

Members found completing the program an overwhelmingly positive experience. Recently promoted Sergeant Rosanna Breed explained: "I saw the course as an opportunity to enhance my supervisory skills and for promotion and it proved to have immediate results."

While some found the course challenging, it was ultimately rewarding professionally and personally for the participants.

"It was time consuming, which meant other aspects of life were reduced to some degree, but was very rewarding to come away with a diploma," explained Senior Constable Jenny Roe.

"It was hard work, but rewarding. I learned heaps from the program," said Aboriginal Community Police Officer (ACPO) Vanessa Martin.

Fellow ACPO Danielle Carter agreed, "I felt the course was empowering. It provided me with self confidence to progress in my career. It was wonderful to see so many other Indigenous women involved."

The program received praise too. "I think it's really good idea for remote people and for ACPOs. At first I was nervous but then it was good to see that there were plenty of other Indigenous women. We all supported each other," said ACPO Lorraine Jones.

The intent of the program is to provide an opportunity for Indigenous women to gain the knowledge and skills necessary to win promotions based on merit, and to increase their effectiveness in their current positions.

The word 'Lookrukin', which means 'adult female', has been adopted, with permission, from the Kungarakana language. One objective of the Lookrukin program is to redress the lack of representation of Indigenous women in senior management and executive officer positions in the NTPS. Another objective is to improve utilisation of government services by the Indigenous community by having a workforce profile that matches the population profile of the Northern Territory.

## Ground Breakers

Three female officers have become groundbreakers, being the first to be posted into specialist areas.

Superintendent Helen Braam has been given responsibility for NT Police's Counter-Terrorism Security Coordination Unit, believed to be a first for a woman police officer in Australia.



*Constable Dee Horwood*

Constable Dee Horwood has joined the newly-formed Dog Operations Unit in Alice Springs.

And recently, Constable Samantha McNeill became the first female officer in the Marine and Fisheries Enforcement Section (MFES).

After initially completing a couple of temporary transfers to the section as development opportunities, Sam applied for and won a permanent position in the section.

"Constable McNeill will provide some real positives to the MFES with greater options for undercover operations and dealing with female offenders," said Superintendent Wayne Harris of the Territory Support Division.

With previous experience as a professional fisher and seafood shop manager Sam (pictured below) has a great working knowledge of size bag limits, mud crabs and boating experience, which is invaluable for the job.

"Not getting seasick and having the ability to live in a confined space is also a great help," said Sam.

Joining the all male team at MFES has been a positive experience.

"There is a great wealth of knowledge here in the team it its really rewarding to share in that. The guys here have a combined knowledge spanning many years and they have a great energy and enthusiasm for their job", she said.

Sam describes the work is physically demanding and can involve difficult weather conditions, camping in remote locations and heavy lifting, but the rewards of having an interesting and varied job are fantastic.

"As with general duties, there is no such thing as a typical day, but as an example I was recently out on patrol at Gunn Point and we had to come back to retrieve a body from the harbour and later we had a yacht rescue, so it's different every day.

"Probably the most important thing about the job for me is being involved in the commitment to preservation and sustainability of fishery resources for the future."

The many hats of MFES include search and rescue, naval security, marine safety and fisheries enforcement and this adds to the diversity too. Working closely with the other agencies like the Navy is an integral part of MFES and Sam recently played a 'winch patient' for the Navy Rescue Helicopter pilots are part of their training. They also practice landing on the rear of the PPV Beagle Gulf, and then redeploying back into the chopper.

"I had a fantastic time and we were winched up into the chopper with a rescue member then put back down into the water by ourselves, great for the heart rate!"

"The funny thing was no one informed the guys in the chopper that Sergeant Glenn McPhee had been replaced by me, they were wondering as I was winched up why the Sergeant had painted purple toenails (as I was wearing swim mask and wetsuit)! They then realised that in fact I was a woman – they just said that they thought, 'these fisheries boys are a bit funny'."

Sam was an auxiliary for seven years before becoming a constable and after two years on the job she was keen to explore the options available.

"I'd recommend that people take the challenge. It's hard work but take the opportunity to come out to sections like MFES and have a look around, talk to people to see what it's like, do some relief work to get a feel for it."

With somewhere like MFES there is a great need for younger officers to come through to learn from the wealth of experience on offer and take advantage of the great training opportunities available – just don't expect to spend your time fishing!

# Pathways Into Policing: Research Project

*Barbara Stewart*  
*PhD Candidate with TILES*



**Barbara Stewart is a PhD Candidate with the Tasmanian Institute of Law Enforcement Studies, with a background in sociology. She completed her Honours in 2003, researching the influence of police culture on policewomen. She is continuing her interest in the area of women police, researching the effects of socialization on policewomen's choice of a career in a male-dominated workplace.**

Few occupations have been so fully defined as masculine and as resistant to the integration of women as Policing. Despite nearly 100 years of involvement, women officers continue to contest negative stereotypes which are rooted in societal and cultural attitudes towards women, and which present an image of women as unsuitable for police work. The current research examines the motivations and contextual influences of constables' choice of policing as a career, with an emphasis on female constables. The study, in particular, investigates whether there is a relationship between perceptions of policing as a suitable career option and individual socialization. A number of factors influencing career choice has been identified in the literature, the primary influence being gender socialization - within the family, from significant others, through educational institutions and within the workplace. These factors can be related to the development of personal attributes such as self-efficacy, self esteem and perceptions of gender appropriate activities.

The focus of the research is to explore the relationship between gender identity and the choice of policing as a career, through the following questions. Are there identifiable pathways into policing? Can factors predictive of these various pathways be identified? i.e. do these patterns correlate with 'gender identity'? Does a policewoman's gender identity influence her experience of policing? i.e. is there a relationship between 'doing gender' and 'doing policing'?

In April 2007 I will be posting out surveys to police constables in Tasmania, Victoria and West Australia. This will be followed by in-depth interviews conducted across the same three states.

For my information contact at [barbaras@postoffice.sandybay.utas.edu.au](mailto:barbaras@postoffice.sandybay.utas.edu.au)

**Ms Barbara Stewart**



## A Quick Foreword by A. Leanne Giraud

*I*t is Friday 6 April 2007. I am sitting on a small Regionallink Embraer EMB120 Brasilia aircraft, flying from Dili to Darwin for the umpteenth time since I returned to Timor Leste in March 2006.

As I sit quietly in seat 7A of the tiny aircraft, I hear the indicative beep over the cabin speakers, signifying one of the crew is about to speak.

It's then I hear a distinctly female voice float through the air "...good morning everyone, this is your Captain speaking..."

My eyebrows shoot up in a gesture of slight surprise.

"A female captain...!?" I say to myself, then just as quickly I catch my thoughts and ask "...why am I so surprised?"

Why, indeed, when I have been a strong advocate of women's abilities to be able to hold any position they dare to dream of since the day my older sister was refused entry to pilot training school after she joined the RAAF as an officer cadet in 1985. The reason given was that she was a woman, and women just don't do that sort of thing.

Why then was I surprised? I will get back to this question in just a moment.

The following article was written by me in late 2003, when I was the Staff Officer to the then United Nations Mission In Support of East Timor (UNMIST) UN Police Commissioner, Ms Sandi Peisley. At that time there were some 500 UN Police in mission, of which only 7.4% were women.

I left Timor Leste in November 2003, only to return in March 2006 as part of the Australian Federal Police (AFP) training component of the Timor Leste Police Development Program (TLPDP).

Without drawing out a long story, I was caught up in the crisis and subsequent evacuation of Australians from Timor on 25 May 2006. I was able to return a few days later with the AFP Operation Serene (part of the joint stabilisation force to help quell the violence and lawlessness that had overwhelmed Dili after 25 May 2006) but I wasn't able to get back my training responsibilities until August 2006.

As a result of the crisis in May 2006, the local police, the Policia Nacional de Timor Leste (PNTL) all but collapsed. The organisation broke down, and internal security was once again a job for international forces. It was then the TLPDP commenced a bi-lateral working relationship with the UN and the new mission, the United Nations Integrated Mission in Timor Leste (UNMIT). In a joint effort to recover the PNTL, the TLPDP and UNMIT developed and commenced delivery of a joint training program which would herald the start of the PNTL re-establishing themselves as the internal law enforcement organisation within Timor Leste.

It was this bi-lateral working arrangement with UNMIT that caused me to once again become interested in the current UN Policing environment within Timor Leste, and to draw a comparison to the article I wrote in 2003 on the statistics of females to males in the 2007 mission.

Where there was once 29 different nations represented in 2003, there are now 49 in Timor Leste. During my mission, there were approximately 500 UN Police where as now there are 1639. Looking at 10 different nationalities at random, one might be surprised as to the result of male to female ratio per contingent:

Pakistan	12 women out of 58
Nigeria	10 women out of 54
Uganda	1 woman out of 3
Sweden	2 women out of 5
New Zealand	5 women out of 25
Australia	3 women out of 50
Sri Lanka	8 women out of 64
Malaysia	0 women out of 208 (Police from Malaysia and Bangladesh generally make up the Formed Police Units or Riot Response teams)
Bangladesh	2 women out of 192
Namibia	4 women out of 13

The upshot of it is, the total percentage of women currently contributing as UN Police within Timor Leste is 5.4%. This is 2% less representation than 2003.

So, I guess my question is 'Why?' Why, after **UN Resolution 1325** and the findings outlined within the 1995 **Commission for the Status of Women** (both of which are mentioned in the following article) is female representation still at a low rate within this mission when it has been clearly articulated that the female presence is an essential part of the peace process?

Why, then was I surprised to hear a female voice announce herself as the Captain of my flight from Dili to Darwin in April 2007? Am I still succumbing to the stereotypical images perpetuated by society even today of women as the family-keepers, the mothers, the 'stay-at-homes'? I found this idea disturbing, to say the least.

Perhaps we as women need to work harder to get past these perceptions that are continually perpetuated by both the international environment and our own home communities about the place of women in law enforcement. Perhaps we as women need to market the need for females in such missions on a greater international basis, and as such push an immediate need for more women in our own home police services as well.

Whatever the solution, I hope the following article, which I believe is just as relevant now as it was in 2003, helps you to decide your own thoughts on the matter and perhaps help shed some light on what we can do as a collective to rectify the issue.

# Issues with Women in Policing Within Peace-Keeping Missions

By A. Leanne Giraud

*"Peacemaking and peace-keeping operations, to be truly successful, must come to include comprehensive efforts to identify and support structures which will tend to consolidate peace and advance a sense of confidence and well-being among people..."*

*Democracy within nations requires respect for human rights and fundamental freedoms...it requires as well a deeper understanding and respect for the rights of minorities and respect for the need of the more vulnerable groups of society, especially women and children."*

## The Concept of Peace and Policing

The concept of peace is a simple one however, the way in which it is achieved is often far more complex, and can at times appear contradictory in nature. With renewed fears and insecurities facing the modern world, with the threat of nuclear arms, increasing terrorist attacks and global hostilities, the peace process often appears as though it requires more violence, and acts of retaliation rather than goodwill and understanding.

Despite this, the United Nations (UN) and the many thousands of individuals that make up this huge organization still strive in the hope that one day international peace may be achieved by more passive and diplomatic means.

It is a recognized fact that part of the process in any peace-keeping operation is to establish and maintain a stable law enforcement environment. To do this, the UN draws upon the resources of the various different nations to make up the ranks of UN police who can be assimilated successfully into mission life, and re-establish law and order in an otherwise conflict torn country. Of course, these police ranks are made up of both men and women.

Whilst men have generally made up the majority of numbers within UN missions, it is clear the UN has every intention of giving women a far greater role in policing within peace-keeping missions. Certainly, this can be seen in such documents as Resolution 1325, adopted by the UN Security Council at its 4213th meeting on 31 October 2000. The UN has not only formally recognized the importance of women in the maintenance of international peace and security but has stressed *'...the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security, and the need to increase their role in decision-making with regard to conflict prevention and resolution...'*

The *Commission on the Status of Women* (1995) clearly articulates the recognized benefits of having more women in law enforcement and decision-making roles within peace-keeping operations. Of particular note are the listed benefits of having

women in such roles, due to their ability to deescalate tensions with greater effect, to gain the trust and confidence of local peoples, to use otherwise unorthodox yet highly successful methods in negotiation, and to remain more focused on human rights issues.

In general, the UN has recognized that women perceive the peace process differently to men, and this can be of great advantage to peace-keeping operations. So, the question remains, why are female police officers still finding the prospect of peace-keeping operations inaccessible?

At present, there are law enforcement officers from over 24 different countries currently serving as UN Police within the United Nations Mission in Support of East Timor (UNMISET). Since 1999, the UN has worked extensively within East Timor, helping to re-establish the country's independence and stabilize the civil unrest since the Independence Vote.

In May 2002, East Timor became the world's newest nation, and UNMISET was set up by Resolution 1410(2000) to provide assistance to core administrative structures critical to the viability and political stability of East Timor, to provide interim law enforcement and public security, to assist in the development of a national police service, and contribute to the maintenance of the new country's external and internal security.

With a major focus on the need for stability, democracy, justice and public security, it is evident UNMISET has a strong law enforcement focus. As such, UN police play an invaluable and integral part in the success of this Mission.

In October 2003, there were a total of 496 UN Police serving within UNMISET. The total of female police officers in East Timor at this time was 37. In speaking with many of these women, it appears there are still generally perceived barriers to allowing female officers to participate within peace-keeping missions. Whilst there may be specific barriers within individual Missions, it is interesting to note that the majority of females felt the main obstacles fell into two main categories;

- 1 the lack of women in policing within their home countries; and
- 2 the perception that female police officers may not possess all the necessary physical or psychological skills to contribute effectively within a Mission.

Clearly, the largest obstacle to boosting numbers of female police officers in peace-keeping operations would seem to be the fact that the number of females within law enforcement around the world is still surprisingly low. Studies have continued to show that one of the greatest barriers to increasing the numbers of women in policing is the behavior and attitude of their male counterparts.

Certainly, as recently as the early 1970s within Australia, women police officers were treated in a completely different manner to male officers. Female officers were not allowed to carry firearms, were generally restricted to office or non-operational duties and even drove different vehicles. Furthermore, if a female officer married and wished to start a family, this certainly meant the end of any type of career within law enforcement.

Whilst it is accepted such hostile environments and systemic discrimination that have in the past kept women from joining police agencies in more significant numbers is declining, remnants and memories of such treatment still exists, which makes it difficult for women to truly progress and be fully accepted in the same way as their male counterparts are within law enforcement.

Essentially, until the numbers of women in policing can be boosted internationally within law enforcement bodies, the numbers within peace-keeping missions will not increase significantly.

The second discussed barrier for female officers in peace-keeping operations would appear to be perceptions that begin at home. Many female officers within UNMISSET commented that because of their previous home duties (mother, carer, home-maker etc.) they feel they are viewed as not possessing the required skills and strength necessary to work effectively within a Mission. In other words, they are not resilient enough to fulfill the role, and should stay home where they are better suited.

This mindset can become compounded by family, friends and peers who may perceive peace-keeping operations as brutal, harsh and unforgiving environments. Certainly, this perception is not completely unjustified due to the nature of peace-keeping duties, which are the result of conflict or civil unrest.

Recent media interest in UN operations such as within Iraq, with the bombing of the UN Headquarters in Baghdad have also heightened this sense that peace-keeping missions are dangerous, war torn environments, one which women in policing simply do not possess the necessary skills to survive within, certainly not your typical female police officer.

In reality, such environments are exactly where the female police officer is often needed. As stated before, the UN has already recognized the benefits of having women within a Mission, especially for their ability to perceive the peace process differently, and to draw upon a different set of skills, knowledge and abilities.

As mentioned earlier, the idea of peace is simple, yet the way in which it is achieved can often be contradictory. The perception of peace-keeping has been for many years a military consideration, and women's involvement in the military has been, to say the least, limited.

Considering that since the establishment of the UN, nearly all early peace-keeping operations were exclusively military, it is not surprising this concept of peace missions being war zones is still perpetuated and with the lack of women in the military, it is easy to see why the perception about women's involvement in military operations is a limited one. It is this militaristic view that such operations still require physical strength and a ruthless psychology rather than a humanistic approach that continues to perpetuate this idea that missions are not really a place for women, other than to provide humanitarian care.

In truth, there is not a great need for physical strength and a ruthless psychology in the modern peace-keeping operation. Rather, the more subtle skills of tactful negotiation, diplomacy, excellent communication, an innate ability to deal with people at all levels and building community trust are far more necessary and essential to the role of rebuilding a nation.

Years of study have proven that women in policing perform better than their male counterparts at defusing potentially dangerous and violent situations. They become involved in excessive use of force incidents less often, and build better community relations. Women police officers also respond and resolve far more effectively incidents of violence against women and children.

Furthermore, studies have shown that corruption levels have decreased considerably with the increase of women in law enforcement. This generally is due to the fact that women tend to view policing as a community service where as men see it as involving control through authority.

The greatest cost of civil war is often human rights, with the women and children being the most affected. Surely then, such skills possessed by female police officers are exactly what the UN is seeking in peace-keeping operations.

In October 2003, a study was conducted in relation to the status of women working within UNMISSET. At this time, the total number of peace-keepers (PKF and UN Police) was 3986, with the total number of women only being 150 or approximately 3.8% of this total. The question was raised then as to performance issues within UNMISSET in relation to women in policing. Were female officers not performing adequately, and why not? The answer to this question was;



*"There is no problem with performance. It is a question of selection. Members should continue to be selected on merit basis. Perhaps a way to increase the participation of women in any UN mission is to encourage women applicants from contributing nations where apart from having normal policing skills, those women have specialized skills in management, investigation of domestic or sexual assault cases and resolution skills for family issues focus matters. Increase for instance the female police staffing for the Vulnerable Persons Unit in their centers of Operations".*

The UN, as discussed previously has recognized this fact, and has begun taking proactive steps towards targeting these specific skills. An excellent example of this is the employment of the UN Police Commissioner to Timor Leste, Ms Sandi Peisley. Having been a police officer since May 1974, with years of invaluable policing and management experience, and having served in a previous UN mission in Cyprus, where she was a Superintendent, Commissioner Peisley is a powerful example of how women in policing bring to a mission an entirely different set of skills and life experiences, making them an invaluable asset to any peace-keeping operation.

Skills targeting needs to go further though, with proactive marketing of the recognition and need for women not just for their policing abilities or other generic management or investigative skills, but rather those skills as listed within the UN Commission on the Status of Women; the ability to mobilise women within host countries, possessing highly successful negotiation techniques, being better community builders in gaining local trust and confidence, a greater humanitarian focus on the issues with women and children within host countries, and their ability to be more culturally sensitive.

And, instead of simply 'marketing' the recognition and requirement of these skills, workshops and seminars designed to improve these abilities could also be conducted, both within the contributing countries and within Mission. The promotion of development sessions focusing on such training as negotiation and conflict resolution, community building and cross cultural awareness could go a long way to drawing more female officers into the UN as peace keepers. Furthermore, the UN could easily 'sell' the benefits of contributing countries conducting more of these types of training sessions as it will enhance the skills and abilities of all officers regardless of whether they attend peace operations or not.

It is important to understand this is not to suggest that women in policing should be placed in 'softer' areas of Missions, dealing with purely humanitarian needs and welfare issues. What this means, is that those other skills and abilities enhance their policing function within Mission and assist them to be more

effective in the field. It means they can draw upon more unconventional techniques, perhaps ones that their male counterparts may not consider in the same situation.

The issue of the low numbers of women in policing globally is not something the UN can impact greatly at this point in time. The UN can however, have a greater impact on attracting more women to Missions by proactively marketing the need not just for women with policing skills, or management skills or sex crimes investigation experience etc. Rather, the UN needs to target the international perceptions that whilst peace operations can be harsh, unforgiving environments, women can not only handle such environments just as well as their male counterparts but at the same time can positively contribute so much more to the peace-process by complimenting their existing policing skills with these other abilities.

Once the perception shifts that women are needed for a totally different set of skills and abilities, then we may see more women desirous of attending missions as they feel they will be able to contribute so much more, without trying to 'match-up' to their male counterparts. Rather, they can embrace their own differences and use them wisely in the efforts to strive for peace.

***"Just because you work along side men, don't try to think like a man, act like a man or conquer like a man. You may have shared the same training, read the same manuals and been taught the same lessons. But you are undeniably different in the way in which you perceive the world. Embrace those differences, and use them wisely in your best efforts as a police officer to achieve harmony."***

*"Just because you work along side men, don't try to think like a man, act like a man or conquer like a man. You may have shared the same training, read the same manuals and been taught the same lessons. But you are undeniably different in the way in which you perceive the world. Embrace those differences, and use them wisely in your best efforts as a police officer to achieve harmony."*

Federal Agent (Ashley) Leanne Giraud has been a member of the Australian Federal Police since February 1988, and has worked in a variety of areas within law enforcement including General Uniform Duties, Surveillance, Fraud & General Crime,

Intelligence and Drug Operations, International Investigations, Learning & Development, Operational Safety & Firearms and the International Deployment Group.

Leanne is a qualified Workplace Trainer and Assessor, and has completed her Graduate Certificate in Professional Development Education.

She completed a six month tour within Timor Leste as a Station Sergeant with the 11th Australian Police Contingent deployed to UNMISSET, commencing May 2003 and departing mission late November 2003.

She returned to Timor Leste in March 2006 with the AFP Timor Leste Police Development Program, and currently holds the position of Team Leader, Training & Development. She is due to depart Timor in March 2008.

# Making Sex Work

Mary Lucille Sullivan, author of *Making Sex Work: a failed experiment with legalised prostitution* (2007, Spinifex Press).

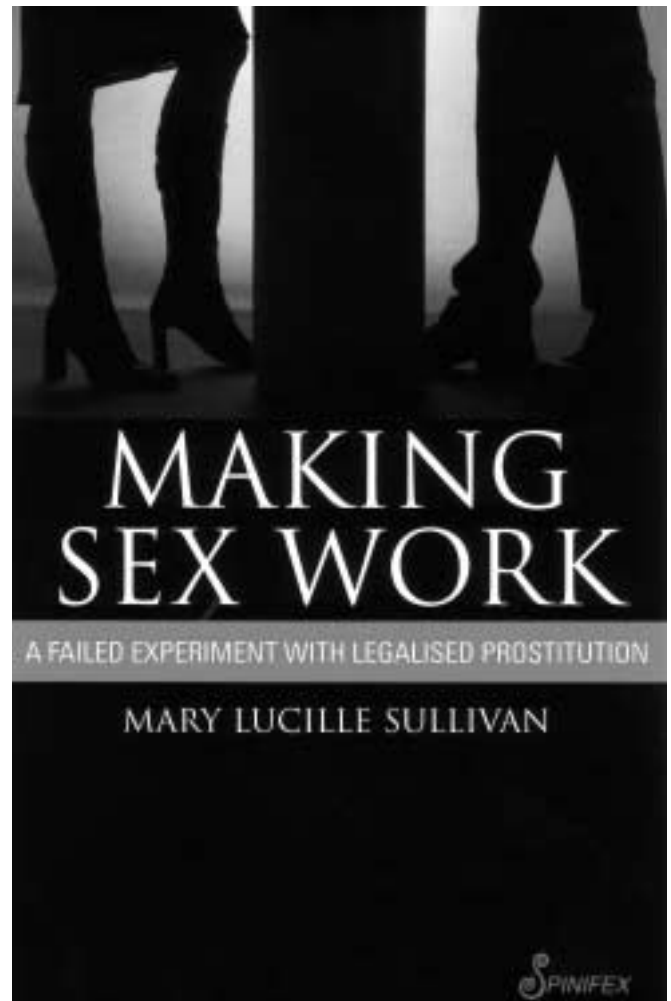
Book Review by Carole Moschetti PhD, Honorary Fellow, School of Political Science, Criminology and Sociology, University of Melbourne, Victoria 3010.

*Making Sex Work: a failed experiment with legalised prostitution* is an engaging text based on extensive research. The bibliography alone comprises fifty pages. I expect this book to attract a wide-ranging readership, appealing to academics, politicians, historians, lawyers, law enforcers, feminists and members of the general public interested in social justice issues. Never before has there been such a detailed body of work specifically documenting and challenging the liberal acceptance of the legalised prostitution industry in Victoria. In this sense the book stands as a political and historical record. Mary Sullivan's book emerged out of her PhD thesis and the rigorous scholarship is evident. I can imagine this book being used as a reliable resource document in government and public policy circles.

The most important issue around sexual exploitation to emerge from Sullivan's book is the necessity to reframe the way Australia understands prostitution if we are going to reduce the sexual violence that is prostitution. In order to provide an alternative and preferable option to existing legalisation legislation, which by the way still criminalises women in street prostitution, is for Australian states to adopt the Swedish model of legislation. The Swedish model fully decriminalises prostitution for women and criminalises the buyer thereby focusing on the male demand, or the buyer rather than the bought. Sullivan rightly claims that countries adopting the Swedish model are providing a social model aimed at ending the sexual exploitation of women and children, not just in Australia but globally.

In 1984 the State Government of Victoria, under John Cain's Premiership, legalised prostitution. According to Mary Sullivan, this legislation served to institutionalise men's rights to women's bodies and set a precedent enabling sex industry advocates to lobby other states in the process of legalising prostitution based on the Victorian model. *Making Sex Work* is a wide-ranging text that situates prostitution in Victoria within the context of sex industry economics and public policy. The sexual commodification of women takes many forms, and under the banner of free market *laissez-faire* capitalism the international sex industry is as powerful an entity as any legitimate transnational corporation and definitely on a par with the arms trade. In the international sexual marketplace we are all familiar with the fact that millions of women and girls are trafficked into sexual servitude within both legal and illegal brothels each year. Increasingly, men's demand for the sexual usage of younger and younger girls in prostitution is fuelled by a multi-billion dollar industry of pornography on the Internet and more recently using multi-media mobile phone technology. But, in Australia and in other countries pushing for the legalisation of prostitution, how often do we hear the catch cry that defends prostitution as the oldest profession or simply a matter of choice? Mary Sullivan points out that even when problems arose around the violence against women in tabletop dancing venues, Jeff Kennett, who was premier at the time (1994), claimed that although he agreed tabletop dancing denigrated women the choice was really theirs. No mention of the business, the buyer and the bought!!!

Mary Sullivan argues that prostitution, as a form of violence against women, is underpinned by male demand. Thereby, she challenges the clichés that suggest prostitution is inevitable, a choice, or just a job like any other. In particular she cites Australia's Occupational Health and Safety (OHS) laws, originally intended to protect prostituted women, as further encouraging men's sexual usage of



women. Sullivan argues that the work practices and environments of legalised prostitution find few parallels with other forms of work (p.249). For instance she asks, in how many workplaces are employees required as part of their normal workaday routine to submit their bodies to the risk of HIV/AIDS, STIs, unwanted pregnancies, and sexual violation on a daily basis? The contradiction here is that the 'work' of prostitution would constitute grounds for sexual assault and rape in any other 'profession.'

Sullivan draws from harm minimisation material in developing her argument that OHS laws increasingly place the onus on the prostituted women to be responsible for their own safety. One example that illustrates the reality of rape and sexual assault as an occupational hazard in prostitution is the booklet put out by Sex Workers Outreach Project (SWOP) entitled, "9 lives: surviving sexual assault in the sex industry," thus dispelling any notion that prostitution is a cosy industry founded on the free will of women. Her analysis of the OHS laws in connection with prostitution is comprehensive, providing the political and historical backgrounds of how state regulation contributed to the change in language from prostitution to sex-work, thus furthering the normalisation of sexual exploitation. I recommend *Making Sex Work* as an erudite analysis of the failure of legalisation in Victoria.



# International Association of Women Police



By Federal Agent Andrea Humphrys  
(Australian Federal Police)

## History:

The International Association of Women Police was originally organised in the USA in 1915 as the *International Policewomen's Association*. The International Association of Chiefs of Police lent their support to the newly formed organization by helping to draft the original constitution and outline the association's objectives. The charter was adopted and was incorporated in Washington, D.C. in 1926.

Unfortunately, in 1932, the *International Policewomen's Association* became a "depression casualty." Not having had a chance to be fully implemented, the programs set into motion by the Association went by the wayside. However, its programs and ideals remained only temporarily dormant.

In 1956, at a meeting of the *Women Peace Officers of California*, in San Diego, California, the Association was reorganised and recognised as the *International Association of Police Women*. Several years later the organization changed its name to the **International Association of Women Police (IAWP)**.

The IAWP, through its constitution and activities, promoted separate women's bureaus. Many women felt this was their only opportunity for advancement within the department. Before 1969, women were never assigned to patrol, and many did not even own a uniform. Their duties were still restricted to those performed in the early 1900's.

Though IAWP membership remained small through the 1960's, the IAWP began to hold annual three-day conferences in 1963. Attendance at the conferences was minimal. In 1973, the IAWP began working toward promoting the assignment of women officers into other areas of law enforcement within police departments.

While originally established primarily for women officers, IAWP members recognised that cohesiveness, professionalism, and communication must exist between men and women in all aspects of the criminal justice system. Therefore, in 1976, IAWP began actively recruiting male officers to join its ranks as active IAWP members.



In more recent years, as the membership has grown, IAWP Annual Training Conferences have grown and become forums for research conducted by universities and other professional organisations. The conferences have expanded to include experts from all fields of criminal justice who come together to share their views and disseminate information. Meeting for five days in a formal classroom setting, women and men from around the world assemble to broaden their knowledge through workshops and lectures. The informal exchange of information and ideas is oftentimes as enlightening as the formal sessions **(the conference was held for the second time outside North America in Canberra in 2002; and is due to be hosted by the Northern Territory Police in 2008)**.

Rising numbers of female officers in the world prompted many IAWP members to form agency-wide, state, provincial, and national affiliate police women's organizations. These affiliate organizations facilitate more frequent interaction locally and provide professional support and training for those who are unable attend the Annual International Conferences.

*The IAWP has over 2500 members from more than 45 countries worldwide, including Africa, Asia, Australia, Canada, the Caribbean Islands, Europe and Russia, Mediterranean and Middle East, Nepal, Philippines, Pacific Islands, Central and South America, United Kingdom and United States*



In addition, IAWP has addressed enforcement issues such as, state-by-state car licensing procedures and federally funded programs, including missing persons and serial murderers. IAWP has also become very involved in the USA's *National Law Enforcement Officer Police Memorial* ceremonies each year in May.

IAWP operates an information booth at numerous law enforcement conferences each year, including the *International Association of Chiefs of Police* conference.

Each year more police departments and administrators turn to the IAWP for support. They seek support for their officers by nominating them for awards for excellence and/or special acts; by providing access to professional police training; and by requesting information on current issues such as harassment, pregnancy, family issues, gender bias, networking and mentoring programs.

In 1998, IAWP created the *"Adopt a Member Program."* This program was designed to provide police women in countries outside of North America who have limited salaries, an opportunity to enjoy the benefits of IAWP membership. IAWP members sponsor or *"adopt"* an officer by paying their membership fees and corresponding with them.

Finally, in the past decade IAWP has continued to evolve and improve the effectiveness of the Association by revamping *WOMENPOLICE*, its official quarterly publication, upgrading and revising policies such as the elections and conference bid procedures, and restructuring its yearly awards programs. In 1994, IAWP rewrote its constitution, and in 2001 made additional amendments, designed to improve the operation of the organization for the new century.



## Benefits of the IAWP

The IAWP can provide a strong network of support and training for men and women in law enforcement worldwide. In 1990, IAWP member Karen Beatty Allen, wrote: *"Association, Club, Union, Federation – no matter what you call it, all are groups of people who are brought together by common interests. People join these groups, including the International Association of Women Police, because there is power in a lot of people working together for a common cause. These groups can affect change, where one person working alone may be able to accomplish little."*

Initial "tangible" benefits of joining IAWP include a membership card, a lapel pin, a yearly subscription to *WOMENPOLICE*, and reduced registration fees at the Annual International Training Conference.

## Other benefits include:

- **Educational & Training Opportunities:** within each region, through local affiliates, and at its Annual International Training Conferences. The IAWP Annual Training conferences, have over the past few years been geared more and more towards an international focus, encompassing issues which affect the global law enforcement community.
- **Networking and Mentoring Opportunities:** continued professional and personal contacts that can benefit members in all aspects of their lives.
- **Prestige and Professionalism:** benefits that come with belonging to an international organisation dedicated to enhancing the careers and lives of its members.
- **Social Activities:** the opportunity to meet, greet, and interact with the friends and colleagues you meet through your affiliation with IAWP.

**ADDITIONALLY, THROUGH BELONGING,  
OFFICERS LEARN NEW THINGS ABOUT  
THEIR CAREERS AND THEMSELVES**

- They gain confidence and learn new skills.
- They begin to use, more fully, the skills and abilities they possess to lead and develop influence within their local communities.
- They are more inclined to speak up for and fight for what is fair and equitable.
- They form friendships with men and women from all over the world who share common interests, experiences, problems, and goals.
- They discover that they are not alone, because there are others in the organization they may call upon in friendship and crisis.
- They discover that they have access to historical and statistical data that they can utilize to conduct research for personal and departmental projects.

## Future Direction

The IAWP is working diligently to double its active membership within the next decade.

The IAWP and the Board of Directors continues to form beneficial liaisons with other professional law enforcement organisations (recent examples are: *Women in Federal Law Enforcement*, the *European Network of Police Women*, and the *National Center for Women and Policing* and the *British Association of Women Police*. Each share similar visions and goals for the advancement of women in policing. Working together, we hope to increase both national and international awareness of these visions and achieve our common goals.

The IAWP has come a long way since 1915, but it still has much to accomplish in order to secure and maintain fairness and equality in a workplace that is free of harassment and discrimination. Proposed changes in its tax status (in the USA) may also provide more IAWP involvement in charitable projects and programs worldwide.

Future cities who have secured bids to host the annual training conference are:

**2007 Denver, Colorado**

**2008 Darwin, Australia**

**2009 Seattle, Washington**

## My Involvement

In 1996 I joined the IAWP, and in 1999 took up the volunteer position of Board member and "*Region 14 Coordinator*". The IAWP is globally divided into 16 Regions. Region 14 comprises Australia, New Zealand, Guam, Papua & New Guinea, East Timor and the Pacific Islands

I believe the IAWP has a positive contribution to make to policing networks; especially given the rise in transnational crime and the globalisation of criminal networks. My intention is to expose Region 14 members to the wealth of information available through contacts in the IAWP.

In 2002, the IAWP and ACWAP jointly hosted the Annual IAWP Conference in Canberra. The AFP was the host agency for the Conference, and it was the most successful ever held. Never before had delegates from so many countries attend an IAWP Conference.

In September 2005 at the Conference in Leeds, England, the Northern Territory Police successfully bid to host the 2008 Conference in Darwin.

## IAWP Award Winner ~ 2006:

Each year at the Training Conference, the IAWP makes presentations to persons selected from a variety of international award categories. This is done at the Annual Awards Banquet – always a most spectacular affair. There have, over past years been award winners from Australia, including Federal Agent Sharon McCarthy who won the Award of Valour in 2000 and Inspector Lily Cvijic from Western Australia Police who won the 1997 Award for Community Service.

The awards are traditionally dominated by the Americans and Canadians. As such I nominated a number of Region 14 members for various awards. I am very pleased to say that Senior Constable Karen Vaughan from New Zealand Police won Officer of the Year Award for Excellence in Performance. Karen was responsible for Operation Unique, an investigation into significant and long term sexual abuse on Pitcairn Island in the South Pacific.

***This was a fantastic achievement for Karen and very well deserved.***



If you have any questions about the IAWP please contact me on email: [andrea.humphrys@afp.gov.au](mailto:andrea.humphrys@afp.gov.au) or check the web site: [www.iawp.org](http://www.iawp.org)

## Women Graduates Contribute to Stunning Progress in Rwanda

By Dr Shirley Randell AM

The 1994 genocide in Rwanda literally left the women behind to pick up the pieces. After the violence subsided, 70 percent of the remaining population of Rwanda was women. If communities were going to survive, and if the country was ever going to recover, it was up to them to make it happen. They forced themselves to face the inconceivable and they rebuilt. It was women who cleared the dead bodies from the streets; women who rebuilt the homes and women who solved the national orphan crisis – more than 500,000 children with nowhere to go. Nearly every woman took at least one child into her home. Now it is women graduates who are taking up the challenge to encourage girls, especially girl orphans who head families, to continue their schooling and women to go on to study for higher degrees.

The Rwanda Association of University Women (RAUW) was founded in July 2006 by a group of university women graduates living in Rwanda. The organisation was introduced by Dr Shirley Randell, Senior Governance/Gender Adviser of SNV Rwanda, and Australian expert in development assistance in Asia, the Pacific and Africa. RAUW's establishment was supported by the Ministry of Gender and Family Promotion, UNIFEM, the Forum for Women Educationalists and four university women's associations.

RAUW's membership has grown to 175 in the last eight months and it has a target of 300 members by the end of 2007. Members include Ministers, MPs, academics, accountants, administrators, business women, communication personnel, development specialists, educators, engineers, lawyers, medical and health professionals, public servants and scientists. While the great majority of members are Rwandese, others include residents from Australia, UK, USA, Uganda, Tanzania, South Africa, Russia, Germany, Italy and the Netherlands.

RAUW's representative Council meets monthly. It has organised a public forum on women and gender based violence and sponsors public lectures. Professor Verdiana Masanje gave the first lecture on Female Access to and Participation in Higher Education: Interventions and Challenges.

RAUW's members report back at regular meetings on their learning from attending overseas conferences and training experiences. Most recently reports were given by the President, Ambassador Joy Mukanyange and Marthe Ndayizigiye on the Pan African Women Leaders conference in South Africa, Jeanne Kagwiza on her participation in the LEAD program, Mediatrice Mukabagema on the RAUW delegation's visit to the Ugandan FUWs AGM, and Dr Randell on her participation in the World Social Forum in Kenya.

RAUW has received a grant from the Rhodes Scholars Southern African Forum to sponsor the education of ten girl orphans who are heading families to continue their schooling. This project is carried out in collaboration with the Gasabo District and Benishyaka. Other project applications are in the pipeline.

Daily information about scholarships, awards, conferences, resources and events in Rwanda, Africa and around the world is posted daily on an electronic Dgroup which has been one of the five most active Dgroups in the world since its establishment in September 2006.

Five RAUW members are currently on scholarships to complete PhD and masters degrees abroad in Costa Rica, UK, Netherlands and Tanzania. RAUW members have been hosted by university associations during their visits to Sweden, Switzerland, Netherlands, UK, Australia, Canada, Costa Rica, Uganda, Burundi, Tanzania and South Africa. In turn they have hosted a member from the Netherlands and are expecting visitors from Canadian and Netherlands federations.

Members are planning to attend the AFUW's annual conference in Cape Town in March, which will coincide with the AGM of the South African AUW. A visit will be paid to the Burundi in April. Members are currently fund raising to send a delegation to the IFUW triennial conference in August when it is hoped that several of them will be able to be present to give papers at interdisciplinary seminars.

Rwanda already has the highest representation of women parliamentarians in the world and RAUW is aiming to have an international impact as women graduates.

Dr Shirley Randell AM  
Senior Adviser, Responsive and Accountable Local Government – RALG/Gender  
SNV Netherlands Development Organisation  
East and Southern Africa Region

Avenue de la Révolution no.51  
BP 1049, Kigali, Rwanda  
Tel: +250 57 56 19, fax: +250 57 46 71, mob: 08 30 89 67

[srandell@snvworld.org](mailto:srandell@snvworld.org), [www.snvworld.org](http://www.snvworld.org)  
[mail@shirleyrandell.com.au](mailto:mail@shirleyrandell.com.au), [www.shirleyrandell.com.au](http://www.shirleyrandell.com.au)

*SNV is dedicated to a society where all people enjoy the freedom to pursue their own sustainable development.*

*Our advisors contribute to this by strengthening the capacity of local organisations.*



**Members of the RAUW**





# Music Industry Piracy Investigations

## Part 1 – Music Piracy: what is it?

### 1. What is music piracy?

More than 1 in 3 of all musical CDs purchased around the world is thought to be an illegal copy – that's over 1 billion pirate CDs in total. Pirate CD sales outnumbered legitimate sales in 2005 in a total of 30 markets and the global traffic of pirate CDs was estimated at \$4.5 billion based on pirate prices.

Internet piracy is the latest threat to the music industry. Internet piracy covers different ways in which infringing music is distributed or downloaded illegally such as illegal websites, peer-to-peer networks and mobile music piracy.

Music piracy has a significant impact on the Australian music industry including on artists, songwriters and music retailers. Therefore the Australian music industry is committed to assisting the police with enforcement actions against music pirates.

### 2. Links to organized crime

For some time, Interpol has recognized the involvement of organized crime and terrorism in intellectual property (IP) crime:<sup>1</sup>

*The amount of counterfeit goods in the global marketplace requires an efficient and effective distribution network and this provides opportunities for organized criminals to manipulate counterfeit products to generate significant profits....There is general agreement that IP crime is a high-profit, low-risk crime, which inevitably motivates criminals to engage in this type of activity. In light of this, Interpol remains concerned about the possibility that some terrorist groups would seize the opportunity to finance their activities through IP crime.*

This sentiment led Interpol member countries including Australia to adopt the 2000 Resolution on IP Crime, mandating a collective and more strategic approach to combating international IP crime in close co-operation with affected industries.<sup>2</sup>

### 3. Where is the pirate music?

Pirated music may be found at local markets, in retail stores, on eBay, online at websites or via P2P programs and even at workplaces. MIPI conducts a comprehensive market surveillance program around Australia and manages an extensive database on music piracy. MIPI welcomes any information or assistance from the police.

### 4. What penalties apply?

**Under recent changes to the Copyright Act, police can now issue on-the-spot fines of \$1230 per offence and seize all pirated material.**

Other copyright penalties are:

- Indictable offences - fines of up to \$60,500 for individuals, up to \$302,500 for corporations or imprisonment for up to 5 years per offence.
- Summary offences - fines of up to \$13,200 for individuals, up to \$66,000 for corporations or up to 2 years imprisonment per offence.

### 5. What next?

In the next editions of the Journal we will discuss how to detect pirated music, criminal infringements, evidence and how to proceed with an investigation.

Music Industry Piracy Investigations (MIPI) is an organization which provides anti-piracy investigative and IP enforcement services to the Australian recording and music publishing industries. MIPI can assist you in the detection and enforcement of music piracy crimes.

If you have any questions, please contact MIPI at [mipi@mipi.com.au](mailto:mipi@mipi.com.au), Toll Free on 1800 06 16 16 or at our website at [www.mipi.com.au](http://www.mipi.com.au).

<sup>1</sup> Interpol (2006) <http://www.interpol.int/Public/FinancialCrime/IntellectualProperty/Default.asp>

<sup>2</sup> Available at: <http://www.interpol.int/Public/ICPO/GeneralAssembly/AGN69/Resolutions/AGN69RES6.asp>.

Below are two photos from a recent NSW Police raid in Eastwood on 27 February 2007 and a copy of the MIPI Media release for this raid – ultimately over 20,000 pirate DVDs were seized.



## MEDIA RELEASE

27 February 2007

### Couple arrested in pirate DVD raid in Sydney

At 9.00am today, the NSW Police raided the She Video Shop at Rowe Street, Eastwood in Sydney seizing thousands of pirated CDs and DVDs. This followed extensive covert surveillance and investigation by MIPI and the Australian Federation Against Copyright Theft. A couple were arrested at the store and charged with copyright and trade mark offenses.

Initial examination suggests that most of the illegal CDs and DVDs were manufactured in a pirate plant in China and imported into Australia. The DVDs and CDs featured well known recording artists including ABBA, U2, The Black Eyed Peas and Michael Jackson. Police allegedly have seized a quantity of pornographic material in addition to the copyright infringing music.

Sablene Heindl, General Manager of MIPI said "This raid is another example of MIPI using its resources to work closely with the police and other copyright industries in cracking down on copyright infringing music. This should serve as a warning to all those who are considering importing or selling pirated music."

The NSW Police have also issued a stern warning stating that for those trading in copyright theft "we will arrest and prosecute you."

Today's developments come just two weeks after a Flemington market seller, Simeona Nise Tuaoepe was convicted of 11 copyright offences for selling pirated music and fined \$22,000.

Penalties for copyright infringement are up to \$60,500 and 5 years imprisonment per offence.

#### Contact:

Sablene Heindl  
MIPI General Manager

Tel: 02 8569 1177  
Tel: 0412 96 96 53

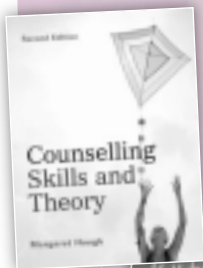
#### About MIPI

Music Industry Piracy Investigations Pty Ltd (MIPI) is an organisation that provides investigative and intellectual property right enforcement related services to the Australian music industry.

Music Industry Piracy Investigations Pty Ltd  
PO Box 925, Queen Victoria Building NSW 1230  
Phone: +612 8569 1177  
Fax: +612 8569 1181  
mipi@mipl.com.au  
www.mipl.com.au

ACN 1071 038 888 ACN 1071 038 888

# Hodder Arnold



## **COUNSELLING SKILLS AND THEORY 2E**

**Margaret Hough**

9780 340 927014 | 318pp | PB | \$74.95

The ideal textbook for a wide range of counselling courses.



## **IS IT HOT IN HERE? OR IS IT ME?**

**Pat Wingert & Barbara Kantrowitz**

9780733 619939 | 532pp | PB | \$35.00

A significant book for a significant milestone in a woman's life.



## **OVERCOMING DEPRESSION AND LOW MOOD 2E**

**Dr Christopher Williams**

9780 340 90586 9 | 240pp | PB | \$79.95

A series of short self-help workbooks for use by people experiencing low mood and depression.



## **PERSONALITY DISORDER AND SERIOUS OFFENDING**

**Chris Newirth & Clive Meux**

9780 340 76385 8 | 256pp | HB | \$330.00

A guide to the provision of effective health care for people with personality disorders who can be violent.



## **TALES FROM THE HANGING COURT**

**Tim Hitchcock & Robert Shoemaker**

9780 340 91374 1 | 265pp | HB | \$89.95

A fascinating and vivid picture of what it was like to live in London 250 years ago, drawn from published accounts of Old Bailey trials from 1674-1834.



## **WOMEN'S VASCULAR HEALTH**

**Ian A Greer, Jeff Ginsberg & Charles C Forbes**

9780 340 80997 6 | 496pp | HB | \$299.00

The only reference book to present all aspects of women's vascular health in a single volume.

Hachette Livre Australia Pty Ltd

ABN 32 000 884 855

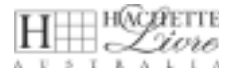
Level 17/207 Kent Street Sydney NSW 2000

PHONE 02 8248 0800

EMAIL [sales@hachette.com.au](mailto:sales@hachette.com.au)

FAX 02 8248 0810

WEB [www.hachette.com.au](http://www.hachette.com.au)



# Work in Paradise.



**Be a police officer in Queensland.** Excellent career opportunities exist within the Queensland Police Service for current and previous serving police officers who would like to continue their career in the Sunshine State. Suitable applicants will benefit from our accelerated progression program which recognises the expertise, knowledge and life skills already gained from working as a police officer.

- Benefits include:**
- Initial conversion training course of 16 weeks
  - Constable salary from commencement of training
  - Accelerated progression to senior constable
  - Promotion to sergeant and above based on merit
  - Assistance with relocation expenses

For further information regarding recruitment, please call (07) 3109 9514, (07) 3109 9214 or visit the Queensland Police Service website at [www.police.qld.gov.au/recruiting](http://www.police.qld.gov.au/recruiting)



**Queensland Police Service**

10/06



# YOUR BEST DEFENCE

Hellweg products have earned a valuable reputation for their first class reliability and efficiency. Our product range has steadily expanded over the years and includes many products designed specifically for women, using only state of the art fabrics for protective clothing, body armour, holsters, belts and accessories. Each product is manufactured to world class standards and comes with a quality guarantee that it will give long life and dependable service.

Our redesigned body armour has been specifically designed for women, with comfort for prolonged use in mind. We have incorporated flexibility and fit for all sizes, while maintaining maximum protection.



EGHI614\_A



**Hellweg International Pty Ltd** ABN 85 057 339 232

P.O. Box 378, Bayswater, Vic. 3153 Australia Email: [sales@hellweg.com.au](mailto:sales@hellweg.com.au) Web: [www.hellweg.com.au](http://www.hellweg.com.au)

Phone: +613 9762 7700 Fax: +613 9762 4225



Quality  
Endorsed  
Company  
ISO 9001 Lic 2789  
SIA Global