

The Journal

for Women and Policing

Inside:

Events and Conferences

2006 Excellence in Policing Awards

2007 Women Leading Change

The Australian Institute of Police Management



THIS IS ANGELA.

Save # 700 (of 981)

Angela Watson is a real police officer, just like you. Early one Sunday morning, Watson pulled over to the side of the highway to check on a young man who had been reported in to police as potentially hitchhiking. As Angela exited her car and approached the man, he pulled a .44 Magnum handgun from his waistband and fired at her. Angela was hit in the lower left of her Second Chance covert body armour. Watson then drew her own weapon and returned fire, striking her assailant 4 times. The impact of the huge .44 Magnum round bruised her lung but did not even fracture a rib. Some months later, Angela Watson was married to one of her fellow officers who responded to the incident that day...she asked the President of Second Chance to walk her down the aisle.

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The Journal

for women and policing

Issue No. 18

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 0417 231 838.
 Address: PO Box 3994, Manuka, ACT 2603.

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Cover:

Wet night on patrol in Cairns, Constable Yolanda Thompson
 and Constable Toni Ryan. *Photograph by Greg Dwyer.*

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Editor's Report

In this the 18th issue of the Council's Journal for Women and Policing we have collected a variety of papers and informative articles in an attempt to highlight what is being achieved to assist women and policing. This edition includes articles on officers from Royal Papua New Guinea Constabulary, New Zealand and Queensland Police. In these we attempt to give some insight into these officers' careers, their achievements and some of the challenges they face.

Domestic Violence is addressed with a paper on the *Assessment of Domestic Violence in the Nigerian Police*; with the research results from participants of the Lagos State Police Command of Nigeria. Amanda Lee-Ross, the Coordinator, Cairns Regional Domestic Violence Service's, *Remembering the lives of Queenslanders lost to Domestic and Family Violence*, is an overview of the Queensland Domestic Violence Services Network (QDVSN) and its strategic aims. Brian Sullivan has provided us with his key note address for a recent launch of Domestic and Family Violence Prevention Month and this article is titled "No Man is an Island".

Mangai Natarajan has completed a summary review of a Problem Oriented Policing Guide on *Trafficking of Women* which was published recently and is available on www.popcenter.org. This is a very useful website for police officers as it can provide them with advice in responding to many different policing problems.

The Council is calling for nominations for its eighth Annual Excellence in Policing Awards. The Excellence in Policing Awards are held to celebrate the achievements of women and men who are making policing better for women. I encourage you all to take a look at the award categories for 2006 and to think about nominating suitable recipients. Nominations for the awards close on Friday 29 September 2006 and the awards will be presented on Saturday 28 October 2006 in Wellington, New Zealand. Details about these awards are in this issue of the journal.

Globally there are numerous events and conferences available for women in policing and inside you will find dates, locations and contacts for them. I entice all women to avail themselves to the opportunities and experiences these types of conferences can offer.

Lastly I would like to thank everyone who took the time to contribute articles to this journal; your assistance is greatly appreciated by the members of the Council. I would especially like to thank Greg Dwyer for the wonderful photo he took for our front cover.

I hope you find this edition thought provoking and informative and wish you well in your policing endeavours.

Kind regards

Kim Eaton
Editor

Remembering the lives of Queenslanders lost to Domestic & Family Violence

By Amanda Lee-Ross, Coordinator of Cairns Regional Domestic Violence Service Inc and Secretary of QDVSN

Domestic and family violence takes a considerable toll of Queenslanders' lives each year. In the nine years from January 1994 to December 2002, the Queensland Police Service recorded 154 cases of homicide related to spousal domestic violence. One hundred and two victims were women; twenty eight were men; and six were children (Department of Communities, 2003). The remaining eighteen people subsequently committed suicide immediately after the homicide.

Domestic and Family Violence Prevention Month (D&FVPM) is a Queensland state wide campaign held in May to raise awareness of domestic and family violence across the community. This year the Queensland government has decided to target perpetrators of violence and the community in general. There are two slogans:

***Every Man must take a Stand –
against domestic and family violence***

***Domestic and Family Violence –
See the Signs, Be the Solution***

With the Queensland government's focus on perpetrators of violence and the community in general this year, the Queensland Domestic Violence Services Network (QDVSN) decided to hold a state wide event for D&FVPM that remembered those who have died and the loved ones left behind as a result of domestic and family violence.

About QDVSN

The QDVSN is a network made up of the 13 state Regional DV Services, the state wide telephone crisis service *dvconnect* and the Queensland Centre for Domestic and Family Violence Research (QCDFVR). The Cairns Regional Domestic Violence Service (CRDVS) provides the secretariat role for the QDVSN. The QDVSN works collaboratively and strategically to:

1. Advance understanding of structural, political, economic, legal and cultural inequalities and inequities which result in gender based violence;
2. Focus on sector and state wide issues relating to domestic and family violence;
3. Be a change agent that works towards transforming and/or stopping violence in the community;
4. Identify state wide trends and gaps in services for people experiencing domestic and family violence;
5. Forge links with all agencies responding to the issue of domestic and family violence;
6. Provide a process for group lobbying and advocacy through advocating for appropriate responses to domestic and family violence on State and National levels; and

7. Provide a reference point and be a collective voice to Government, non-government and member services on State and National issues relating to domestic and family violence.

The QDVSN meets four times a year and produces an *Issues Paper* after each meeting which is distributed to all D&FV Services, Women's Service Networks, Queensland Department of Communities Violence Prevention Team, Queensland Police Service District Domestic Violence Liaison Officers and relevant state government members. The *Issues Paper* contains the key issues arising from the QDVSN meeting to enhance information sharing and collaboration between networks. In addition to these, QDVSN provides written submissions on important policy areas. For example, in 2005 QDVSN submitted recommendations to the Queensland Police Minister regarding the Crime and Misconduct Commission report *Policing Domestic Violence in Queensland: Meeting the Challenge* (March, 2005).

Candle Lighting Ceremonies across the State



***Amanda Lee-Ross,
welcoming participants to
the ceremony***

Traditionally, the first Wednesday in May is set aside for Remembrance Day by the D&FV sector. Its purpose is to publicly acknowledge the pain and many losses of adults, children and their families who have experienced domestic and family violence. In past years, services around the state have held ceremonies, often in private and at different times of the day. In an effort to keep a focus on victims of D&FV an invitation was issued by QDVSN to all Queenslanders to take part in simultaneous Candle Lighting Ceremonies. In communities across Queensland, including the Gold Coast, Logan, Ipswich, Caboolture, Brisbane, Maroochydore, Roma, Toowoomba, Mackay, Townsville and Cairns candles were lit at 5.15pm to light up the State and draw attention to domestic and family violence and to remember those who lost their lives and the loved ones left behind.

The Cairns Regional Domestic Violence Service (CRDVS) hosted its candle lighting ceremony with the support of the Hilton Cairns, using their gardens along the waterfront. As Secretary of QDVSN and Coordinator of CRDVS I was thrilled to see so many people attend our ceremony. We also achieved a broad range of media coverage across the State including print, radio and television news interviews. Around 40 people in Cairns (including women, men and

children) lit candles and listened to poems of remembrance. Local Councillor and committee member of CRDVS, Deirdre Ford, read the particularly poignant poem 'I Got Flowers Today' written by Paulette Kelly. Daphne Naden, Coordinator of the Healthy Happy Families program in Cairns read the lyrics of a Malcolm Gollan song called 'Dreaming to Nightmare' which expresses the indigenous experience of family violence.



Councillor Deirdre Ford reads 'I Got Flowers Today' with Coordinator of CRDVS, Amanda Lee-Ross looking on.

As well as the reading of poems there was an opportunity for me to update the community on the DV Death Review Action Group's (DV DRAG) lobbying of the Queensland government to create a thorough process that reviews D&FV related deaths by setting up Fatality Review Teams (FRT). The purpose of these teams, made up of representatives from agencies such as Police, Justice Department, Coroner's Office, Department of Corrections, Queensland Health, DV prevention services, child protection and perpetrator programs, is to review public records and other relevant documentation in detail after case 'closure'. The reviews are not about blame; but rather to seek out where the 'gaps' are in the system and increase our knowledge of the nature and pattern of lethal domestic abuse in an attempt to prevent further domestic homicides.

Over 650 Queenslanders signed the petition calling for the introduction of a Domestic Violence Death Review Board in Queensland and this was tabled in parliament in June 2005. The Honourable Warren Pitt, Minister of Communities responded to the Petition in October last year indicating that further discussion would occur with the Commissioner of Police. To date we have heard nothing more but DV DRAG continues to champion a FRT.



Some of the staff and student social workers from Cairns Regional Domestic Violence Service and the Womens Centre Cairns before the ceremony.

Getting the community participating in ceremonies such as Remembrance Day is particularly important to victims of domestic and family violence as there is still such a silence around the issue. So many survivors and victims' families are forced to carry a silent burden themselves. Remembrance Day Ceremonies are an important way for our community to say to victims who have lost their lives and to their families left behind: We commit to working to ensure that no more precious lives are lost; we commit to seeing the signs of Domestic and Family violence; and we commit to being part of the solution.

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I GOT FLOWERS TODAY

We had our first argument last night,
And he said a lot of cruel things
That really hurt me. I know he is sorry and
Didn't mean the things he said

I got flowers today

It wasn't our anniversary
Or any other special day. Last night he threw
Me into a wall and started to choke me.
It seemed like a nightmare, I couldn't believe it was real.
I woke up this morning sore and bruised all over.
I know he must be sorry cause he sent me flowers today.

I got flowers today

And it wasn't mother's day or any other special day.
Last night, he beat me up again, it was much worse than all the
other times.
If I leave him, what will I do? How will I take care of my kids?
What about money? I'm afraid of him and scared to leave.
But I know he must be sorry because he sent me flowers today.

I got flowers today

Today was a very special day. It was the day of my funeral.
Last night, he finally killed me. He beat me to death.
If only I had gathered enough courage to leave him,
I would not have gotten flowers today...



The crosses and candles illuminating the Hilton Cairns waterfront gardens.



No Man Is An Island

By Brian Sullivan PhD

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This paper was the basis of the keynote address at the breakfast to launch Domestic and Family Violence Prevention Month delivered at the Cairns Regional Domestic Violence Service – 05/05/2006

The last time I was in Cairns (exactly one month ago) I was here for the purpose of training human service workers in how to work effectively with male perpetrators of domestic violence. On my flight north, most of the passengers on the plane were wearing orange overalls. They were a team Emergency Service Workers coming to the aid of Innisfail. They were obviously well trained, well resourced, and well prepared for what they had to do. Innisfail was fortunate to have these volunteers onsite. Innisfail was also visited by the Prime Minister, with General Cosgrove appointed to coordinate the emergency relief efforts. There were national public appeals and even Operation Sunrise to support the rebuilding program for Innisfail. Such a coordinated Australian-wide crisis response for this devastating disaster in North Queensland was a credit to our country.

However for me, this experience begged the following questions – What are we doing for the cyclones of violence that are ripping through our families and communities across our cities and our rural and remote areas year after year? How coordinated and strategic are our efforts at holding men accountable for their violence and ensuring the safety and security of women and children at risk? How well trained, well resourced, and well prepared are our human services to cope with the epidemic of domestic and family violence in our communities? It is with these questions in mind that I offer my address to launch Domestic and

Family Violence Prevention Month in Cairns for 2006.

Last year, there were at least 30,000 domestic violence calls for service to the Queensland Police (Queensland Police Service, personal communication, February 2006). As overwhelming as this statistic is, we know that only a fraction of the women who are being abused and bashed actually contact the police. 30,000 is more than the population of Innisfail and alarmingly it is an under-reporting of this enormous Public Health problem of domestic and family violence in our State. In any one year we would be lucky to have 300 men complete programs in the 11 state funded programs throughout Queensland. Let us be very clear about these figures – they are a drop in the ocean.

As a society, we are seriously underestimating the radiating impact of violence in our communities. We are under-funding, under-resourcing, and because of that, undermining the work of

women who work in Domestic Violence Prevention Services, Crisis Shelters, Court Support and Advocacy roles and the men and women who are working with perpetrators. These people (mainly women) are the emergency service workers at the front-line of our society's response to domestic violence. These frontline workers are the very people we should be listening to deeply in formulating our strategies and responses to violence against women. These workers see the effects and they experience the effects day in and day out. In fact, they themselves are being placed in vulnerable positions because of the work they do (Sullivan, 2005). What would abused women and children do and where would they go in our communities without these workers who help salvage their lives year after year? We owe them an enormous debt of gratitude and they deserve our whole hearted support and respect. This is the month to emphasize that debt.

Men's violence toward women is now widely and rightly recognized as a major social, legal, and public health problem rather than the private concern of a few unfortunate women and their children (Tjaden & Thoennes, 2000; Walker, 1999). Men's violence toward women in intimate partner relationships takes multiple forms, ranging from the physical to the sexual to the psychological. Physical abuse is almost always accompanied by psychological abuse and in 25% – 50% of cases by coercive sex as well (Healy, Smith, & O'Sullivan, 1998; Heise, Ellsberg, & Gottemoeller, 1999;

"It is through the criminal justice system that we define as a society what we are prepared to accept"

Pence & Paymar, 1993). The majority of women who are victims of battering are abused many times in the relationship before interventions ever occur (Heise et al, 1999; Tjaden & Thoennes, 2000). Interventions that may best protect women and hold men accountable for their violence against women are those embedded within an integrated systemic response or by another name: a collaborative community response (Shepard, 1999, 2005; Sonkin & Hamill, 2003). Non-mandated or 'voluntary' participants in perpetrator programs are problematic in that they are not subject to consequences for non-compliance and non-completion. This is hardly holding men accountable for their violence.

Men's violence and abuse against women is deliberate, purposeful, and strategic. It is not and never has been a slip of the tongue or a slip of the fist! As a society our response to this violence has to be deliberate, purposeful, and strategic. At present, our response is ad hoc, inconsistent, and patchy at best. Different systems are working at cross-purposes. In responding to and halting men's violence, it is the system that really matters and that has the best chance of confronting and containing the perpetrators (Gondolf, 2002). A community-wide vision and comprehensive strategies in responding to and addressing violence against women is what is needed. An integrated collaborative interdisciplinary response creates the system that matters and is our best way forward.

Politicians and community leaders speak of how committed they are to eradicating domestic violence (they would be unwise not too). Australia has to do more than say "NO" to violence against women. We have to do more than slap Domestic Violence Orders on offenders and then slap their wrists when they breach (cf. Douglas & Godden, 2002). Moral commitment to and rhetoric about the eradication of violence against women has to be transformed into political action. If we do not take decisive and deliberate action to stop men's violence then that "NO" is mere lip service and talk of commitment is cheap even if the add campaigns that publish the talk are expensive. Let's not kid ourselves: Minimizing and denying violence towards women and children is the same as permitting violence towards women and children to continue.

Sadly, we as a society are at risk of being exposed as not being serious about human rights for women who are being abused and violated. That means our nation's mothers, wives, partners, sisters, aunts, grandmothers, friends, neighbours, workmates, women you pass in the street. As regards to violence against women, we point the finger at other cultures and people of other ethnicities, while the log is firmly planted in our eye! Domestic Violence is a far more imminent danger for women in Australia than terrorism or avian flu (not to diminish our attention to these of course).

However, I believe there is a growing intolerance of violence against women and children, an increasing frustration with the inadequacy of our present socio-legal responses, and a strengthening resolve to act more effectively in the future. There seems to be a ground swell in our community crying out for court mandated programs for male perpetrators of violence against women. This cry is coming from Domestic Violence Regional Services (Sullivan, 2005); the Indigenous Family Violence Prevention Forum (IFVPF, 2005); the Courts (Irwin, 2005); and from 20 years of research into what works best in changing violent men's beliefs and behaviour (Gondolf, 2002; Sonkin & Hamill, 2003; Shepard, 2005). This cry

must be heeded if we to act seriously to meet such a serious and urgent need. If we are to uphold social justice and human rights for half of our nation's population, then court-mandated DV perpetrator programs as a component of a collaborative community response must be the order of the day.

Legal sanctions and social rehabilitation programs are the twin pincers capable of holding men, and holding men accountable for their violence and abuse. Either system on its own is not able to stop the violence. Perpetrator programs that potentially hold the most promise are those that through court-mandates combine their own efforts with collaborative community-wide responses to domestic and family violence (Mederos, 1999; Sonkin & Hamill, 2003).

At present this response appears to be the best available evidence for effective outcomes for changing violent men and for protecting women and children at risk of domestic violence. This is best practice in working with perpetrators. I am so pleased to hear that funding is available for such a program in Cairns. Not before time! My hope for Cairns is that comprehensive police investigation and enforcement, with swift and certain processing of offenders in the courts, backed up with court-mandated perpetrator programs in conjunction with a collaborative community response will provide the best way to ensure, protect, and promote human rights, social justice, and the protection and safety of women and children in our community.

**Australia says
"NO"
to violence
against women!**

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Inspector Mariah John Royal Papua New Guinea Constabulary (RPNGC)

By QLD Police Senior Sergeant Brad Eaton – currently working with the International Deployment Group in Solomon Islands.

As a PNG police officer working in the Solomon Islands, Mariah John has had some great experiences in the last seven months. Mariah who is an Inspector with the Royal Papua New Guinea Constabulary (RPNGC) based in Boroko arrived in Honiara on the 3rd of October 2005. She is part of the Australian Government-led, Regional Assistance Mission to the Solomon Islands (RAMSI). She has been fortunate enough to be seconded to the Participating Police Force as a member of the RPNGC contingent in the Solomon Islands.



Maria John in Honiara responding to the riots in April 2006

Mariah was the Staff Officer to the Assistant Commissioner (Operations, NCD Command) in PNG prior to her secondment to the Solomon Islands. She has previously worked as a Police Station Commander to the Port Moresby suburban stations of Gordons and Hoholo. Gordons police station is one of the busiest police stations in Port Moresby which also has the largest population and largest number of settlements. Mariah said, "It certainly was challenging working in this position. Sometimes the male officers don't like being told what to do and have trouble taking orders from women. I think I am lucky I can get on with most people".

Inspector John, who is a 10 year veteran with the RPNGC, said that policing in the Solomon Islands is similar to that of her home country. She said she noticed subtle differences in language and custom but managed to pick things up after while. She said at a recent training session at Kira Kira (Makira Province) she was handing out a survey form and used the PNG pidgin word 'kisir' which means to get. Unfortunately the corresponding Solomon Island pijin term 'kissim' means literally to 'kiss him'. When

relayed in front of a group of men it took her some time to find out what they were laughing about. Mariah said, "I was a little embarrassed when they told me their pijin meaning but soon picked up that there were many PNG words which had different meanings in the Solomons".



Locals driving around Honiara

Mariah said that prior to the deployment to the Solomon Islands she undertook the mandatory pre-deployment training in Canberra. She said that whilst it was a lot colder than PNG the training placed her in the right mindset to perform her duties in the Solomon Islands.

Mariah said that when she arrived in mission she was placed into the Planning and Development area. She said, "I was a little daunted by the prospect of working in an area like this but luckily had a lot of great people to work with and show me what to do. I have since learned many things that I can take back to PNG with me". Mariah said her time in Planning and Development was also made easier by the presence of her PNG 'wantok' Jan Edge. Jan is a New Zealand Police officer who had worked previously in PNG with Mariah and was doing a six month secondment to the Solomon Islands.

Inspector John also responded to the civil unrest throughout Honiara on the 18th and 19th April 2006. She said, "I don't usually get the opportunity to get out on the road in the Solomons so when the opportunity arose I



Royal Solomon Islands Police on patrol

jumped at it". She went on to say, "I have been involved in many riots in PNG so I wasn't too concerned throughout it all". Mariah said that she recalled that on the evening of the first day she had been detailed with other officers to evacuate the Prime Minister's wife from a local hotel. She said, "We arranged some buses to collect the families then had to drive past the burning of China town. I can remember a lot of rocks being thrown at us and the windows in the vehicle being smashed."

In summing up her experiences in the Solomon Islands Mariah said, "I wouldn't have missed the opportunity for anything. I worked with a great group of people and learned a lot of new things I can take back to my own country". Mariah said that she thought the concept of utilising police officers through the Pacific to assist in the Regional Assistance Mission to the Solomon Islands was a sound one. She said it was a great opportunity to network with other police services in the region and to see what works well in their home forces. She said, "It is a win, win situation for all concerned".



Royal Solomon Islands Police assisting members of the affected Asian community during the Honiara riots, April 2006

Assessment of Domestic Violence in the Nigeria Police: An Empirical Enquiry

By Aremu, A. Oyesoji & Adeniran, O. Stella

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Biographical Sketches

Aremu, A. Oyesoji holds a Ph.D in Educational Psychology in the Department of Guidance & Counselling, University of Ibadan, Nigeria where he is a member of academic staff. His research interests among others are on the police, adolescents and academic performance.

Adeniran, O. Stella is a Post-Graduate Student in the Department of Guidance & Counselling, University of Ibadan, Nigeria. Her research interest is on testing and assessment.

Pictured left: Dr. Oyesoji Aremu (Police Researcher)

Abstract

Few research has been conducted on domestic violence in the police. This study, which investigated the assessment of domestic violence in the police, sampled 220 participants from the Lagos State Police Command of Nigeria. Our analyses showed that domestic violence was visible in the police using age, job status and education, as indices of measurement in the hypotheses tested. Findings also revealed a significant relationship in domestic violence of the participants using work experience as an index of measurement in the fourth hypothesis. These findings were discussed in the light of current thinking in literature (most especially, as they affect the police and policing).

Introduction

Domestic violence has always been a research interest for psychologists and social workers. Many researchers, especially in the field of social and health psychology have observed empirically that domestic violence is a trajectory that cuts across race, culture, gender, age, and occupation (Fayombo, Aremu, & Adeyoju, 2000; Barnett & la Violette, 1993; Batres & Claramunt, 1992; Campbell, 1995; Chalk & King, 1978; Walker, 1997, 1999). In a report by the Family Violence Prevention Fund [FVPF] (1999), it was estimated that 1.5 to 3.9 million women are physically abused by their partners every year. In the same survey by the FVPF, it was reported that women make 693,933 visits to the health care system every year for injuries from physical assault. Similarly, the Bureau of Justice (1994) in Walker (1999) reported that between 90 and 95 percent of domestic violence victims in America are women. This, incidentally means, men are domestic violence perpetrators. The American Institute of Justice in collabor-

ation with the U.S. Department of Health and Human Services (1995) in Walker (1999) corroborated this assertion in their report that showed that as many as 95 percent of domestic violence perpetrators are men.

Affirming the seriousness of domestic violence and perhaps its epidemic across the globe and culture, the United Nations (UN) International Conference on Women held in China in 1994, revealed that no country reported an absence of domestic violence (United Nations, 1996). In a similar vein, the United Nations (1995) submitted that between 17 and 38 percent of the world's women have been physically abused by their intimate partners. These statistics are exclusive of data from the developing world like Nigeria where there are no records of data on domestic violence, but where evidences of marriage breakups are a good consequence of pandemic nature of domestic violence. The U.N. then asserted that it might be as high as 60 percent in many areas of the developing world.

From the foregoing, consistent evidence on domestic violence has shown that it is a social epidemic that permeates every facet of the society of which the police are not exclusive. Incidentally, much of the literature that has to do with police and domestic violence centres on reports made to the police by victims of domestic violence, and arrests and prosecution subsequently effected (see, Walker, 1999; Edward, 1989; America's Watch, 1991; Straus, 1993; Heise, 1994). Studies on direct involvement of the police in domestic violence are not only scanty generally; they appear to be virtually nil in Nigeria. Smith and Sykes (1994) corroborated this when they stressed that studies on involvement of police in domestic violence have not been extensively explored even in Europe. Be that as it may, the current study would not only contribute to general existing knowledge on police, the novelty in it is that it would bridge the gap that might have been existing in literature on domestic violence as it affects the police (most especially in Nigeria).

The American Psychological Association (APA) Task Force on Violence and the Family (APA, 1996) defined domestic violence as a pattern of abusive behaviours including a wide range of physical, sexual, and psychological maltreatments used by one person in an intimate relationship against another to gain power unfairly or maintain that person's misuse of power, control, and authority. In the same vein, the United Nations (1995) defined violence against women as any act of gender-based violence that results in, physical, sexual and psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life. According to Kelly (1988), such an abuse usually involves a variable combination of the threat of violence, emotional violence, forced sex, and physical assault. In the same vein, Aremu, Adeyoju and Fayombo (1999) asserted that the psychological effects of domestic violence are more debilitating than the physical effects. They then listed the following as some of the psychological effects: low self-esteem, sense of helplessness and dependency, social support, sexual difficulties, anger and aggression. In their own submission on the psychological effects of domestic violence, Ellsberg, Caldera, Herrera, Winkvist, and Kullgren (1999) stressed that victims of intimate partner violence often exhibit high avoidance or depression and anxiety (also known as battered woman syndrome). The indication is that domestic violence is a consequence of series of abuse in the home. This has made many researchers to be differed on the subject. For instance, Goodman, Koss, Browne, Fitzgerald, Russo, Bidden, and Keita (1993) referred to it as woman abuse, battered women and partner abuse. McWhirter (1999) said that it is called 'private violence'. In Nigeria, there is no consensus as regard what it is called. In most cases, it is called wife abuse.

Some of the studies on domestic violence have shown that it is prevalent. McWhiters (1997) revealed that in Chile, 1 out of every 4 women is beaten by her current partner, and 1 of 3 women endures some form of physical punishment, including being slapped across the face, beaten with a stick or other object, and burned on some part of the body. In Japan, Koza (1999) reported that battered wives are likely to stay in marriage and suffer for a long period of time. The reason according to Koza is that most of these battered wives are economically dependent on their spouses.

The summary of the above is that domestic violence occurs in every society and it has become a social phenomenon associated with marriage relationship. Incidentally, as reported by Koza (1999) most battered women prefer to stay in the relationship. And interestingly too, Ellsberg, Caldera, Herrera, Winkvist, and Kullgren (1999) affirmed that the use of violence by husbands against wives for the purpose of punishment or "correction" is widely accepted, and many women view violence as an expected part of life (a cross to bear). Larrain [1994] was emphatic on this by submitting that the Chilean culture is permissive of violence and legitimises violence within the home. They are judged if they leave for breaking up their family, and they are judged if they stay to remain with an abuser.

The prevalence of domestic violence in police families is not uncommon in spite of paucity of literature on the subject. According to a survey, domestic violence is 2 to 4 times more common in police families than in the general population. It was also reported that 40 percent of police officers used violence against their domestic partners within the last one year of the survey in San Diego, America (Media Report on Domestic Violence by Police, 2003). According to International Association of Chiefs of Police (2003), an act or pattern of violence perpetrated by a police officer upon his or her intimate partner not done in defense of self

or others is a domestic violence. The International Association of Chiefs of Police then listed the following forms of domestic violence in the police: bodily injury or threat of imminent bodily injury, sexual battery, physical restraint, stalking and death threats or death.

Smith and Sykes (1994) noted that one of the most sensitive areas in policing involved incidents where police officers are investigated for criminal misconduct. Smith and Sykes were more specific about this. They were of the opinion that such incidents become more sensitive when personal matters and complaints of domestic assault within police families become public knowledge. The inference from this stems from the fact that police who are expected to maintain law and order in whatever forms, are not expected to be lawbreakers. No wonder then Smith and Sykes [opt.cit] referred to police involvement in domestic violence as 'police misconduct'.

Attesting to the seriousness of domestic violence among the police, Walker (1990) remarked that the issue of domestic violence is much more visible than at any time in recent memory. Thus, it is implied that just as the prevalence of domestic violence is high in the larger society, police are also involved in the act. Hutchison and Hirschel (1994) provided what look like the general reason for this by submitting that domestic violence is a "private matter" and goes on largely undetected as a national problem.

Smith and Sykes (1994) submitted that policing by nature puts stress on officers and their families. They advanced further that shift work, unexpected overtime, anxiety about safety, and lost holidays make police work more than just a job. Smith and Sykes [opt. Cit] then reasoned that such factors constitute formidable stressors in the private lives of police officers. Incidentally, these researchers are trying to deduce is that work stressors predispose police to domestic violence. Whether this is so or not, should not be brushed aside. Interested researchers should investigate it empirically. Be that as it may, Smith and Sykes [1994] concluded that there is a need to develop policy in respect of domestic violence among the police. According to them, police are not immune from the social problems that are endemic to a changing society, but since they are given the authority to use force, higher standards in both personal and official conducts are essential. The inference here is that police are part of the general society and are therefore, also susceptible to domestic violence.

As noted earlier, the aim of this study is to expand the existing knowledge on domestic violence most especially as it affects the police. Other than this, this study would investigate domestic violence among the police using some social variables as indices of measurement.



Nigerian Police: Preparing for operation

Theoretical Framework

Not until mid-1990s, much attention has not been given to domestic violence as a social problem in Africa. Ofet-Aboagye (1993) noted that much of the earlier writings on domestic violence was intended simply to document the existence of such violence and thus to construct it as a social problem. This perhaps, makes some African countries as observed by Human Rights Watch/Africa (2001) to set up within the police specialized units to address problem of domestic violence.

In Africa, there are generally five categories of theory on domestic violence. These are: rights theories, feminist theories, cultural explanations, society-in-transition explanations, and "culture of violence" explanations.

Right Theories: According to African Charter on Human and People's Rights (1999), most African constitutions and legal systems follow Western models based upon individual rights, and most African countries have ratified numerous international covenants that either explicitly or implicitly interpret domestic violence to be a violation of human rights. This, notwithstanding, domestic violence is seen as just one of those manifestations of a much larger phenomenon of gender inequality and violent treatment of women in Africa and most especially in Nigeria. West (1999) asserted that women live their lives in relationship, in a complex web of connections, rather than as individual atoms. This indicates that whatever rights a woman has, such a right is at the pleasure of the husband.

Banda (1995) then corroborated the above by submitting that traditionally, African society is patriarchal, and a woman's place within it is decidedly subordinate. It would therefore, be an irony of tradition and culture if women are said to possess any right. Thus, domestic violence is consequent on total submission, economic dependence, social alienation, and depravity in Nigeria.

Feminist Explanations. In Nigeria, gender inequality is very pronounced. In most customary laws, women are not part of the ownership of marital property; and are also totally subjugated. This implies that women are supposed to play servitude roles to their husbands. In essence, women have no rights of their own and therefore are under the perpetual control of their spouses and the extended family members.

Cultural Explanation: Robson (1993) contended that in Nigeria, wife battering is regarded as normal within African traditional culture. Among other things, traditions allow polygamy, extended family, male promiscuity, and bride price. The latter makes it impossible culturally for the woman to leave her husband even when battered. It is therefore, unacceptable for a woman to challenge her husband.

Society in Transition Explanations: Bowman (2003) submitted that African societies are in transition from traditional cultures to a modern, urbanized society. He advanced further that home violence occurs because men are hard up, and are in most cases unable to fulfill their traditionally obligatory roles. Similarly, because of modern education, women get empowered and are no longer performing their traditional roles.

Culture of Violence Explanation: Bowman (2003) again submitted that increase in domestic violence is attributed to the

general culture of violence in modern Africa in which violence is seen as a normal way to settle disputes. Gaye and Njie (1998) corroborated this by tracing the culture of violence in Africa to the diverse experiences of Africans under colonial masters.

In sum, the aggregation of the theories reviewed above showed the peculiarity of domestic violence generally in Africa. Thus, the theoretical framework of this study is anchored on the assumptions of the theories reviewed.

In Nigeria, members of the police organization are not detached from their traditional background no matter the training and orientation received in the police. As a matter of fact, the training received in the police colleges and academy could surreptitiously reinforce their domestic violence behaviours.



Officers and men of the Nigeria Police on duty

Hypotheses

Reports have shown that Nigerian police are brutal and unfriendly (Aremu, 2005; Saturday Sun, 2005). Thus, it is important to examine the domestic behaviour of these police, most especially in relation to their spouses.

We therefore hypothesise that domestic violence among the police could be a function of some sociological variables. Based on this, we hypothesise that:

H₁: Domestic violence will be visible among police based on their chronological age.

In Nigeria the recruitment age for the police ranges between 19 and 22 years, while the retirement age is 60 years.

H₂: Domestic violence will be more visible among police who are not commissioned than those who are commissioned.

The Nigerian police hierarchy is divided into two: Commissioned and Non-commissioned officers. Commissioned officers are those who received training in the police academy and upon graduation are called Assistant Superintendent of police. They belong to the elitist members of the Nigerian police. The non-commissioned police are junior officers and are recruited into the police.

H₃: Domestic violence will be more visible among police who are not well educated than those who are well educated.

H₄: Domestic violence will be more visible among police who have put in fewer years into the service than those who have put more years into the service.

METHODOLOGY

Participants

A total of 220 police participated in this study. These police participants were recruited from Lagos State Police Command, Nigeria between June and August 2005. A total of 300 questionnaires were initially and randomly administered on the police in Lagos State Police Command. 289 questionnaires were later retrieved from the field by the researchers. Out of these, the researchers made use of information and data from 220 questionnaires. This indicated a 73.3 percent success rate.

The participants' ages ranged between 20 and 56 with a mean age of 33.6 years ($SD = 2.61$). Concerning gender, they were all males. 124 (56.4%) of them had educational qualifications that ranged between secondary school certificate (in Nigeria, the lowest qualification for recruitment into the police force is secondary school certificate) and Ordinary National Diploma/Nigeria Certificate in Education. They were regarded as having low education. 96 (43.6%) of the study's participants had high qualifications. These were participants with the University degrees or its equivalent. All the participants had put in between 1 and 15 years into Nigeria Police service. Our investigation also revealed that 54 (24.5%) of the participants were commissioned officers. Of these number, 16 (29.6%) were Assistant Superintendent of Police; 12 (22.2%) were Deputy Superintendent of Police; 11 (20.4%) were superintendent of Police; 09 (16.7%) were Chief Superintendent of Police; and 06 (11.1%) were Assistant Commissioner of Police. 166 (75.5%) of the participants belonged to the junior cadre of the force. These are often referred to as men in the Nigerian Police. Of these junior cadre police, 69 (41.6%) were constables, 50 (30.1%) were corporals, while 47 (28.3%) were sergeants.

Instrument

Participants after agreeing to take part in the investigation completed a self-administered instrument: Wife Battering Rating Scale (WBRS). This instrument had two sections. Section A contained the following demographic information: Age, rank, educational qualification(s), and work experience to which participants separately responded, section B of the instrument contained 3 subscales – physical abuse, emotional abuse and sexual abuse.

Physical Abuse: It was a 6-item scale measured on a 5-point scale ranging from 5 (Very Much True) to 1 (Never True). The higher the score, the higher the propensity to physically abuse one's spouse. Examples of statement items in the scale include:

- I slap my wife anytime she is wrong.
- Beating up my wife is an act of correction as a police officer.

Internal reliability for the subscale was high for participants ($r = .75$).

Emotional Abuse: It was also an 8-item scale measured on a 5-point scale ranging from 5 (Always True) to 1 (Always Never True). 3 examples in the subscale include:

- I use my job as pretence to make my wife submissive.
- I threaten to marry another wife to make my wife submissive.

A higher score on the subscale is an indication of emotional abuse. A co-efficient of .79 was obtained as an internal reliability of the 8 items in the subscale.

Sexual Abuse: It is a 6-item statements also structured on a 5-point rating scale: 5 (Very Much True), 4 (Always True), 3 (Often True), 2 (Rarely True) and 1 (Never True). Examples are:

- I do force my wife to have sex.
- Sometimes, I deny my wife sexual intercourse.

A higher score on this subscale is an indication of sexual abuse. A .71 co-efficient was obtained on internal consistency of this subscale.

Procedure

Participants were randomly recruited for the study. They were drawn from the Lagos State Police Command of the Nigeria Police. Nigeria Police as an organisation has 37 Police Commands. Each Police Command represents each of the 36 states of the country and the capital territory, Abuja.

The researchers sought the permission of the Lagos State Police Command's Commissioner of Police before embarking on the administration of the questionnaires. After securing the permission of the Commissioner of Police (CP), the researchers then carried out the administration of the questionnaires (accompanied by the assent forms) in some police stations (e.g., Ikeja, Ojo, Oshodi, Lagos Island, Victoria Island, and Mushin) in Lagos State Police Command. The questionnaires were independently administered on the participants.

Results

The analyses of the study addressed four hypotheses tested for significance at .05 margin of error: Domestic violence would be higher among police based on their ages; domestic violence would be higher among commissioned police officers than for junior police; domestic violence would be higher among police based on their educational qualifications; and domestic violence would be higher among police based on their work experiences.

In testing these variables for statistical significance, t-test and univariate analysis of variance statistics were employed. T-test was employed to test the significance of the variables in hypotheses 1, 2 and 3, while Analysis of Variance was employed to test the significance of the hypothesis 4.

Our first set of analyses on hypothesis 1 did not confirm the postulated hypothesis. In examining the comparison made on the age of the participants as a variable of interest in domestic violence, the mean scores of the two groups of participants (young and old, $n = 124$, $n = 96$) were compared and values calculated yielded no significant difference ($x = 39.33$; $x = 38.43$; $t = .589$, > 0.05).

Table 1
t-test Comparison of Police Domestic Violence based on the age

Variable	N	X	SD	t	P
Young	124	39.3387	11.202	.589	NS*
Old	96	38.4375	11.322		

NS*: Not Significant

Our second hypothesis also did not confirm our guess using rank of the participants as a variable of interest in domestic violence. The t-test statistical values yielded no significant variation in the mean values of commissioned and non-commissioned police officers ($n = 54$, 166 ; $x = 37.12$; $x = 39.62$; $t = 1.44$, $> .05$).

Table 3
t-test Comparison of Police Domestic Violence based on Education

Variable	N	X	SD	t	P
Low Education	124	40.24	11.25	1.99	NS*
High Education	96	37.19	11.07		

NS*: Not Significant

Our third hypothesis was equally found to show no significant difference between the mean values of participants' domestic violence when educational attainment was used as a variable of interest ($n = 124,96$; $x = 40.23$; $x = 37.2$; $t = 1.99$, $> .05$).

Table 2
t-test Comparison of Police Domestic Violence based on Status

Variable	N	X	SD	t	P
Commissioned Officers	54	37.13	10.1	1.44	NS*
Non-commissioned Officers	166	39.62	11.21		

NS*: Not Significant

However, the fourth set of analyses in which Analysis of Variance was employed to determine the significant effect of domestic violence based on the years of experience as indices of measurement, revealed a significant effect. The participants' work experiences are classified into 3: 1 – 5 years, 6 – 10 years, and 11 – 15 years. The significance of the F value (14.29) indicated that the length of service in the police could influence domestic violence.

Table 4
Univariate Analysis of Variance of Domestic Violence in the Police based on years of service

Source	Sum of Squares	df	Mean Square	F	Sig.
	308953.688	1	308953.688	14.292	.000
	3446.252	2	1723.126		
	26162.276	217	120.563		
	365634.000	220			
	29608.527	219			

NS*: Not Significant

Discussion

Our study has investigated domestic violence among the police in Nigeria. Up till now, there has not been much research on domestic violence with specific reference to police family. Among other goals of the study as earlier indicated is to expand the frontier of knowledge. Thus, the findings of this investigation are akin to the developmental body of knowledge on policing specifically, and also contribute generally to the existing knowledge on domestic violence. The findings of this study are therefore discussed in this respect.

In line with the first goal of the study, the totality of the results obtained from the four hypotheses has shown that police do engage in domestic violence. The inference from this is that police are not excluded from domestic violence. This is consistent with the submission of Smith and Sykes (1994) in which they concluded

that police do engage in domestic violence. Consequent on our findings, it can be conveniently asserted that domestic violence is visible among the police. Although, the extent and dimension of this domestic violence visibility was not investigated in the current study, but it stands to reason from our results that it cuts across in the police. Given this, it is safe to conclude that police just like members of the larger society are also not immune from domestic violence (Hutchison & Hirschel, 1994; Smith & Sykes, 1994).

Specifically, the first hypothesis was premised on whether age as a determining factor would lead to domestic violence in the police. Interestingly, our results showed the insignificance of age on domestic violence among the police. By inference, it means that among the police, age attainment is not a determining factor on domestic violence. That is, police irrespective of age would engage their spouses in domestic violence. Although, we cannot in this study support our assertion with any known studies on police domestic violence due to paucity of research in the area, we make bold to draw empirical inspirations from similar studies generally in the society that showed that irrespective of age, husbands engage their spouses in domestic violence (Aremu, Osiki, & Balogun, 2000). And police being members of the larger society could not have done otherwise.

The second hypothesis addressed in the study was on whether the status of police would have any effect on domestic violence. Our results showed that police irrespective of the position held in the force would engage their spouses in domestic violence. We then assume that the training and orientation of the police could affect their personal life (most especially, their marital relationship). This is in consonance with the 'police misconduct' label that Smith and Sykes (1994) gave to police who engage in domestic violence.

The third hypothesis in the study bothered on the role education would play on police domestic violence. We assumed in the hypothesis that domestic violence would be more visible among the police with low education. Our assumption was premised on the fact that generally in Nigeria, domestic violence is more rampant among the less educated (Fayombo, Aremu & Adeyoju, 2000). Interestingly, our finding indicated that domestic violence among the police is visible both for the well educated and less educated police. Although, the inference from this finding is similar to what obtains generally in the society, nevertheless we are of the opinion that more research should be carried out in respect of this.

In our attempt to further our empirical enquiry on the police domestic violence, we also tried to find out if years of experience in the police would have anything to do with the visibility of domestic violence. We discovered unlike the first three hypotheses that years of experience in the police have significant effect on the visibility of domestic violence. By implication, the influence years of policing experience exert on domestic violence could be translated into maturity police display at homes with their spouses. It is therefore possible that the less the years of policing experience, the more visible domestic violence. Allusions to this are cultural and could be reasoned that with more years in the police, domestic violence could tend to be less visible probably due to adjustment and understanding.

In summary, the fulcrum of our findings in this study confirmed that police do engage in domestic violence. This therefore, calls for a more research on the police domestic violence. This becomes necessary in view of the obvious paucity of research on domestic

violence among the police. It goes without saying that this (paucity of literature) has placed a major limitation on the current study. This notwithstanding, we are convinced that this study has significantly contributed to knowledge.



Cross section of the officers and men of the Nigeria Police

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Some members of Police Officers Wives' Association (POWA)

Events and Conferences

International Day Against Drug Abuse & Illicit Trafficking

26 June

Web: www.undcp.org

International Day in Support of Victims of Torture

26 June

web: www.un.org/rights

21st Century Feminisms – Australian Women's Studies Association (AWSA) – National and International Conference

9-12 July 2006 Melbourne, Victoria

The conference is organised through the Centre for Women's Studies & Gender Research at Monash University and co-sponsored by the Research Centre for Women, Gender, Culture and Social Change at the University of Queensland. The AWSA is the peak professional organization for Women's Studies and Gender Studies in Australia.

Email: maryanne.dever@arts.monash.edu.au

Web: www.arts.monash.edu.au/ws

Legislatures and the Protection of Human Rights

20-22 July 2006 Melbourne, Victoria

This major international conference is designed to encourage exploration of the role and effectiveness of legislatures in protecting human rights. Until recently academic and public attention has focused mainly on the contribution of courts to the protection of human rights through the enforcement of bills of rights. This conference aims to build on the growing awareness of the significant role of legislatures in protecting human rights.

Email: cccs@law.unimelb.edu.au

Web: www.law.unimelb.edu.au/cccs/callforpapers.html

ACWA Conference incorporating the 7th International Looking After Children Conference

14-16 August 2006 Sydney, NSW

The Association of Children's Welfare Agencies (ACWA) 2006 Conference will bring together Australian and international practitioners, managers, carers, young people, researchers and policy makers committed to strengthening families and improving outcomes for children and young people at risk or in care. The Conference program will present and debate the most up to date research, practice and policy in child, youth and family services.

Web: www.acwa06.com

Positive Ways: An Indigenous Say – Victims and Justice Issues in an Indigenous Context

12-13 September 2006, Darwin, Northern Territory

The aim of this conference is to create an awareness of victim and justice issues for Indigenous people across Australia, New Zealand and particularly in the Northern Territory. While raising this awareness is an integral feature, the specific intent is to build on current strengths and continue the momentum in regards to addressing these issues.

web: www.victimsofcrime.org.au/Conference%2006.html

Gather the Women: To Create a World Beyond Violence Mediterranean Congress

14-17 September 2006 Haifa, Israel

It will include Panels, Workshops, and Discussion groups, Circles, Poetry, Women Stories, Art and Festivities of Global Women, from all religions, including women from the Mediterranean countries, and Palestinian, Bedouin, and Druze women and organizations. GTW participants are also invited to participate in the 6th IFLAC PAVE PEACE CONGRESS that will take place from September 17 – 21. The IFLAC 6th Congress will culminate with the celebration of various Peace Festivities to celebrate the UN International Peace Day. All are welcome to both Congresses.

web: www.gatherthewomen.org/gtw/index.htm

International Association of Women Police Annual Training Conference

17-21 September 2006 Saskatoon, Canada

The IAWP annual training conference provides a strong network of support and training for women and men working in law enforcement and related professions. Experts from all fields of criminal justice, law enforcement operations and leadership come together to share views and information that leads to personal and professional development for all who attend.

<http://www.iawp2006.com/>

International Day of Peace

21 September

In 1981, the United Nations General Assembly declared that the opening day of its regular session in September "shall be officially dedicated and observed as the International Day of Peace and shall be devoted to commemorating and strengthening the ideals of peace both within and among all nations and peoples". In 1998, the Assembly reaffirmed that the Day should continue to be observed on the opening day of its annual regular session. On 7 September 2001, the Assembly decided that, beginning in 2002, the International Day of Peace shall be observed on 21 September each year, with this date to be brought to the attention of all people for the celebration and observance of peace. It declared that the Day shall henceforth be observed as a day of global ceasefire and non-violence, an invitation to all nations and people to honour a

cessation of hostilities throughout the Day. It also invited Member States, United Nations bodies, regional and non-governmental organizations to commemorate the Day and to cooperate with the United Nations in establishing the global ceasefire.

Web: www.un.org/peace

Policing in Central and Eastern Europe: Past, Present and Futures

21-23 September 2006, Ljubljana, Slovenia

The Sixth Biennial International Conference 'Policing in Central and Eastern Europe: Past, Present and Futures' will be hosted and organised by the Faculty of Criminal Justice and Security, University of Maribor, Slovenia, Department of Criminology, Leicester University, the United Kingdom and the European Group of Research into Norms, Guyancourt, France.

Email: gorazd.mesko@fpvv.uni-mb.si

Web: www.fpvv.uni-mb.si/conf2006/office.htm

AGMC 2006 Conference

13-15 October 2006 Northcote, Melbourne, Victoria

The theme of the second biennial conference of the Australian GLBTIQ (Gay, Lesbian, Bisexual, Transgender, Intersex and Queer) Multicultural Council is "Empowering Ourselves, Empowering our Communities", to indicate the continuing work and commitment for increased dialogue within 'mainstream' GLBTIQ and multicultural communities. This conference will attract participants from various community sectors (CALD and English speaking), government, social services, education and health sectors, and activists.

Web: www.agmc.org.au

12th National Family Law Conference

22-26 October 2006 Perth, Western Australia

The theme for the conference is "Surfing the seas of family law – major reform or a little light house keeping?", with particular focus on the challenges facing us all when charting the increasingly uncertain waters of family law. There will be a diverse range of national and international speakers who will address major contemporary issues in law and social science, relevant to the developing issues in family law practice within Australia.

Web: www.familylawsection.org.au

Violence Against Women: Diversifying Social Responses

22-24 October 2006, Montreal, Canada

Organised by Résovi, a research component of the Interdisciplinary Research Centre on Family Violence and Violence Against Women (CRI-VIFF), the conference will provide an excellent opportunity for participants to share their knowledge, experiences and insights about violence against women and the various social responses that have been developed to combat it.

Email: conference@criviff.ulaval.ca

Web: www.criviff.qc.ca/colloque/accueil_ang.asp

International Day for Tolerance

16 November

In 1996, the General Assembly invited Member States to observe the International Day for Tolerance on 16 November, with activities directed towards both educational establishments and the wider public. This action came in the wake of the United Nations Year for

Tolerance 1995, proclaimed by the Assembly in 1993. The Year had been declared on the initiative of the General Conference of the United Nations Educational, Scientific and Cultural Organization (UNESCO); on 16 November 1995, the UNESCO member States had adopted the Declaration of Principles on Tolerance (www.unesco.org/tolerance/declaeng) and Follow-up Plan of Action for the Year (<http://www.unesco.org/tolerance/planeng>).

web: www.unesco.org/tolerance

web: www.unesco.org, <http://>

International Day for Elimination of Violence against Women

25 November

The United Nations General Assembly designated 25 November International Day for the Elimination of Violence against Women, and has invited governments, international organizations and non-governmental organizations to organise on that day activities to raise public awareness on the problem (resolution of 17 December 1999). Women's activists have marked 25 November as a day against violence since 1981. The date came from the brutal 1961 assassination of the three Mirabal sisters, political activists in the Dominican Republic, on orders of Dominican ruler Rafael Trujillo.

web: www.un.orgwomenwatch

web: www.unifem.org.au

Human Rights Day

10 December

web: www.ohchr.org

3rd International Congress of Psychology and Law

3 July 2007, Adelaide, South Australia

The International Congress of Psychology and Law has previously been held in Dublin in 1999 and in Edinburgh in 2003. It is expected that a number of world leaders in the fields of psychology and law will speak at the 2007 Congress, and this will attract large numbers of delegates from within Australia and many from the northern hemisphere. The association with the ANZAPPL Congress will also provide delegates from the field of psychiatry.

Email: psychlaw2007@sapmea.asn.au

Web: www.sapmea.asn.au/conventions/psychlaw2007/index.html

Women Leading Change

26-30 August 2007, Melbourne

Join the Australasian Council of Women and Policing at the Fifth Australasian Women and Policing Conference in Melbourne at the Carlton Crest Hotel. Explore how women are leading change within policing and develop the opportunities that women's leadership can provide policing. The Call for Papers closes on 30 December 2006. Registration forms will soon be available from the Council's website

Web: www.auspol.women.asn.au

Email: acwap@ozemail.com.au

ph: 02 62842923

2006 Excellence in Policing Awards

By Helen McDermott

Since 1999 the Australasian Council of Women and Policing have celebrated the achievements of the women and men who are making policing better for women.

Through its annual Excellence in Policing Awards, the Council has recognised and highlighted the work of some outstanding individuals and groups who are making a real difference.

The Council is calling for nominations for its eighth Annual Excellence in Policing Awards.

Nominations for the awards close on Friday 29 September 2006 and the awards will be presented on Saturday 28 October 2006 in Wellington, New Zealand.

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.

Every year the Council refines the award categories and reviews the criteria for the awards. And for 2006 the award categories 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**

Nominating

Anyone who is interested in improving policing and law enforcement for women can nominate someone for an award.

The nomination process is simple. All you have to do is go to the ACWAP website www.auspol-women.asn.au and download the information kit and the nomination form. If you have any trouble with accessing these two files, just email the Council at acwap@ozemail.com.au and we will send you the documents.

Don't have Internet access? Just call the council on 02 62842923 or 0417 231838 and leave your name and mailing address and we will post you the documents you need.

Complete the nomination form, telling the Awards Committee as much as you can about how your nominee meets the criteria and get your completed form to the Council before 5pm (EST) on **FRIDAY 29 SEPTEMBER 2006**.

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.

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.

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 must be received by the Council before 5pm (CST) on **FRIDAY 29 SEPTEMBER 2006**.

The winners for each of the categories will be announced on Saturday 28 October 2006 at the Council's Annual Awards Dinner being held in Wellington, New Zealand.

Address and Deadline for Nominations

Please mail the completed Nomination Form to:
Australasian Council of Women and Policing
PO Box 3994
Manuka ACT 2603

or email it to
acwap@ozemail.com.au

For any questions please contact:
Jenny Fleming on 02 6125 2637 or
Helen McDermott on 0417 231838
Or email : acwap@ozemail.com.au

Awards Criteria

Before nominating someone for an award, you should check that their achievements meet the criteria.

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.

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 or 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 protecting 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 in 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, National Common Police 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, Common Police 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;
- 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 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;
- an outcome that recognise the gendered nature of policing or law enforcement organizations and remove the direct or indirect discrimination faced by women; and
- enhance 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 winner 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.

2007 Women Leading Change

By Helen McDermott

The Fifth Australasian Women and Policing Conference will be an opportunity for police, law enforcement, policy makers, activists, decision makers and researchers to explore how women are leading change within policing and the opportunities that women's leadership can provide policing.

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 1996 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 change 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 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.

This conference will explore areas in which women are making a difference to policing and will examine how policing can capitalise on women's strengths and values.

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? Is their leadership feminised?

2007 Women Leading Change will provide women in policing an opportunity to explore how they can develop and use their leadership skills to make a difference to policing.

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 in this reform 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 also 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 the Sunday evening for the opening keynote address followed by the welcome reception. 2007 Women Leading Change will start on Sunday 26 August 2007.

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

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 on the Tuesday evening.

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, the final day of optional workshops will comprise a range of training sessions.

Call for Papers

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

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

If you would like to present a paper at the 2007 Women Leading Change conference, forward a 100 word abstract and short biography to acwap@ozemail.com.au by 31 December 2006.

Join the Australasian Council of Women and Policing in celebrating its 10th birthday

In 2007 the Council was formally created. It arose out of the 1996 First Australasian Women and Policing Conference held in Sydney 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 Institute of Criminology website www.aic.gov.au/conferences/policewomen

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

- publishing The Journal of Women and Policing
- website www.auspol-women.asn.au
- email list acwap@yahoo.com.au
- Annual Excellence in Policing Awards
- Australasian Women and Policing conferences
- presenting papers at various forums

- international network of women and policing
- publishing *Fitting in or Standing out? Surviving your first years – a guide for women entering the policing profession*

Excellence in Policing Awards

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

Administration

Women Leading Change is being held at the Carlton Crest Hotel and a special accommodation rate will be available for delegates.

Airline bookings should be made directly with your travel agent or airline. Qantas Phone: 13 13 13 Web: www.qantas.com.au
Rex Phone: 13 17 13 Web: www.rex.com.au

Jetstar Web: www.jetstar.com.au

Virgin Blue Airlines Phone: 13 67 89 Web: www.virginblue.com.au

A registration brochure will soon be available on the Council's website or email us at acwap@ozemail.com.au for a copy. You can also contact the Council on 02 62842923, or PO Box 3994, Manuka, ACT 2603 for a copy. The conference administration firm Conference C-coordinators can be contacted at PO Box 139, CALWELL ACT 2905 Ph 02 62929000, Fax (02) 6292 9002 or E-mail conference@confco.com.au.

Draft Conference Program

Sunday 26 August	Monday 27 August	Tuesday 28 August	Wednesday 29 August	Thursday 30 August
	Opening Plenary	Plenary <i>Leading the change to improve policing for women</i>	Plenary <i>Where women's leadership can make the difference</i>	Optional Training Workshops
	Morning Tea			
	Plenary <i>Women Leading Change</i>	Concurrent Sessions	Concurrent Sessions	
	Lunch			
	Concurrent Sessions	Training and Workshops	Concurrent Sessions	
Afternoon Tea				
<i>Opening session</i>	Concurrent Sessions		Hypothetical	
Opening Reception	Informal Dinner	Awards Dinner	Informal Dinner	

Note: program is subject to change without notice

Registration

A registration brochure will soon be available on the Council's website www.auspol-women.asn.au or can be obtained by emailing acwap@ozemail.com.au or by phoning 02 62842923 and leaving a message.

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– Dr Earl Mindell



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Success Saboteurs

By Trisha Kendall

What We Do To Hinder Our Success And What We Can Do About It

As an organisational psychologist, I am passionately committed to helping individuals and organisations achieve their goals without sacrificing well-being and morale. One key way for this to happen is for people to identify, value and use their strengths. I have found that there are a number of ways that, as women, we neglect to do this and as a consequence, hold ourselves back from achieving what we might like from life. These issues certainly are not limited to women (nor are they found in all women). However, I along with many researchers, authors and social commentators have found that these practices do seem to be more prevalent in women. Here I have outlined five key areas in which many women may block their brilliance.

Beliefs about what is acceptable

Many of us have grown up with particular messages about what is considered acceptable in terms of behaviour or qualities of girls or women or mothers – and what is unacceptable. These messages may come from our parents, teachers, the media, and work colleagues. What were you told? My parents' messages told me that that those who focus on careers are selfish, that wealth is a sign of greed, and that wanting to make something of my life was tantamount to arrogance (and impossible to accomplish). As vulnerable children we may adopt others' beliefs about what it is to be a 'good girl' to gain acceptance and approval. Sadly, as adult we forget to go back and form our own beliefs. Instead we simply continue living by these externally imposed ideals. Buying into these beliefs can make us feel unworthy for the happiness, wealth or success that does flow into our lives. It may also mean that we unconsciously limit our actions towards success. We are left feeling uncomfortable with the notion of 'doing well', however we may choose to define it, and inadvertently sabotage ourselves.

Putting ourselves last

Perhaps one of the principal beliefs women have about what is good, right and proper, is that we must subjugate our own needs to those of everyone else. Essentially, women must be selfless individuals who look after all around them. After all the caring is done, what time or effort is left for ourselves? Not a lot. How useful is this thinking? As constant carers of others, we burn ourselves out. Once burnt out, we find it near impossible to provide the support for others, so essentially what may be considered a more 'selfish' approach is in fact the most logical and *selfless*. It's what some like to call the 'oxygen mask theory'. Think about that last time you were listening to the emergency procedures being explained while aboard a plane. The flight attendant would have explained that, in the event of an emergency requiring the use of oxygen masks, each person should be sure to fit their own mask before attempting to help others – even children! Imagine that – looking after ourselves before assisting a helpless child! Yet of

course fitting the oxygen mask on ourselves first is the only reasonable course of action that would physically allow us to assist others. How often do we apply this rule to other aspects of our lives? Instead women neglect their health, and regard their own rest and rejuvenation as virtually wicked.

Underestimating our own abilities

Accurate self assessment leads to greater work performance, more effective leadership and greater success in terms of promotion, yet how many women are willing to admit to their strengths? Yes, sure, we can rattle off a list of weaknesses as long as our arms, but accuracy means knowing what we are great at as well as areas of deficiency. In my 14 years of working with clients in career guidance settings, I have often been astounded by how little people, particularly women, value their own abilities and positive characteristics. Women in policing are no exception and in fact I have found that they are particularly unwilling to admit to their brilliance, plaguing themselves with self-doubt or even scorn. Sadly, our self-image, based on these inaccurate pictures, dictates what we believe ourselves to be capable of. By holding this flawed self image, women consistently limit their chances of success. They see themselves as not good enough when often they are more than able.

'A woman is like a tea bag – you never know how strong she is until she gets into hot water.'

Eleanor Roosevelt

I have noticed a growth in 'development focus' in the workplace. This obsession with weakness appears to be getting out of control. Personal and professional development is my passion – I am not advocating that people stop learning or improving. But I am concerned with people focusing only on what they can't do. Imagine if Cate Blanchett – well regarded and recognize in the acting field – obsessed about her touch-typing ability or lack thereof? I don't know if she can type – but, frankly, I DON'T CARE and I would hope nor would she. She has particular strengths that enable her to excel in her field. She does not have to be a Jill of all trades. Richard Koch, author of 'Living the 80/20 Way' has a great argument. He reckons that 80% of the results people get in life come from just 20% of what they do – and that results come from our top 20% of

skills and qualities. So why not focus on what we can do well rather than getting caught up in what we can't? What the world needs is people doing what they do best, what they love, not trying to do everything. That is the wonderful thing about diversity in the workplace. Each of us can contribute our own unique strengths into the organisational mix – and, together, we achieve more.

Perfection-Fixation

Wow, women can be really hard on themselves. I don't know how many times women prevent themselves from applying for jobs that they would love or from doing something that they would like to do because they are 'not ready'. They imagine making utter fools of themselves by not knowing 100% of every aspect of the role, or as 'big noting' themselves by going for something they are 'clearly' (in their eyes) not qualified for. Judged by her own self-imposed unattainable standards, the perfectionist will never be ready. So often, as women, we believe that have to excel at everything in order to simply be 'good enough'. Our negative internal dialogue reminds us that we are hopeless/ineffective/inferior. With this approach, there may be a tendency to avoid stepping outside of comfort zones or taking the risk necessary to, for example, apply for a job that would in fact be well within reach. Meanwhile, it may often be the case that our male counterparts are willing to take the necessary risks and know that most of the necessary skills to do a job will be learnt on-the-job – not before.

Expectations of failure

By allowing the continued belief that we are not good enough, we come to expect failure. Self-fulfilling prophecy is a wonderful concept. It the 'see, I told you so' of social psychology. Essentially, by

'Aim for success not perfection... Remember that fear always lurks behind perfectionism. Confronting your fears and allowing yourself the right to be human can, paradoxically, make you a far happier and more productive person.'

Joel Hawes

approaching a challenge – a job interview, a presentation, a discussion with management to request flexible working options – with the expectation that we won't succeed, we in fact create failure. And of course, when we are proven correct – when 'failure' is indeed the outcome – we are able to console ourselves with the knowledge that we were right all along to doubt ourselves, and that at least we did not 'get our hopes up'. This, naturally, becomes self-perpetuating: we prepare ourselves for failure with low expectations, we fail, providing us with another great of example of how we were not good enough. This reinforces our self image and so the cycle continues. Many women, and men, who have identified this pattern and decided to get off the merry-go-round start seeing great results. Self-fulfilling prophecy works positively too! There are risks involved in expecting success rather

than failure – pessimists love to say that at least they won't be disappointed. I'd rather be disappointed than always *expect*, and then *get*, nothing.

So, I've painted a fairly sorry picture, have I? You may imagine I am advocating a 180-degree reversal of these traits: where each woman is relentlessly ambitious, has no concern for others and is full of her own self importance. Not at all! Caring for others, a willingness to develop ourselves and humility are excellent qualities that most women would not want to give up. We can, of course, strike a balance. With small but consistent alterations in how we think and act, we can make some really positive and lasting changes that can impact positively on how we see ourselves, the happiness we experience, and what we are able to contribute in our workplaces and families. Here are some strategies to assist. Remember the self-fulfilling prophecy as you read and then apply them. For them to work, you must expect them to work, so try them with a positive mind-set:



- Take a good look at the beliefs you hold. What do you think makes you acceptable to others? What do you imagine yourself to be capable of? How useful are these beliefs? Are they serving you or restricting you?
- What does success mean to you? Are you living by your standards, or ones imposed by others? Get to grips with *your* values.
- Set some goals – ones that align with your values and priorities. Write them down. Break them into manageable chunks and work on them a little at a time. Once you start to experience progression towards these your self-efficacy will increase and you'll be unstoppable!
- Undertake a 360-degree evaluation to gain some valuable feedback. Identify your strengths, and start to appreciate them. If there are areas for development that are vital for the role you are performing, or for success in a future role, then work on them. Otherwise – forget them. Don't give up your Oscar for a typewriter (or your typewriter for an Oscar if typing is your passion).
- Believe it when people tell you your strengths rather than arguing with them or putting yourself down – accept a compliment!
- Be bold – say 'I can do that' or at the least 'I'll have a go'!
- Be willing to ask for help: find a mentor, phone a friend, delegate, work with a coach.
- Network! Find some supportive friends, colleagues or family members. Encourage and support them towards success, and be willing to accept their support and encouragement too.
- Practise positive self talk – remind yourself that you have some wonderful qualities and turn off the inner-critic. With practice, you will begin to know that you are good enough.

- Visualise success – it works for athletes and people from many other walks of life. Seeing something in our imagination first can help alter our self image and prepare us for success in reality. As Napoleon Hill stated 'If the mind can conceive and believe, the mind can achieve'.
- Put on your oxygen mask. Take some time out for your own needs – for relaxation, for personal and professional growth, and for fun. The healthier and happier you are, the more likely you can give to others.

Have fun with these strategies – they are not another excuse for fault-finding. Go easy on yourself. And, while you're at it – let your brilliance shine through!

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About the author:

Trisha Kendall is a qualified organisational psychologist, with 14 years' experience in providing HR and psychology services to private and public sector organisations. Trisha is a motivated, dynamic consultant and speaker who is passionate about helping others achieve their goals and live their dreams. For the last five years, Trisha worked for the Queensland Police Service. During this time she managed the Career Planning Unit, delivered a yearly leadership program for women, coordinated the mentoring program and served on the Women's Advisory Group Network.

Trisha now runs her own organisational psychology business – ChangeCorp. Trisha can be contacted on tkendall@changecorp.net.au

The Australian Institute of Police Management, Manly, NSW.

By Ms Somer Taylor – Faculty Administration Manager

The Australian Institute of Police Management (AIPM) has conducted a vast array of management and leadership development programs for senior police officers from its spectacular site on North Head (Sydney) for over 50 years.

For many, AIPM programs are considered to be a career watershed. AIPM programs are frequently cited as a significant contributory factor for individuals looking to move into the most senior ranks, to become future leaders of their organisation.

The current course offering for police officers includes the annual Police Executive Leadership Program (PELP) for officers typically at the rank of Superintendent, and the Police Management Development Program (PMDP), conducted four times each year and targeted at Inspector rank. Both programs involve full time residential (onsite in Manly) and part time distance education components.

Both courses (Graduate Diploma in Executive Leadership (PELP) and the Graduate Certificate in Applied Management (PMDP)) are fully accredited post-graduate programs under the NSW Higher Education Board. The programs are applied in nature, have practical outcomes, and are aimed at providing students with a developmental learning experience which can be utilised back in the workplace.

Policing has historically involved predominantly male representation, reflected in course demographics at the AIPM. In 2003 however, the AIPM made a strategic move to increase female attendance by marketing one PMDP a year to attract greater numbers of female police officers. This is proving to be extremely successful and has raised female attendance by a significant percentage. In 2004, 18 women attended the 93rd PMDP (total course attendance was 29) and in 2005, 16 female officers graduated from the 96th PMDP out of a total of 30 students.

"The Manly Experience" (as it has been termed), coupled with improving female representation is instrumental in creating unique networking opportunities for female police officers across not only the nine Australasian police jurisdictions, but also internationally. Female officers have been drawn from organisations such as the South African Police, Garda Stochana, (Republic of Ireland), Vanuatu Police, Myanmar Police, and the Royal Papua New Guinea Constabulary, just to name a few. The intense residential component of the courses provides not only an environment for intensive study away from the pressures of the regular workplace, but allows for strong bonds to form amongst these women. The AIPM has been witness to many new friendships and a female camaraderie which creates life changing experiences for students of the course.

One notable success story from the 'female-themed' PMDP is Senior Inspector Joanne Clarkson, Royal Papua New Guinea Constabulary who attended the 93rd PMDP in 2004. Joanne appeared in The Journal for Women and Policing shortly after her attendance on the course and has been hailed as one of the future leaders of her organisation. "Being a participant in the PMDP was a truly rewarding experience" said Joanne: "It's one which will challenge you not only to look at how you manage but more importantly, how you lead your staff."

Lecturers and guest speakers at the AIPM are drawn from a wide spectrum of industries and organisations. Amongst these speakers, there is a strong presence of female presenters and practitioners who are leaders in their field of expertise. These regular sessions during the PMDP include Business Planning, Public Sector Reform, Risk Management, Industrial Relations Forums, Diversity Management, and the Application of Learning.

High profile female speakers on previous PELPs have included The Hon Bronwyn Bishop (Political Leadership), Commissioner Christine Nixon, VICPOL, (PELP Commissioners Forum), Professor Meredith Edwards, Executive Director- National Institute of Governance (Developing Public Policy), and Professor Marie Bashir AC, (Opening Address Speaker). The AIPM was honoured to have Assistant Commissioner Barbara Etter, WAPOL, as part of the teaching team during the residential component of the 2005 PELP. A/C Etters strong academic background and considerable policing experience proved invaluable to the success of the course. The wealth of experience provided by these speakers provides a distinctive richness to AIPM courses which enhances the learning experience of all course participants.

The AIPM has also made a recent move to strengthen the network of students, both current and alumni, in forming the Student Support Network (SSN). The aim of the network is to enable currently enrolled students to contact Graduates of the PMDP and PELP to utilise networking opportunities and enhance their learning experience during the distance education components and in the lead up to the residential. Even in its initial stages, the SSN has received an overwhelming response from AIPM Graduates willing to participate in the Network. The SSN will be particularly useful to female students wanting to broaden their professional network both state-wide and internationally.

The AIPM has a proud history of providing excellence in executive leadership training for Australasian Policing. In recent years, the AIPM has also been successful in increasing diversity across program attendance and will continue to build on this progress in the future.

For more information about Institute programs, please contact the AIPM's Faculty Administration Manager on 02 9934 4846.

Conference Paper ANZSOC 2006

Rewriting the Ideal Police Corporeality: Women in Policing

Natasha Sugden – Victoria Police

One young policewoman's short and overweight physique could be linked to the fatal shooting of an unarmed man at a domestic dispute, a senior officer said... (Sydney Morning Herald, 25 July 2001: 6).

In 2000 a Senior Constable of the NSW Police fatally shot a man three times during a struggle after being called to a domestic abuse dispute. Also present at the incident was a female probationary constable who had graduated from the police academy six weeks previously. An inquest into the incident revealed that the senior constable "lost confidence" in his colleague and described the probationary officer as "not a particularly well or fit person" (*Sydney Morning Herald*, 24 July 2001: 7). These sentiments were conveyed in various Sydney newspapers. A young, inexperienced, 'short and overweight' female police officer suddenly became the focus of the inquiry as a potential cause of the incident. However, the spotlight was not placed on inexperience, rather her physicality became central in the construction of her inadequacy as a police officer. This paper will argue that physicality – size, strength, prowess, is considered intrinsic to, and inseparable from, police work.

A number of feminist researchers (Acker, 1991, 1992, Martin & Jurik, 1996, Messerschmidt, 1993, West & Zimmerman, 1987 and Williams, 1991) have examined the gendered nature of organisations and how they shape behaviour of men and women according to gender role expectations. Research into women in policing has also considered how many women are forced to adapt a number of strategies to combat the resistance they face from male police officers and the policing institution (Berg & Budnick, 1986; Brown & Heidensohn, 2000; Hunt, 1990; Jones, 1986; Martin, 1980; Miller, 2001). This study aims to contribute to current discussions on women in policing by considering how the experiences of women police are intimately connected with their bodies.

Women in Policing

In Australia, the position of women in policing has improved significantly since the appointment of the first policewomen in the early twentieth-century. Over the last hundred years Australia has moved away from blatant and systemic discrimination against women in policing; through the introduction of non-discriminatory procedures; and slowly into an emerging period of positive encouragement for full equality for women in numbers, deployment and promotion (Prenzler, 1998). The number of women police in Australia continues to show an upward trend with women representing 20.9 per cent of total sworn officers (AIC, 2004). However, despite considerable improvements in the position of women in policing, women are still being discriminated against in their attempts to enter one of the world's most masculinised occupations. Research conducted in Britain, the United States and Australia indicate that women continue to face numerous cultural and structural impediments to equal selection, deployment and promotion (Brown, 1998; Holdaway & Parker, 1998; Silvestri, 2004; Wimshurst, 1995).

In the United States, Britain and Australia, one area of particular concern for women in policing has been the problematic nature of pre-entry physical ability tests. There has been intense debate over the effectiveness and validity of police pre-entry physical ability tests. In Australia, evaluations of physical ability tests reveal that they lack validity and may be considered discriminatory under Equal Employment Opportunity legislation (Prenzler, 1996). In the United States, various court decisions have carefully scrutinised physical ability tests and have generally found that validation arguments are wanting (Gaines, Falkenberg & Gambino, 1993). The National Centre for Women and Policing (NCWAP) (2003) conducted an examination into the recruitment and retention of women in American law enforcement agencies and found that the physical agility tests had an adverse impact on women. In the United Kingdom, the British Association for Women in Policing (BAWP) (2005: 3) has also identified the problematic nature of physical tests and has called for a system "which is fair and appropriate and which doesn't disproportionately effect women officers". Within this context, the bodies of women police become a central site for exploring biological and socially constructed gender differences.

This study consisted of semi-structured interviews with 47 women from NSW Police and Victoria Police. Participants were from a range of ages (19-52) ranks (probationary officer- superintendent) and policing regions, including both rural and urban locations.

The Ideal Police Body: strong, muscular and athletic?

One of the major ideological sources of opposition to women in policing has been the assertion that policing involves physical confrontation and therefore is too physically demanding for women (Prenzler, 1996). While the position of women in policing has improved considerably, the belief that women are the 'weaker sex' continues to inform resistance to female police officers (Sugden, 2003). The view that there are biological or natural differences between the sexes has marked the female police body as inferior to the male police body.

Many of the women interviewed adhered to the belief that there are *natural* differences between males and females which enable men to complete physical tasks more easily than women. The interviews revealed an assumption that biological factors lay at the heart of physical differences between men and women. Many women in this study believed that there are significant biological differences between men and women, which determine their different physical capabilities:

Tiffany: Girls are just not as strong as blokes. No matter how many weights we lift, blokes just have better upper-body strength, and so they can handle physical problems easier than we can, 'cause they just have it in them. They're just different, they are built differently and made differently to us.

Upper-body strength is a strong theme in these interview comments. The women interviewed comply with the notion that an absolute, biological difference between men and women is upper-body strength. The women interviewed are actively reinforcing notions of natural male physical superiority and female inferiority. They have accepted their bodies as lesser than their male counterparts and marked their bodies as weaker and subordinate.

Resistance to Gender Difference

In Australia, the *Equal Opportunity Act* of 1978 resulted in women police being formally integrated into general duties. However, this process was notably one-way as women police were expected to assume the same role as the men. With the historical domination of men in policing, women police were integrated into policing largely on the basis that women “should do the job like men” (Brown & Heidensohn, 2002: 74). Despite the introduction of women into policing, the pre-entry physical tests were not altered to consider the different physical abilities of women, nor was the relevance of physicality to policing questioned. Both male and females were expected to successfully complete the same pre-entry physical ability tests¹. Police recruits must successfully complete a number of physical tests whilst at the police academy. The interviews revealed a persistent belief that females continue to be greatly disadvantaged by the pre-entry physical tests which must be completed at the police academy:

Nicky: I think that a lot of the things that we get tested on are easy for males – but there are fitness and strength things. It just seems a lot easier – the testing for males to be able to do it naturally then females. But I don't think the tests should be changed.



These comments reveal that many women police find that the pre-entry tests are discriminatory and geared for the male body. Paradoxically, these women comply with the notion that male and female bodies should be measured by the same tests. There was an assumption that by treating the sexes equally, women are able to demonstrate their determination to compete equally and are provided with an opportunity to prove themselves. By complying

with the tests, they are resisting the notion that there are significant differences between the sexes. By resisting difference, women police may successfully assume the same role as men police. The women interviewed are aware that it is important to accept the equal treatment of males and females; otherwise the position of women in policing would further suffer. If they challenge the physical tests, then they would be perceived as supporting the view that women are less able or less willing to perform the physical requirements. The women interviewed are aware that the male dominated police service has traditionally viewed women as the 'weaker sex'; they do not wish to reinforce discrimination against women.

While the physical tests are geared towards a male body, a number of women interviewed trained their bodies to meet and resist the masculine ideal:

Nicky: When I was training at the gym I had to tell the fitness instructors what I had to do and they were just like 'I can't believe they are actually making you do that'. Women's bodies aren't meant to be able to do men's push-ups, that's why they created women's push-ups. And that's hard and a lot of the girls are struggling with that. I can do them – the other day I did 20. And that's good because that's where I make up my points against every other girl...if I can do 20 push-ups then everyone can do them. I mean because I'm small and it's just because I've been working out for the last few months. I mean there was no way I could have passed it before – I mean my arm strength was just appalling – I couldn't do anything and you've got to be able to.

By hiring a personal trainer, Nicky was able to train her body to successfully negotiate the pre-entry tests. As a result, she found herself meeting levels of physicality which incited an attitude of 'if I can do it, then anybody can'. Nicky did not have a high level of fitness or strength before she commenced training, but through her motivation and determination to become a police officer she was able to meet new and unexpected levels of physicality for her. She is shown to be re-evaluating and re-conceptualising the way she views her body. Nicky was able to successfully complete tasks never attempted before and to use her body in new and foreign ways.

Resisting the “brawny copper”

While most women accepted and even endured the discriminatory nature of the pre-entry tests, a number of women interviewed questioned whether pre-entry physical tests effectively measured critical or essential elements of police work. The following comment demonstrates that women interviewed questioned the relevance of the pre-entry tests:

Isabella: [I]n your normal day you'll just be going around just responding to jobs and there's not a lot of physical activity in day-to-day. Very rarely do you actually get involved, if you get a foot pursuit or things like that, it's very rare all that...but you just want to know that you can run if it's going to happen, so that you can catch the offender that's running.

¹In NSW, the pre-entry physical tests include the successful completion of push-ups, a flexibility test, a vertical jump, a 40 metre sprint, hand-grip strength test, the Illinois Agility Course and a shuffle fitness test (NSW Police, 2004). In Victoria, the pre-entry physical tests include a physical pursuit course, an arrest simulator, a trigger pull and a 50 metre swim (Victoria Police, 2005).

This comment reveals that women police do not comply with the notion that the skills and abilities measured by the pre-entry physical are an effective or realistic measure of day-to-day policing duties. Such concerns have been supported by Maher (1988) and Charles (1982) who contend that important factors in physical tests are ignored, such as the fact that officers generally work in teams, make use of weapons to subdue suspects and are trained in unarmed defence training. In light of these findings, it is concluded by Maher (1988) that physical fitness rather than physical ability is the most appropriate concern for future police officers and that medical examinations, weapon-less defence training and physical conditioning programs are more acceptable alternatives to physical ability tests. Many of the women interviewed support this belief that general physical *fitness* is more appropriate than the measurement of specific physical *abilities*:

Lola: I think it's important to have very good physical health as a police officer, because of the stamina you need to do the job...and if your physical health is good, then your mental health is that much better.

Women consider general fitness to be an important manager of stress and well-being. The Queensland Police Service is the only policing body in Australia to have a general physical competency test. All other jurisdictions in Australia have 'job task-based' tests (National Centre for Women & Policing 2002) which aim to simulate duties performed by police officers and to measure candidates' ability to perform tasks within established time parameters.

Restricted Physicality: women in blues

It is evident that female police officers are still sometimes confronted with the traditional view that women do not belong on patrol because of their lack of physical strength or ability to maintain an authoritarian presence (Grennan, 1987). One related 'urban myth' which circulated to a number of women interviewed (usually by male police officers) is described below:

Vanessa: You always hear the stories about going to a pub brawl...I don't know if it ever happened, I don't know...the story is that they've gone down to a brawl and the male copper has got out to go and deal with it, and he has turned around to look for his female partner – to back him up and she's in the van with all the doors locked. So everyone tells you this story, it's one of those urban myths...

Many of the women interviewed made reference to this 'urban myth'. Such images succeed in devaluing and de-professionalising the position of women police. This myth that women police are a danger to other police officers and to the public is both essentialist and overly simplistic. However, it is important to recognise that some female police officers do lose confidence in their own ability to use their bodies as part of their policing function. The interviews revealed that some women police are hesitant or less competent due to lack of practice in managing highly physical confrontations (Westmarland, 2001). Women interviewed commented on some of their female colleagues:

Hannah: The biggest problems we've had, especially with females, I mean how many girls of 18-19 have been in a good punch up? so they don't know, and the only way you find out is to get in it and amongst

it ... that's the biggest complaint about junior women police and I've pulled blokes aside and asked them 'when you were 18-19 how many fights had you been in?' and they say 'yeah a few', and I said 'how many girls have you seen in blues at the pub, or blues in the footy team? How many girls have you seen on the netball court having fights?'

These comments reveal that some female police officers feel constrained and uncomfortable using their bodies to engage in policing duties which require strength and force.

It is interesting that Hannah relates the experiences of the junior police women to sports and male violence. A number of researchers have argued that competitive sports provide a way for men to construct a masculine identity and allow a legitimated and ritualised outlet for violence and aggression (Lorber, 1993; Connell, 1983; Whitson, 1994; Messner, 1990). Connell (1983) contends that through sport men learn to use their bodies in forceful and space-occupying ways. It is suggested that sport is empowering for men because it teaches them to use their bodies to produce effects and it teaches them to achieve power through practiced combinations of force and skill (Connell, 1983). As Hannah highlights, men learn to develop strength, assertiveness and confidence in their bodies through prevailing over opponents in competitive situations such as in pub and footy brawls. On the other hand, Young (1990) argues that the exclusion of women from sport and other means of physical confrontation has historically denied females the development of particular skills and strengths.

MacKinnon (1987) contends that there is great potential for women to experience their bodies as skilled and forceful. The above police officer, Hannah, found herself training one of her junior colleagues in how to empower her body:

Hannah: We had a girl, there was a punch up and all the other officers were getting bashed and she literally stood back. She didn't get involved, she froze and I pulled her aside and of course she felt bad and I said 'what happened?' and she said she doesn't think it's the right job for her, and that she should leave...and I said 'let's go out back now and have a blue', and she's just laughing and I said 'that's all it's going to take, next time there's a fight, just get in it, swing a few punches, hit a few people in the shins, so what if you hit your partner'. I said 'you're not the only girl, you're not the first and you won't be the last that's never been in a blue, people will put you down and criticise you for not having a go, if you have a go and come out with the bruises and the black eye'. So next time there was a blue, she got in there and she did better than she thought, so it worked out for the best. But once she got into her first blue, that was it, her confidence went through the roof, she wasn't confident and it was that one little thing.

This police officer was able to discover new levels of movement and confidence in her body. Similarities may be drawn with martial arts or self-defence classes where women learn to experience their bodies in different ways. For example, McCaughy (1998) examines how women in self-defence classes learn new scripts for bodily comportment. It was found that self-defence instructors teach women to reimagine their bodies as active agents capable of

fighting, yelling and killing (McCaughey, 1998). As women unlearn scripts of traditional femininity, they learn to adjust and move their bodies in new ways (McCaughey, 1998). Likewise, Hannah describes how her female colleague learnt to become physically aggressive and assertive. Cultural norms and ideologies inscribed in women's bodies, which are seen as natural, may be challenged and rewritten.

The legitimate use of force is a defining characteristic of policing (Brown & Sargent, 1995). Within Australia there has been the widespread deployment of firearms; both NSW and Victoria Police officers are issued with handguns whilst on duty (Sarre, 1995). Police officers are also issued with an extendable baton and capsicum spray (Soldo, 2004). A number of women interviewed expressed a discomfort with using the police accoutrements, in particular the handgun and the baton:

Georgia: Guys seem to be more confident with the firearms and the batons and stuff. Even though you've all trained the same, I think guys are a bit more gung-ho about it, they know all the parts of the firearm. Every girl I know, bar a few, most girls I know, hate going for their annual shot and hate doing their defence tactics training...every girl I know hates it. Whereas guys love it and think it's exciting and it's skirmish or something. I don't like it, I have to pump myself up and go there and just get through it and once it's over you don't think it's so bad.

Virginia: Sometimes you rock up to a job and there's nothing that's going to stop this person from carrying on the way they're carrying on. They need to be subdued physically and I hate it, I really hate it...

Some of the women interviewed did not feel comfortable with the use of physical violence or gun related force. The women interviewed resist the notion that they have to conduct police work with aggression and violence. They "hate" the occupational emphasis on guns and physical confrontation. Stereotypically this behaviour is a masculine preserve and women who exhibit the use of physical force or violence challenge social/cultural scripts of feminine domains. Within policing, the presence of weapons is a particularly potent symbol of maleness (Brown & Sargeant, 1995) which only men have the right to 'use' (Westmarland, 2003). As Rubinstein (1973: 20) observed from a study of Philadelphia police officers, "a gun and a nightstick are not simply weapons...but extensions of himself whose use is linked to his notions about how he uses his body to do his work". Intimate relations between policing, masculinity and weapons succeed in marginalising and excluding women police.

Not all women interviewed felt self-conscious demonstrating a capacity for violence and force. A number of women police felt comfortable when they had to rely on their weapons or when they became involved in physical confrontation:

Julie: I love the general duties, I love going out, I love – not punching on, but I love arresting crooks ... If I have to have a physical encounter, that doesn't worry me, I love the adrenaline that comes with that. I love the verbal confrontations that you have ... I like helping people, but that doesn't bring any adrenaline ... the adrenaline is really good, the pressure to make decisions quickly, the pressure to do the right thing...

Lucinda: I've used all of them...no problem, I've broken a knee cap with my baton, it was a really lucky shot, the perfect shot... I've used my capsicum spray, on a big bloke...he started running towards me and so I took out my spray and sprayed him...and I've had to use my gun and I came very close to shooting a victim at a domestic. I'm glad I didn't have to shoot, my finger was on the trigger and I was ready to fire. I'd started pulling my finger backwards and she dropped the knife and I put my gun away...I would be really disappointed in myself if I hadn't used them when I needed to, because that's the whole point that you have them and again, it's the whole thing, if I hadn't used them, then I would have shown myself to be unreliable...

Julie is drawn to the power and control traditionally associated with both policing and masculinity. She feels a rush of adrenaline; Julie loves the pressure and thrill of physically or verbally managing situations of violence and confrontation. Likewise, Lucinda challenges the notion that women police are unsuitable to handle violent and dangerous situations. The comment by Lucinda demonstrates that she does not hesitate to use force or violence when she considers it appropriate and within the legislative/policy guidelines- she feels comfortable utilising her accoutrements when faced with a violent situation. Such comments confirm the findings of several research studies which have found that female officers are not reluctant to use force when necessary. That is, men and women are equally likely to use *routine force* during the course of professional duties (Voden, 1999; Adams, 1999). French and Waugh (1998: 264) found that "females do not appear to stay in the background when there is a violent confrontation, and their susceptibility to injury is the same as their male counterparts". Research by Janus et al (1988) found that 68 per cent of the 135 women officers interviewed had no reservations about using deadly force in a violent or potentially violent situation.

Conclusions

In this article I have considered the different ways women police negotiate, accommodate and challenge the notion that physicality is pivotal to the policing ideal. Women police continue to endure the myth that police work involves managing danger, violence and physical confrontation. Policing is considered too physically demanding for women and consequently women police are devalued by their male colleagues. Women police comply with dominant gender discourse which defines women as biologically weaker, and inferior to their male counterparts. They are shown to be actively defining the ideal police body as masculine and accepting that the benchmark of the ideal police officer should be measured by pre-entry physical tests which are geared towards a masculine physique.

However, in a male-dominated environment which celebrates, rewards and idealises masculinity and the masculine physique, women police have little space to negotiate new boundaries of the policing and gendered ideal. Nevertheless, women interviewed did employ a number of strategies and rationales whereby they may be conceptualised as resisting both dominant gender discourses and policing norms and ideals. Many of the women interviewed understood the pre-entry tests to be discriminatory, unfair and devised for the male body. At the same time, women comply with the notion that male and female bodies should be measured by the

same physical tests. There was an assumption that if they were provided with a space to compete on the same grounds as men, women police can resist the notion that there are significant differences between the sexes. By resisting sexual difference, female police officers may successfully assume the same role as male police officers. Women police locate themselves in a position where opportunities for their male colleagues to exclude, dismiss or de-professional them are limited.

Women police also resisted the relevance and significance of the pre-entry physical tests. Physical fitness was conceptualised as important within a discourse of general well-being and stress management. The suggestion that pre-entry physical tests measure skills and abilities intrinsic to police work was questioned and delegitimised. They are not resisting the tests on grounds of gendered disadvantage; they are resisting the tests based on occupational relevance.

Policing policy and practice dictates an occupational ideal which is based on a masculine physique; women police comply with socially constructed biological differences. Consequently, women police are trapped in a mythic vision which limits and constricts both their gendered and police body. Women police become trapped in a self-fulfilling prophecy whereby they are reinforcing the policing ideal and dominant gender discourse. Women police accept 'natural' differences and the importance of physicality, and comply with differential treatment.

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Fitting In or Standing Out – what next?

By Leisa James

Many of you will no doubt have read the book published by the Australasian Council of Women and Policing (ACWAP) in 2000, titled *Fitting In and Standing Out: surviving your first years – a guide for women entering the policing profession*. For those of you who haven't, it is a book that takes a light-hearted and positive view of issues women often encounter early in their professional careers in policing. It also covers some issues women consider in the recruitment phase of a career in the police service. Many serving policewomen are profiled throughout the book and some provide snippets of advice on how they managed various situations when they arose in their careers. Cartoons are used to depict real issues and scenarios throughout the book and inject some humour.

Fitting In or Standing Out was published nearly 6 years ago now and times have changed. Some aspects of the book require updating and the ACWAP Committee is

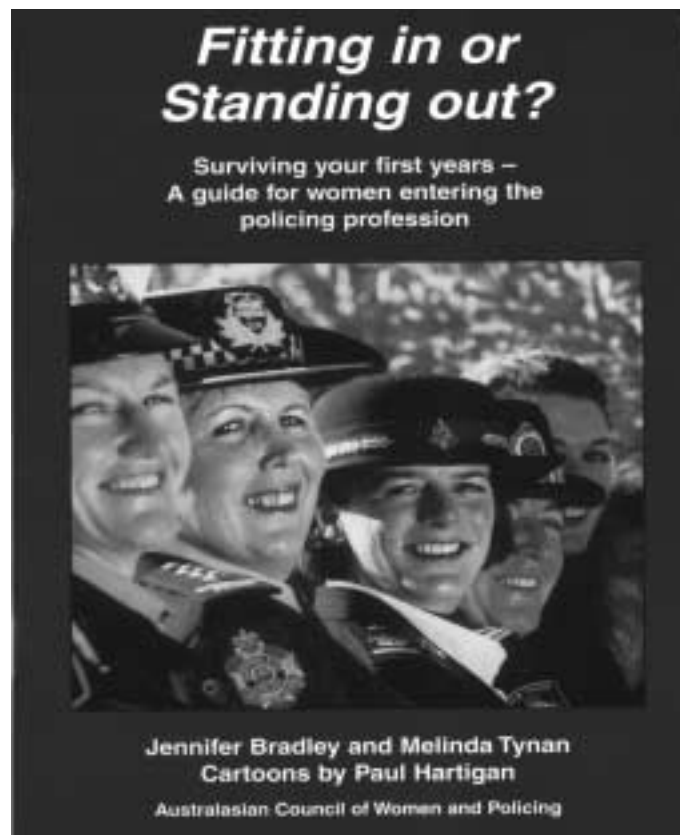
now starting work on the next edition now and is seeking your input.

A questionnaire will be distributed shortly throughout the ACWAP network requesting your views and

stories for the book. Please contact ACWAP with your suggestions either through the questionnaire or by email acwap@ozemail.com.au and please forward the questionnaire to your colleagues who may also have a valuable contribution to make to this important resource. Include any issues or ideas that you are passionate about and would like to see explored in the book, or even comment on parts of the book that you enjoyed and think should remain or hated and think

should be reviewed or deleted. Contact us at acwap@ozemail.com.au - your ideas will be welcomed.

If you haven't seen *Fitting in or Standing out?* and would like a copy, please send an email to acwap@ozemail.com.au and we will mail one to you.



Book Review

Kim Eaton

Holding Yawulyu: White Culture and Black Women's Law By Dr Zohl de' Ishtar

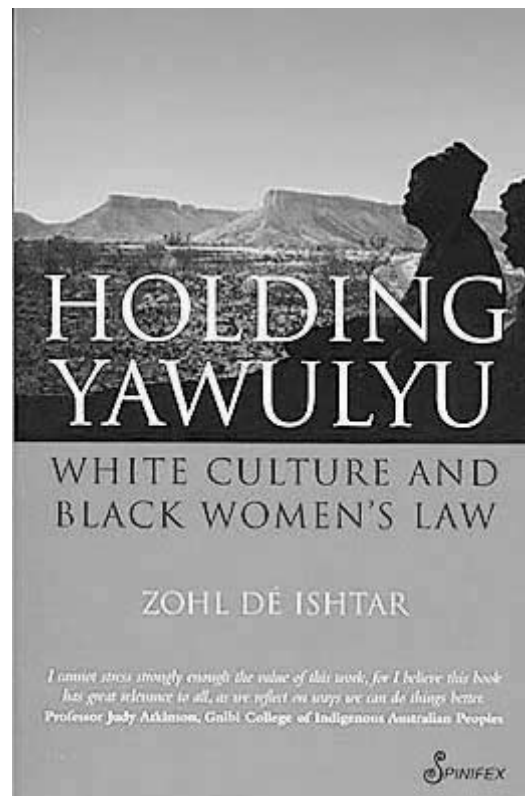
Spinifex Press \$32.95

Email: publicity@spinifexpress.com.au Web: www.spinifexpress.com.au

This fascinating book *Holding Yawulyu: White Culture and Black Women's Law*, written by Dr Zohl De' Ishtar resulted from the authors well documented case study of women elders of the small remote Aboriginal community of Wirrimanu (Balgo, on the edge of the Great Sandy Desert of north-west Australia). It reflects the effects on Indigenous Australian Women as they try to achieve cultural survival for their people which is being lost by White cultural influences. Dr De' Ishtar spent two years living and working amongst the community of Wirrimanu, assisting the women elders of Kapuluangu Women's Law and Cultural Centre to establish, coordinate and administer an array of inter-generational cultural knowledge programs.

The foremost of these programs was the forming of a *Tjilimi* (women's camp and ritual space) by the women elders of the red desert. This book highlights these women's attempt to hold onto their culture, spirituality, ceremony and way of life in a seemingly increasing dysfunctional Indigenous community. Dr De' Ishtar provides a thought provoking and challenging incite into the resilience of the Wirrimanu peoples, as they attempt to 'grow up' the next generations under their care. *Holding Yawulyu* outlines these women's initiative in hope, as they attempt to heal the past and instill a sense of pride in their people and a want to retain the soul of their culture. These women elders have seen the torture of their youth through the erosion of cultural identity and devastating socio-economic factors and attempt to teach their children and grandchildren cultural practices to protect the welfare of their younger generations by providing them with living culture and a sense of pride in their Aboriginality.

Dr De' Ishtar lived amongst these women in a one-room tin shed; she participated in their everyday events and studied and contemplated their interactions with each other and the outside world. She established a mutual empathy and was able to relate to these women, be welcomed into their lives, though due to her 'whiteness', she was never one of them. Living with them allowed her to see the full impact that white culture has on the lives of the people of Wirrimanu.



This deeply moving journey of Dr Zohl De' Ishtar exposes the complexity of indigenous and white interactions and the problems that the younger generations face unless they hold on to their Aboriginality and Black women's law. Her experience has produced a groundbreaking insight into the traditional lives of aboriginal women.

Dr De' Ishtar received a doctorate for her fieldwork with the Aboriginal women elders and was awarded Deakin University's Isi Liebler Prize 2003 for advancing knowledge of racism, prejudice and multicultural affairs. She is currently, a postdoctoral research fellow at the Australian Centre for Peace and Conflict Studies at the University of Queensland. Dr De' Ishtar is the author of *Daughters of the Pacific* and the editor of *Pacific Women Speak Out for Independence and Denuclearisation*.

The long blue line in Queensland stretches far beyond that of our coastal waters . . .

A career in the Queensland Police Service could see you living and working in one of our many coastal communities, such as Gladstone, Rockhampton, Mackay or the Whitsundays. Or if you are looking for country warmth and a relaxed lifestyle then a position in one of our country towns could be the change you need.

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Police Credit
Securing your future

Inspector Jan Edge – New Zealand Police

Who am I?

Jan Edge holds a Bachelor of Laws degree from Canterbury University in New Zealand. She was admitted as a Barrister and Solicitor to the High Court of New Zealand in 1995. She holds a Masters in Business Administration, specialising in International Business Management from Charles Sturt University in Australia in 2003. She has been a member of the New Zealand Police since 1979 starting in Dunedin and spent 17 years in the Criminal Investigation Branch. She was promoted to Detective Sergeant in Christchurch in 1993 where she managed the Child Abuse Unit before being a region Legal Advisor. She was managing the Multiple Fraud Squad when she went as Advisor to the Constabulary in NCD on the RPNGC Development Project Phase III in April 2000.

So how on earth did I end up in PNG?

I had absolutely no conception of Papua New Guinea, let alone any desire to go there. So it came as some surprise to me as I was painting the outside of my lovingly restored villa [I was too 'scottish' to pay a real painter] in Christchurch, when a nice man from ACIL (now ACIL CARDNO) rang me on my mobile, and asked if I would go on their bid for a policing project in Papua New Guinea.

Of course I said, "No, they eat people" [but I have since learned, from the politest Manus police Inspector that is only if you are very lucky (not sure what he was on about but...)]. But the nice man continued to ring and ply me with money until finally my long suffering husband said, "*How often do you get the chance for overseas service*", and to be fair in 1999 there weren't too many chances going in the New Zealand Police. But the real winner for me was that after applying for zillions of positions unsuccessfully it was really nice to be asked for a change. I also sought the advice of previous Advisors from New Zealand Police, such as Warwick Nichol and Peter Coster before going.

Saying "Yes" to work has given me amazing opportunities in the police and this became another. But it also came when we were both being called out frequently, my husband as an STG sniper and myself for homicides, which is quite tough when you have kids. So the idea of a 'haus meri' appealed as well.

So there I was in 2000 on a plane to Port Moresby. I had taken 2 years leave without pay, my husband, and two small children, Lachie (3½) and Angus (1½) off into an adventure.

What was the job?

The Royal PNG Constabulary Development Project, Phase III, (the Project) was the third phase of more than 11 years of bilateral project assistance to the Royal PNG Constabulary (RPNGC). It was an institutional strengthening project designed in close collaboration with the RPNGC and was implemented in such a manner to maximise RPNGC participation and maintain RPNGC ownership.

It was a small team of 21 advisors, only eight of whom were operational.



The Project aimed to assist the Constabulary to re-educate its members in the proactive and service oriented approach; to raise public awareness of policing issues and their own responsibility; to design and activate effective schools programs; to support local initiatives through discretionary funding and to promote interagency collaboration and coordination.

The Project components were also developed to reflect the greater emphasis towards community policing and were

- Community policing
- Human resource management and training
- Capital works
- Infrastructure and resource management
- Operations and investigations
- Financial management
- Management systems and accountability.

Today the RPNGC is a large and complex organisation with its operational and administrative headquarters in Port Moresby, Papua New Guinea. It employs approximately 5000 sworn officers and is divided into 5 Divisional Commands, 21 Provincial Commands with police stations placed throughout each of the provinces.

My role was advisor to the Divisional Commander of the National Capital District, which is essentially Port Moresby and the surrounding Central Province.

During my time there I worked with 4 different Divisional Commanders, Assistant Commissioners Raphael Haufalo, Tom Kulunga now the Deputy Commissioner: Administration, Geoffrey Vaki, and Tony Wagambi.

I also had the opportunity to see people whose graduation as officers I attended, go on to be capable and diligent police station commanders. Inspector Mariah John in particular I have since worked with in the Solomon Islands – it's a very small world.



The days were long but the work was rewarding. Yes it can be dangerous, and that should not be underestimated. But I became well known driving my white double cab Hilux ute BBC585 about the place, and I was only subject to 2 attempted hold-ups – I certainly always wore nice knickers – just in case I featured in a crime scene!

And I loved it. That's why I stayed for 4½ years.

What about the kids?



What a fabulous place for the boys to grow up. Year round warm weather, and in the midst of all that security, oddly enough they had a very free life. A swimming pool, a full time nanny, tennis, soccer and swimming clubs, and mates from all over the world. They went to pre-school and started primary school there. Something that you should think about if negotiating a contract, international schooling cost and arm and a leg – and my case we didn't think we would still be there to need it!

They went to Boroko East International School which gave them fantastic opportunity to experience cultural diversity, and they developed confidence to stand up before their peers in performance and sport.



Angus and his mates on International Day



School Soccer Competition

What about my poor husband?

Craig fully intended to be a house-husband. "What? Looking after his own children? How bizarre." However unlike many female spouses men found opportunities to work in paid employment reasonably readily. He had some really interesting occupations while he was there. He also took the opportunity to study, returning with a Graduate Certificate on Management for Charles Sturt University, which he undertook through their fantastic distance education facility, and he completed his NZP Commissioned officer's papers.

He also had the opportunity to take up Polo which was an affordable sport thanks to people like John Mudge and others,

He went on to the NZP Bougainville Community Policing Project for 6 months before following me back to New Zealand after the conclusion of my involvement on the Project.



Craig, ACP Jim Andrews, DCP Tom Kuluga, Supt. Athol Soper, DCP Garry Baki

Professional development?



Although international opportunities have increased since my time in PNG, I thought it was important to undertake additional professional development through further tertiary study while on the Project. This was encouraged by ACIL. I undertook the Masters in Business Administration, specialising in International Management, which took 2 years part time study to complete. This was a substantial investment both in time and money. However I

considered that it would be necessary as at that time consultancy in Policing was not common and some managers still have difficulty giving appropriate weight to it as it is out of their comprehension.

Was it worth while?

Looking back I made an amazing amount of friendships and linkages throughout the Pacific and Australia, and I have gone on to work with fellow advisors and members of the constabulary in the Solomon's, where I recently completed 6 months in mission.

I also had the opportunity to mentor and provide opportunities for development to women police in the RPNGC.

Training needs analysis, design, and delivery of training was a significant part of my role. I worked with some excellent trainers building on their experience and interpersonal skills.



6th National Police Women's Conference At Rabaul 2001



*Superintendent Joane DANGUME(deceased)
Inspectors Sylvia RAUE and Joanne CLARKSON*



*Community policing meeting at Sogeri
NCD Officers at Action Planning Conference*

For many senior managers the inclusion of community policing into general duties policing was a new direction for policing, and it was encouraging to see the support that developed from grass-roots communities when they were consulted with, especially from women

I am still in touch with many of the good guys such as Inspector Benjamin TURI below who had significant results in reducing crime through targeted policing and community strategies in Gerehu.



Inspector Ben TURI speaking at Opening



Jan speaking at Gerehu Police ceremony

Although our Project was short of discretionary funding I was able to work with Ben and the station members to improve the working environment.



Before



After

Life After Project Work?

As the project was coming to an end, and the next phase was the developing ECP to be managed by the AFP, I applied for a position back in the NZP in late 2004. I continue to work as an Inspector in Professional Standards in the Office of Commissioner at Wellington. But I have managed to sneak back to Pacific through RAMSI in Honiara where I was the Manager of the Legislation and Governance Project for 6 months. But that's another story.

Trafficking of women: What can women police do?

*Mangai Natarajan Ph.D. Professor, John Jay College of Criminal Justice
The City University of New York, U.S.A*

Trafficking of women is not a new crime, but the advent of globalization has resulted in a vast expansion of this activity. A U.S. State Department estimate puts the worldwide number of trafficked persons as between 600,000 and 800,000 per year, around half of whom are women trafficked for sexual exploitation. Most of these women are from poorer countries (where human trafficking has become a significant source of income) and are trafficked to developed countries, with the United States being the most popular country of destination. In a typical trafficking operation, the young woman is convinced by traffickers that she can get a good job in a foreign country. She is told she will have to be smuggled into the destination country and agrees to pay for this service out of her future earnings. Once she arrives in the destination country she is very vulnerable as she cannot seek help from the authorities. The traffickers may beat and rape her repeatedly prior to forcing her to work as a prostitute. The women are often induced into heavy alcohol and drug use as a means of ensuring their continued dependency on their traffickers.

Because of the terrible harm that these women suffer there is an urgent need to protect women victims from trafficking and exploitation. This will require a coordinated international effort, but at the local level in the destination country, there is a considerable problem of locating and identifying trafficked women and

preventing their further exploitation. Women police can play a special role in this work because they are more likely to be trusted by the trafficked women who have been so abused and exploited by men. Graeme Newman has recently produced a guide, *The Exploitation of Trafficked Women*, which provides much practical advice for police on dealing with this problem. Newman discusses the nature of the problem; the factors contributing to the problem; understanding the problem in its immediate settings; and feasible responses to the problem of exploiting trafficked women. The table below abstracted from his guide is a glimpse of what police can do to locate, identify and protect the victims of trafficking.

Newman's guide is one of a series of problem solving guides issued by the Center for Problem-Oriented Policing with the support of the U.S. COPS Office. To date more than 40 of these guides have been produced. They are geared to a problem-oriented policing approach which is designed to identify and remove the causes of recurring crime and disorder problems that harm communities. Each guide is focused on a specific problem and each is produced in a standard format. While they are rigorous in the research reviewed and in their assessment of likely solutions, they are written in a clear, open style that police officers will find attractive. These guides can all be downloaded free of charge from: www.popcenter.org

Table1: Some responses to the problem of trafficked women

#	Response	How It Works	Works Best If...	Considerations
1	Locating trafficked women	Police are trained in identifying trafficking venues and marketing practices	... police know their localities well and can obtain information from informal networks	Not all illegal immigrants are trafficked and vice versa
2	Identifying trafficked women	Police interview victims looking for signs of trafficking	... police are well trained in interviewing victims of trafficking and NGOs are brought into the interviews	Victims may not talk to police because of fear of arrest or reprisals from captors
3	Protecting trafficked women	Police protect the victim from immediate violence, report the case to the national trafficking hotline and inform the victim of her rights under Trafficking Victims Protection Act	... police have a close working relationship with local community groups that can provide refuge	Police must be skilled interviewers to overcome the victim's fear of authorities

Source: Newman, Graeme (2006). *The Exploitation of Trafficked Women* Problem-Oriented Policing Guide No. 38. (Accessible at: www.popcenter.org)

Constable Yolanda Clare Thompson

Constable Yolanda Thompson is about to exit the First Year Constable Program with the Queensland Police Service, enabling her to be confirmed as a Constable of Police. She is currently stationed in Cairns, Far Northern Region, Queensland. This is her story,

From the tender age of 15 years I have had a yearning a calling or a goal of reaching the exalted position of being a member of the Queensland Police Mounted Unit. This idea grew after attending an open day at the Queensland Police Service Academy during my late teens.

It was a fearful date in February 2004; I had nervously completed my application for the Queensland Police Service. With trepidation, I started on a short walk that would change the life I had known for the last twenty four years forever. I posted my application to the recruitment section of the Queensland Police Service.

In November 2004 I commenced my new life as a Police recruit at the Queensland Police Service, Oxley Academy.

Yolanda Clare Thompson now became Recruit Yolanda Clare Thompson 19002.

Prior to this date I lived life as a normal person a 'civilian', I was an Office Manager and Conveyancing Paralegal in a Solicitors Firm. From November 2004, that person no longer existed, my life had changed forever. I now believe that even if one day I chose to return to be a 'normal' person the experiences I have had since that first day at the Academy have changed who I am forever.

I had gone from working normal hours 8:30-5pm Monday to Friday, wearing skirts, high heels, enjoying late lunches, shopping, Friday night drinks, weekends

free to, parade at 7:45am daily, spit polished boots, starch pressed uniform, maintaining fitness, firing glocks and being ordered what to do.

I had gone from being the mistress of my own destiny to being '19002T', a number that some times I would live to regret,

my first full brief, my first evidence in court, writing off my first dead body, or telling a loved one that their partner would not return, experiences that will forever change who I am.

Academy life can only assist and prepare you so far for life as an operational



police officer. Academy life is a sterile environment which can prepare you theoretically for the outside world of policing, but not practically.

As a female, you constantly get told Parity/Disparity outlining the Uses of Force. All it did for me was caused me to think that every male person I was going to come in contact with was huge and every situation was going to go bad.

In some instances they were right, but they did not warn me that as a very young female Constable I would, either because of my uniform, or my disposition be called upon to advise, guide, save relationships etc, for those big scary males. Big scary males all vary in size depending on the circumstances that they are faced with, in other words Parity/Disparity comes in different forms.

The Academy released emotions that I did not know I had the capacity to express. I remember marching into a bunker and having the fear of god instilled into me about the safe handling of a weapon, my first firearms session, my palms were sweating so much I couldn't even hold the weapon properly.

That same weapon I now routinely place on my hip at the beginning of every shift and remove at the end. I am either distracted by recalling the day's events with the oncoming shift or arranging an off duty drink with a colleague in the near future.

More times than not, I don't know that I am doing it. It is almost the 'was the traffic light green' scenario.

Then there were the visits to the morgue, getting sprayed with capsicum spray, exams.... F... it was a hard 6 months.

That's another thing I never used to swear.

Being a Brisbane girl, born and bred a posting to Cairns was interesting to say the least a life changing experience. I applied to be transferred to leave Brisbane for a change. Cairns was my first choice and Cairns was my posting, wish I was as lucky with lotto numbers.

I had never been to Cairns so I presumed it was a little country town, with a small number of locals. The day I drove in, my first thought was "What the hell have I done".

My partner, Anthony, who graduated as a police officer in 2001, was also posted to Cairns to the Tactical Crime Squad; however his posting did not enable him to join me straight away. For the first 6 weeks of a new town, new employment, no friends, no family, I was here all by myself, *another emotion* here again I was number 19002T.

Orientation days as the new first year probationary Constables, saw many a stare from staff in the station which again made me

***Big scary males
all vary in size
depending on the
circumstances that
they are faced with,
in other words
Parity/Disparity
comes in
different forms.***

feel "What the hell have I done", when I am a Field Training Officer (FTO), I will not put subordinates in this position, I will go up and say hi, *make mental note of that thought.*

My first operational shift was 16 June 2005 and night work at that. I remember having a discussion with my FTO and shift sergeant as to my expectations within the team. It was at this point I wanted to cry and again thought "What the hell have I done" still I finally have a face and a name that I could relate to.

I have now come to the end of my first year of policing and even though it has been a hectic ride, it has been enjoyable. I have attended the many various tasks of that of a police officer,

domestics, traffic accidents, noise complaints, disturbances etc. I have successfully met all the requirements of the First Year Constable Program and have finished my first year with confidence and knowledge that I could never imagine I would have back in February 2004. I am a Constable of Police and I am very proud to be a member of the Queensland Police service.

My future from here, I am not sure, that is history in the making.

Challenge, excitement and reasons to feel proud.

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

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

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



NSW Police

With your help, a safer community.

Applicants seeking employment with previous policing experience may be eligible to apply for a position commensurate with

their prior policing experience up to the rank of Senior Constable. Starting salary will be assessed on an individual basis and is based on years of service and experience (ranging from around \$48,000 to \$68,000).

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

Contact a Recruitment Officer for an information package.

Call 1800 222 122 or go to www.police.nsw.gov.au

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Celebrating 10 years of the Women's Advisory Group (WAG) Network Queensland Police Service



The establishment of the Women's Advisory Group (WAG) Network initially took place as a result of a proposal by the Commissioner and Executive Officer Management Conference to conduct a series of workshops for female members of the Service.

Between September 1994 and March 1995 sixty-five focus groups were held throughout Queensland. These focus groups identified a wide range of issues of common interest to most women in the Service. These were grouped and discussed under five major headings: attitudes; harassment; leadership and management; education, training and development; and the induction of staff and physical resources. A presentation regarding these issues was delivered to the Commissioner and Executive Directors and the June 1995 Management Conference. Approval was given to a number of recommendations and, with the development of the Queensland Police Service's Equal Employment Opportunity (EEO) Management Plan 1994-96, came the provision for the establishment of a formal women's network within the Service.

Since its inception in 1995 the Women's Advisory Group (WAG) Network has achieved more flexible working options for Service employees; benefiting both men and women. It has also established a mentoring program and assisted in the development of a Career Planning Unit. In addition, female role models now offer encouragement, support and advice to women on matters affecting them in the workplace. The network assists women develop the necessary knowledge and skills for full participation in a merit environment. It provides a means of advising management in the development and application of policies affecting women in the workplace and community.



WAG Network Logo Rationale

Circle

Represents binding all women irrespective of ethnicity and religion

Eyes

Represents the people in the group who are keeping an eye on women's issues.

People

This is a top view of people holding hands, representative of support for each other.

Flower

In botany, culturally and symbolically, the flower can represent women, growth and it is from a flower that a fruit is produced.

WAG Conference 3-7 April 2006

The Women's Advisory Group 10 year celebrations coincided with the Biannual Conference held at the Queensland Police Service headquarters. All Service members were invited to attend an Open Day that showcased a number of guest speakers presenting on a variety of topics. WAG Executive member, Sergeant Maree Foelz began the birthday celebrations with a WAG 10th Anniversary presentation that highlighted women's journey to equality and Network achievements over the past decade.

Professor Neil Ashkanasy, Director of Research, University of Queensland spoke about managing emotions in the workplace – the effects of employee's emotions and how managers can adopt particular skills and strategies to identify and perceive emotion in their own self and others, in order to develop an "emotionally healthy organisation". These strategies were successfully built on by Ms Julie Verner-Mackay, Adult Educator and Director, of The VM Group. Ms Verner-Mackay presented a highly informative approach to improving one's emotional intelligence, using her own personal success story to highlight the need for women to develop more effective listening and assertion skills within the workplace.

A highlight of the afternoon was Ms Betty Kelleher, a former member of the Past and Present Policewomen's Association, who shared her experiences as an officer serving in 1943. Ms Kelleher gave an inspiring and lively insight into how difficult conditions were for women serving in that era and the jobs they were tasked to

complete. Ms Kelleher's shared experiences certainly brought to light how much women in policing have achieved in sixty years.

A number of smaller information sessions were held during the day by specific units including the Career Planning Unit, The Equity and Diversity Unit and the Employee Assistance Service covering such topics as managing your career, creating a level playing field and valuable tips on how to manage stress.

Overall, the event proved a great success with approximately one hundred people attending throughout the day. Members left the Open Day motivated, empowered and eager to share the knowledge gained with others.

Future Directions of the WAG Network

The Network will continue to address the current issues of childcare, part-time and need to achieve work and family balance. As these issues are relevant to all women across Government agencies the WAG Network is seeking to identify representatives from other government agencies' women's networks with a view to information sharing, showcasing WAG initiatives, and linking all government departments.

For further information about the Queensland Police Service Women's Advisory Group Network, please contact Ms Sharron Harper, the Network Co-ordinator, on 07 3364 3097 or email Harper.Sharron@police.qld.gov.au





2007 World Police & Fire Games

ADELAIDE • AUSTRALIA

16 - 25 March 2007

The 2007 World Police & Fire Games – Adelaide

Sonya Baldwin South Australia Police



Joining the South Australia Police six years ago Sonya Baldwin never imagined it would provide her the opportunity to fly half way around the world, represent her country, compete in her favourite sport and win a bronze medal at the 2005 World Police & Fire Games in Canada.

Most days of the week, you'll find her dressed in a uniform working as a general duties patrol officer. This involves working a varied roster and patrolling the roads and attending calls from the general public. On the days that she does have to herself, she unwinds with her greatest passion and that is Field Archery. Sonya currently holds the South Australian Female Bare Bow and Bow Hunter titles. When the opportunity came for her to represent her country and compete in Archery at the 2005 World Police Fire Games in Quebec City, there was no question – she was in!

Quebec City is divided into old and new, catering for all tastes. You can have the hustle and bustle, bright lights and night life in the new Quebec City. In old Quebec you can relax in coffee houses, have a romantic night out, followed by an after dinner stroll through the old streets. The roads are cobble stoned which are still surrounded by the walls that once served to protect the city from invading forces. It's almost like a trip back in time.

The City is amazing and the atmosphere for the games was electrified with the host city never sleeping to entertain the thousands of visitors who travelled from 65 different countries. The memories of Quebec City will last a lifetime, along with the friendships that were formed – Sonya said she can't wait for the next World Police & Fire Games in Adelaide March 2007.

The 2007 Games:

One of the largest international sporting events ever held in South Australia is set to hit Adelaide in March 2007. From 16-25 March 2007, Adelaide will welcome over 15,000 competitors, supporters and officials from around the world to the 2007 World Police & Fire Games. Held every two years, the Games are a spectacular international sporting event, offering law enforcement agencies, fire fighters, customs & correction officers from over 60 countries an opportunity to showcase their athletic talents.

Spectators and competitors alike will be treated to over 60 sports in world class venues. Mr Ed Hitchcock, President of the World Police & Fire Games Federation on a recent progress report to Adelaide said "The week's meetings have been extremely successful and have reaffirmed our knowledge that Adelaide is the perfect city to host the 2007 Games. The World Police & Fire Games Federation is excited about the opportunity to add the new sports of dragon boat, field hockey, indoor hockey, canoe marathon and super SWAT, which will be offered for the first time by Adelaide.

Over 30,000 competitors, supporters, friends and spectators will get their first introduction to the Games when the opening ceremony commences at Adelaide Oval. All 2007 World Police & Fire Games sporting events and the Games Village will be free to the public and 90 percent of sporting venues will be within 30 minutes proximity to Adelaide's CBD.

After 10 excitement packed days, the 2007 World Police & Fire Games will come to an end with a closing party where the carnival atmosphere and festivities will celebrate the competitors' achievements. It's expected that 4,000 police, fire, customs and correctional service officers from all over Australia will make up our Team for the 2007 Games. Don't miss your opportunity to revel in the competition, experience the camaraderie and be a part of the fun.

The Conference & Exhibition:

To support the 2007 World Police & Fire Games a international emergency management conference and exhibition will be hosted prior to the Games from 13-16 March 2007 at the Adelaide Convention Centre.

"Reaching Beyond Catastrophe – The Return Journey" will have a broad inter-agency appeal with a challenging and varied program featuring a range of excellent keynote speakers from Australia and overseas. In addition there will be significant involvement from the business, technology, social justice and academic communities.

The conference program is designed for everyone with a role or interest in emergency management, including leaders from within the private and public sector. The conference is designed to attract local, national and international delegates from diverse backgrounds including:

- Police, fire and associated emergency services. Tactical groups, defence force personnel, para military organisations, correctional institutions, customs authorities, and public and private sector protective and security organisations
- Other government agencies, private sector and semi government institutions with responsibilities in critical infrastructure and associated technology, security, criminal activity, communications, investigations, finance, banking and business sectors
- Academics, educators, researchers and policy makers
- Industry groups such as insurance, finance and technology

Coinciding with the conference will be the emergency management trade exhibition. The exhibition is expected to feature an impressive display of over 100 leading companies from all facets of the emergency management industry.

Adelaide will ensure the conference, exhibition and Games traditions are upheld and that competitors and spectators alike enjoy the trip of a lifetime.

To register your interest for the 2007 World Police & Fire Games or find out more about the event visit www.2007wpfg.com.

For further information contact:

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