



The Journal for Women and Policing



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Advertising Enquiries:
Bill King (03) 9326 6501

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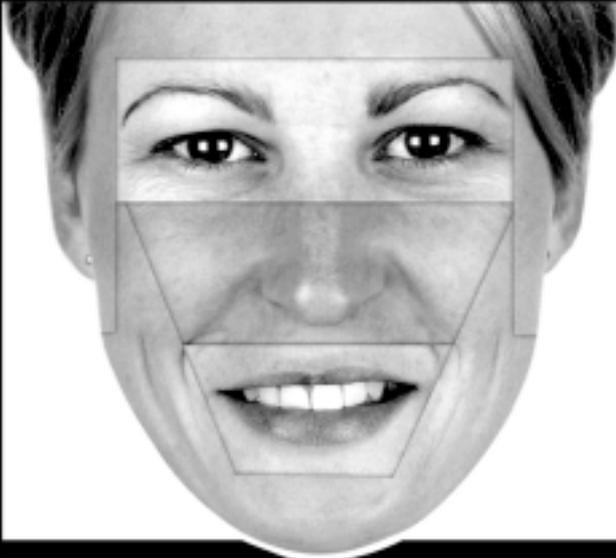
Cover:

Federal Agent Andrea Humphrys representing
Australia at the IAWP Conference in Toronto
2000.

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This edition of *The Journal of Women and Policing*, coinciding with International Women's Day, is about honouring fabulous women.

Helen McDermott's article, *Honouring Women*, observes the tiny fraction of Australian female police officers who have been nominated by their organisations for national policing awards such as the Australian Police Medal (APM), compared with their male counterparts. It seems that, although women have been policing in Australia for nearly a century, few Australian police services have recognised the hard work and contributions of their female officers. *The Journal of Women and Policing* profiles one of the three remarkable women police recognised with an APM this year, Inspector Lyn Jones of the Tasmania Police.

Even if the police services don't recognise the talents of their women, at least we do! The annual Australasian Council of Women and Policing Inc. *Excellence in Policing Awards* are one of the means by which the Council recognises the outstanding work, courage and deeds of Australasian police and organisations that work towards improving policing for women. Observing International Women's Day on the 8th of March each year, this year nominations came from as far afield as New Zealand, New South Wales, Queensland, Tasmania, Victoria and the Australian Federal Police. The Australian Federal Police organised and hosted the Awards dinner in Melbourne and, as usual, the event provided an amazing networking opportunity with women from a range of police and community organisations comparing services and experiences.

The Council continues to pursue its third aim of *developing an Australasian link in the global network of women in policing*, and recently the Australian Federal Police Commissioner Mick Palmer and the President of the Australasian Council for Women and Policing, Christine Nixon announced the third Australasian Women and Policing conference. The conference, titled **2002 Women and Policing Globally**, is a partnership between the Council, the Australian Federal Police and the International Association of Women Police (IAWP). The conference will feature key international police and law enforcement speakers and showcase the work of international women police organisations including the IAWP and the European Network of Policewomen among others. Find the **Call for Papers** in this issue and start saving your pennies to come to Canberra in October 2002 and be part of this extraordinary event!

Melinda Tynan
Helen McDermott
Editors

Australasian women police see dawn of new era



Australia has just appointed its first female Commissioner of Police, Christine Nixon. Ms Nixon from the NSW Police Service, was chosen for the position of Chief Commissioner of the Victoria Police Force from a large number of contenders from around Australia.

Commissioner Nixon has long been active in promoting women within policing and served five years as the Director of Human Resources with the NSW Police Service. For the past two years she has been overseeing the South East Area Command.

Secretary of the Australasian Council for Women and Policing,

Melinda Tynan said

Christine's appointment signals a new era for policing in Australia. Having a woman as a Commissioner of Police, will impact not only Victoria but will make a huge difference to the way policing happens for women throughout Australasia.

Christine is a wonderful manager with a wealth of experience across a range of different organisations and a very strong academic and operational background. She has worked with women both within policing and in the broader community since 1995 to improve the status of women in policing and the manner in which policing happens for women in the community. She was instrumental in establishing the Australasian Council for Women and Policing Inc. in 1997 and remains its President, representing Australasian Women Police both nationally and internationally.

Almost everyone who has ever worked for Christine ultimately ends up feeling privileged to have done so. She has a peculiar knack of making you want to give her your very best work, every time. Victoria Police don't yet know how lucky they are. We wish Christine every success in her new position.

Australia to host first international women and policing conference

By Melinda Tynan

The Australian Federal Police, the Australasian Council for Women and Policing and the International Association of Women Police will join forces in Australia in 2002 to examine *Women and Policing Globally*. The joint conference incorporates the 40th Annual Training Conference of the International Association of Women Police (IAWP).

This is only the second time in the IAWP's history that its conference has been staged outside the Americas. The conference is also the third in the series of Australasian Women and Policing conferences, which commenced in Sydney in 1996.

Announcing the conference, AFP Commissioner, Mick Palmer said the conference would give women and men from Australia the opportunity to share their views on how policing could be improved for women.

The theme of the conference, *Women and Policing Globally*, was selected to meet the third aim of the Australasian Council for Women and Policing: to create an Australasian link in the global network of women and policing. The conference will receive delegates and host meetings with a range of international women police organizations including; the International Association of Women Police, the European Network of Policewomen, the National Center for Women and Policing, the British Association of Women Police, and the Women in Federal Law Enforcement. A uniformed all-nations parade and flag presentation will be a ceremonial highlight of the conference.

Papers are sought from police, criminal justice and law enforcement researchers, practitioners and academics across a range of issues including but not limited to: international trends for women in policing, global issues form women and justice, defending women's human rights, gender and policing, women in the criminal justice system, trafficking in women and children, and violence against women. For details, see the Call for Papers in this journal or for further information contact Conference Coordinators on 02 6292 9000.

Call for papers

The Australasian Council for Women and Policing Inc., in association with the International Association for Women Police and the Australian Federal Police invites you to submit a paper to the

**2002 Women and Policing Globally Conference
Canberra Convention Centre, Australia
October 2002**

Papers are sought from criminal justice, law enforcement practitioners and police, researchers, academics across a range of issues including:

- International trends for women and policing;
- Global issues for women and justice;
- Defending women's human rights;
- Gender and policing;
- Women in the criminal justice system;
- Trafficking in women and children; and
- Female genital mutilation.

To present a paper

Please forward an abstract of 100 words to:

*The Academic Committee
2002 Women and Policing Globally Conference
PO Box 755 Dickson ACT 2602*

before 1 July 2001.

For inquiries, please contact Melinda Tynan during business hours on (02) 48232545 or email tyna1mel@police.nsw.gov.au, or Helen McDermott on (02) 62715113 or email helenmcd@ozemail.com.au

Background

The *First Conference of Australasian Women Police*, auspiced by the Australian Institute of Criminology was held in Sydney in 1996. The Second Conference was hosted by the Queensland Police Service in Brisbane in 1999. Papers from both those conferences are available on-line at the Australian Institute of Criminology and the Australasian Council for Women and Policing websites at www.auspol-women.asn.au. This conference will be the third in the series and the first time that the International Association of Women Police has hosted a conference in Australia.

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NSW women shine at awards

By Melinda Tynan

Women from the NSW Police Service featured prominently among those honoured at the Annual *Excellence in Policing Awards* dinner, hosted by the Australian Federal Police in Melbourne recently.

The Awards are an annual event to recognise the contributions of individuals and organisations working towards improving policing for women, coinciding with International Women's Day on 8 March each year. The awards were advertised nationally and throughout New Zealand through the police services, women's networks and through the Australasian Council for Women and Policing, which organises the awards each year.



Andrea Humphrys (AFP), winner of the award for Most Significant Achievement in Improving the Status of Women in Policing.



AFP women with award winner Andrea Humphrys

This year nominations were received from most Australasian police services, including New Zealand. The awards were jointly presented by NSW Assistant Commissioner Christine Nixon; AFP Assistant Commissioner, John Murray and Director of the Victorian Women's Policy Unit, Debbie King.

Detective Senior Constable Kristina Illingsworth of NSW Police Crime Agencies was presented with the *Bev Lawson Memorial Award* for her work in profiling and analysis in violent crime investigations, including the Backpacker murders.



Director, Victorian Women's Policy Unit, Debbie King presents the award for Most Outstanding Female Practitioner on behalf of S/C Dianne Bush (Vicpol)



AFP (ACT Region) Assistant Commissioner, John Murray presents the Bev Lawson Memorial Award to Senior Constable Kris Illingsworth (NSW Police).



Bill King with Christine Nixon

Senior Constable Martine Prosser from Parramatta received the *Bravery Award* for her (bare) foot pursuit and arrest of an offender in Parramatta on Christmas Day, December 2000, which resulted in second degree burns to both her feet.

Inspector Lee Shearer from Newcastle received the award for the *Most Outstanding Female Leader* for her work as Operations Manager and State Protection Support Unit coordinator.

Award winners from other jurisdictions included Federal Agent Andrea Humphrys of the Australian Federal Police, who received the *Improving the Status of Women in Policing Award* for her work with the International Association of Women Police and the development of the 2002 Women and Policing Globally conference.

Senior Constable Diane Bush of the Victoria Police received the *Most Outstanding Female Practitioner Award* for her work with victims of sexual assault in Dandenong, Victoria. The Queensland Police 'Fax Back Project' was awarded the *Community Award* for improving policing for women in the community.

Award winners received a framed award and a gold Mavis. This year there were no nominations for the *Best Police Service Employer for Women* and once again, there were no nominations for the *Best Police Union for Women*.

Nominations for next year's awards will be advertised in January 2002. Inquiries can be directed to Melinda Tynan at tyna1mel@police.nsw.gov.au or telephone (02) 48232545 or eaglenet: 82545

Contacting the Council

There have been a number of changes to the Council's contact details over Christmas.

The Council's new contact details are:

Mail

PO Box 755
Dickson ACT 2602

Phone

The Council has a new phone number:
Phone: 02 62783069
And leave a message

Website

Our website remains the same:
www.auspol-women.asn.au

Email Discussion and Information Service

The Council operates an email list through which it shares information on women and policing. To subscribe to the Council's email information service, send a blank email to:

improving-policing-for-women-subscribe@yahoogroups.com



RCMP officer shot dead in Nunavut

WebPosted Mon Mar 5 15:46:26 2001

CAPE DORSET, NUNAVUT - An RCMP officer has been shot and killed while attending a domestic dispute in a tiny hamlet in Nunavut. The RCMP say 47-year-old Const. Jurgen Seewald was killed in the line of duty.

He had 26 years experience on the force and had been stationed at Cape Dorset since last fall. He was one of two officers who lived in the hamlet.

The RCMP say they've surrounded the suspect's home where he's alone and has barricaded himself inside. "It is with great sadness that the RCMP confirms that one of its members was shot and fatally wounded this morning," said the RCMP in a news release.

Residents are being asked to stay in their homes and businesses, schools and other public buildings have been closed. The RCMP are also asking people not to make comments to the media about what's going on in the community.

The hamlet's radio station is broadcasting appeals to the man to give himself up. The station is also pleading with the community to stay indoors. Residents say Seewald was shot in the North West Company housing unit. The shooter then moved to the area where he's locked himself in.

Flags at the RCMP building in Iqaluit and at the Nunavut Legislature have been lowered to half mast. An investigative team was flown up from Iqaluit to Cape Dorset Monday morning. Extra officers are now stacking out the suspect's home.

Cape Dorset is a small, isolated community of 1,118 on the southwestern tip of Baffin Island. Residents say the shooting will be hard on the entire community because it is so small and everyone knows everyone else. The Nunavut legislature ended its session early Monday afternoon after the premier, Paul Okalik, made a statement of condolences to the family and friends of Seewald.

QUICK FACTS

The Officer Down Memorial Page web site lists 663 Canadian law enforcement officers as having died in the line of duty.

The listings include all causes of death - from shootings and stabbings, to vehicular accidents and heart attacks - and go back as far as 1867, before Canada was formed.

The cause of death that has claimed the most lives is gunfire. Two hundred and twenty officers have died from gunshot wounds in Canada. The last officer shot to death while on duty was 49-year-old Pierre Rondeau, a federal Department of Corrections guard in Montreal.

In September 1997, Rondeau was driving a bus to pick up prisoners scheduled for hearings at a courthouse in Montreal when it was riddled with bullets apparently shot by a Quebec biker gang.

Const. Jurgen Seewald is the first to be killed in the line of duty in 2001. Eight officers died in 2000. In the U.S., 27 law enforcement officers have died on duty so far in 2001.

Last year, there were 147 fatalities.





Profile: Inspector Lyn Jones, APM, Tasmania Police

Inspector Lyn Jones is currently the highest ranking female police officer with the Tasmania Police. In 2001 she was awarded the Australian Police Medal.

Lyn first applied for a policing career in 1971, but due to personal reasons withdrew her application. In 1977 she reapplied and was accepted but was shattered when her General Practitioner refused to provide her with a "clean bill of health". However, this was gained in 1978 and she was recruited in February 1979 at the age of 29 years.

Upon graduation, she performed general duties for two years and then transferred into the Hobart Drug Bureau. In 1981 she transferred to the Criminal Investigation Branch where she remained until 1992. During her time within the CIB she worked in areas such as Vice squad, General Squad, Child Protection, Fraud Unit and Major Crime Team. She was promoted to Detective Senior Constable in 1988 and Detective Sergeant in 1991.

In 1985 she received a Commendation *"For diligence, skill and skilful investigation"* regarding a murder inquiry.

In 1992 she was *"highly commended for courage, calmness and professionalism displayed when confronted with a severely disturbed offender armed with a shotgun"* during a siege.

Inspector Jones transferred to Internal Investigation Unit in 1992 and several years later to a suburban station. In 1995 she transferred to the Human Resources Branch. In 1996, Inspector Jones was attached to the Port Arthur Task Force for nearly four months and received a Certificate of Appreciation *"In recognition of your professionalism, commitment and team work in the period from 6 May to 16 August as a member of the Port Arthur Task Force which achieved significant results during the investigation of the tragic events when 35 people were killed at Port Arthur on 28 April 1996"*.

She was promoted to the rank of Inspector in 1997 and moved to the position of Staff Officer to the Assistant

Commissioner of Police (Planning and Development). In 2000, Inspector Jones took up her current position in Management Review.

She is the recipient of the National Medal, the Commissioner of Police Integrity Medal and in 2001 was awarded the Australian Police Medal, to be presented to her at Government House in April 2001. Inspector Jones is also the recipient of the Australasian Council of Women and Policing Awards 2nd National Awards for Excellence in Policing in the category *"Most significant achievement in advancing the status of women in law enforcement"* (2000).

Inspector Jones enjoys recreational boating with her husband David who is a past Australian yachting champion in several classes. They own a beautiful Tasmanian-built classic vessel called the "Awittaka" which is 13.5 metres long and is constructed of Huon Pine and King Billy timber. She is also a keen gardener and enjoys music, with the exception of Country and Western.

In March 200, Commissioner McCreadie wrote:

Inspector Jones is an excellent role model for all members of Tasmania Police, be they lower ranks, her peers, and be they male or female. She provides exemplary leadership and her integrity, capacity for hard work and determination to succeed are unquestionable. She represents Tasmania Police at national meetings of professional bodies and she is an outstanding ambassador for the Tasmania Police Service. She is tireless in her efforts to promote women's issues and to ensure that women within Tasmania Police have career paths to follow which will provide them with worthwhile challenges, and ultimately, a sense of achievement and satisfaction. Inspector Jones believes that policing is a profession and that women police officers deserve to be recognised as having professional status.

Honouring Women – Don't Hesitate, Nominate!

By Helen McDermott

Twenty-nine women have been awarded APMs. Seven hundred and twenty-three men have been awarded APMs.

In percentage terms, 3.85 per cent of APMs have gone to female police officers.

This speech was presented to the Australasian Council of Women and Policing annual Excellence in Policing Awards on 8 March 2001 as part of the Commonwealth Office of the Status of Women *Honouring Women* initiative.

Australians are very good in general at recognising each others' outstanding contributions, successes and achievements.

We admire the sporting talents of our athletes; we are inspired by success in business and academia; we marvel at inventions and scientific breakthroughs; and we are humbled by the dedicated service of volunteers in the community.

There is now a range of awards programs at the national, state and local levels aimed at acknowledging these outstanding efforts and honouring our significant achievers. These include: Australian of the Year; the Australian Honours system; Rural Women's Awards; Telstra Business Women's Awards; Prime Minister's Prize for Science; local Citizen of the Year; and specific industry-based awards such as these awards, the Australasian Council of Women and Policing's Excellence in Policing Awards, to name a few.

Recipients of honours and awards include community workers, volunteers, innovators and creators. They are in business, industry, government and public life, the arts, sport and policing. They are those who serve their communities – people in everyday life, who never tire of helping others, and those who strive to be the best.

They contribute in a variety of ways to our nation, through a commitment to issues such as the environment, social justice or to excellence in their chosen field of endeavour.

They are men *and* women.

Women make vital, significant and often extraordinary contributions to our communities, to our nation and to other nations in a variety of ways and in every area of society.

While a number of remarkable women have received a range of awards and honours, it is concerning that more men than women receive formal recognition for their contributions and efforts.

The reason for this is that, traditionally, far fewer women are nominated for awards and honours than men.

Policing's own award under the national honours system, the Australian Police Medal sadly demonstrates how women are not recognised for the work they do.

A quick count of the number of women who have been awarded APMs since it was established in 1986 shows that women are not being acknowledged.

Twenty-nine women have been awarded APMs. Seven hundred and twenty-three men have been awarded APMs.

In percentage terms, 3.85 per cent of APMs have gone to female police officers.

While women are 16.5 per cent of police services, less than 4 per cent of APMs recognise their distinguished service.

This statistic has been improving marginally. For the 2001 Australia Day Honours two women were awarded APMs. Twenty six men were awarded APMs. This is almost 8 per cent of the APMs being awarded to women.

An improvement, but hardly representative of the distinguished service of the women in policing.

So what can we do about it?

The first step in changing this pattern is an easy one – nominate more women!

Many women don't seek or expect recognition for their efforts, and women, perhaps, take their contributions and endeavours and those of other women for granted.

For example, on Australia Day this year, 36.1 per cent of Australia Day honours were awarded to women (or 186 out of a total of 515). This was a significant increase from 30.4 per cent on Australia Day last year

Women often shy away from individual recognition – we are persuaded that it is not appropriate that we be singled out, we put the team first or the men forward. We need to turn that around – to accept recognition as a reward for all, and a symbol of the value of women.

And, it is really important that, as a community, we do pay tribute to inspiring women by publicly acknowledging their remarkable achievements.

By honouring women, we are showing our gratitude, saying thank you and formally recognising remarkable achievement.

But honouring women has an important impact well beyond the recognition of the outstanding individual contribution.

Formal recognition of the significant contributions of women in building and sustaining their communities; in excelling in both traditional and non-traditional fields of endeavour; in contributing to new ideas for the good of all, raises the status of women in the community at large.

Formal recognition of the significant contributions of women:

- raises broad community awareness of women's, often invisible, contributions that support the development of genuine and caring communities;
- provides role models for other women in their own lives;
- helps dispel myths of what women can or should do; and
- raises an expectation in the community that the contributions of women will be valued equally with those of men.

Honouring Women

The Prime Minister, the Hon John Howard MP, launched the *Honouring Women* initiative on 25 January 2001. This project aims to increase the recognition of women's achievements and contributions to the community.



The aim of this initiative by the Commonwealth Office of the Status of Women is to promote the range of Australian awards and honours throughout the year and encourage nominations for women.

The initiative involves a network of 30 high profile Ambassadors for the Recognition of Women who will promote and encourage women being nominated for the vast range of awards and honours which celebrate Australians' achievements and commitment every year.

The initiative is being led by the Honourable Dame Margaret Guilfoyle DBE and the Honourable Joan Kirner AM.

Using the theme of the *Don't hesitate, nominate!* the project encourages us all to think about honouring the inspiring women in your lives. To think about it now and do something about it today.

Filling out a nomination can take a bit of time but I assure you that your efforts will be appreciated by the recipient and the community at large.

Don't hesitate... nominate, send it off and help acknowledge a woman you find inspiring.

For more information contact the Commonwealth Office of the Status of Women on ph: 02 6271 5722 or visit the website www.osw.dpmc.gov.au

And, it is really important that, as a community, we do pay tribute to inspiring women by publicly acknowledging their remarkable achievements.

Want to get a promotion? Don't forget career development

By Wendy Austin

All organizations suffer from replication – the appointment of people to key positions because they emulate the behaviours and attitudes of the people who do the appointing.

It's an interesting anthropological fact that, if you get a group of police together above the rank of sergeant, promotion seems to be the main topic of conversation. Career development is an integral part of preparation for promotions and can be well in hand at any stage of a police career, if the individual chooses to consider it.

Whether you are just beginning your policing career or have reached a mid-career plateau, it is worth taking some time to assess your development.

The NSW Police Service has an "A" list of people targeted for career development, but for people not on that list, don't despair. Nelson Mandela and the majority of world leaders didn't do an executive development program – it was their ability to believe in themselves and learn from every experience that put them ahead of the pack. You may well have the goods, or the potential to deliver the goods, the Service just doesn't know about you – yet.

Most learning occurs on-the-job by exposure to different experiences. There is an old discussion about people who have done 20 years repeating the first year's work experiences and people who have done 20 years of different experience, developing different skills. Mastery is a great thing to achieve but, at some point, it is important to move on to other challenges in order to develop and increase your repertoire of skills. People grow through challenging experiences and, maybe there's truth in the old saying, "What doesn't kill you will make you stronger".

One of the problems for development that I hear regularly is that people who perform well are constantly loaded up with projects because they are perceived to be able to deliver the goods. They don't get training or development because they are considered too valuable in the role they play.

In a results-driven organisation, this type of practise can limit career options because these people are unable to develop the skills to move elsewhere. It also limits opportunities for other staff because they are unable to gain experience in the areas where the "performer" works. It becomes a stalemate and a recipe for losing good people.

In addition, all organizations suffer from replication – the appointment of people to key positions because they emulate the behaviours and attitudes of the people who do the appointing. This practise has an historical basis, but its narrow focus fails to recognise the abundant talents of difference. Organisations can set themselves up for failure by appointing and developing people who meet criteria for the past, or the now, rather than the future of their organisation. Valuing diversity is still so much lip service because managers surround themselves with like-minded people who make them comfortable.

The key lies with you

The key to development in the organisation lies with you. Sometimes bosses have no idea how to recognise and utilise talent, even when it is right in front of them. We have an abundance of middle managers who were promoted through older systems. They were perhaps great practitioners but do not necessarily have the skills to manage and develop people. They may be willing to assist your development but don't know how to go about it.

On the other hand, there may also be an element of managers deliberately limiting opportunities for people they see as a threat. There is nothing as disliked in bureaucracy as super competence. In time of war it's "all in and welcome" but in peacetime there is there is limited opportunity for

jobs and promotion and therefore there can be fierce competition in the workplace.

In an institutionalised environment there can be an expectation by staff, that management will foster development. This is a nice idea but unlikely to be true, or when it is, it is quite likely to be a matter of replication.

For individual who are different to the cultural norm, there is the added disadvantage of ingrained attitudes of those people selecting and replicating managers. Managers may not intentionally do this. They may be operating from a position of "unconscious incompetence", not actually aware that their attitudes are limiting the development opportunities of their staff. They may be making decisions based on unconscious prejudice about who might be willing and able to undertake development opportunities or who is most suited for development.

Some individuals may feel content to be skilled practitioners rather than aim for promotion, however, if circumstances change and they later decide to apply for promotion, it is important to have a variety of skills in their kitbag as insurance for the future.

How do I take responsibility?

Just as bosses sometimes don't know how to develop talent, talented people often don't know how to go about developing themselves.

So how do you assess your development needs? Firstly write down, year-by-year, what tasks you have undertaken as a police officer. Analyse these tasks for skills you have achieved or developed through these tasks.

Secondly, analyse the skills you have achieved outside the Service through other activities you are involved in. This might be through previous work or holding a position in a service club, sporting club, school or hospital etc. People can develop valid transferable skills through leading and interacting with people other than police.

Get a hold of a copy of *Job Stream Responsibilities* for the next position you might apply for and assess the requirements against your current skills. If there are gaps in the skills you need, having identified them, work out how you can achieve them. An effective way of identifying your own strengths and weaknesses is to ask colleagues, bosses or subordinates about the qualities you have and what they think you need to develop.

Knowing yourself is power. Seeking out objective feedback, learning from mistakes and being open to criticism are all important tools for self-awareness. It means risking people telling you the truth and then deciding whether or not you are prepared to change or learn and grow both professionally and as a person.

The Myers-Briggs Type Indicator is a useful tool that functions like a looking glass, reflecting behaviours and interaction with others, and assist individuals in gaining insight as to how they perceive and operate in the world. There are accredited MBTI consultants within the police service. These and other psychological assessment tools are also available through private psychological services.

People who embrace change are more likely to be able to respond to the needs of an organisation such as the police service which itself responds to changes in society. Organisations respond to leverage. Organisations and people change when there is sufficient leverage for them, either in reward or punishment. The last Royal Commission provided significant leverage for change for the police force.

Another key ingredient in taking responsibility for you own development is, looking ahead to where the organisation is going and getting the skills needed for the future so that if an opportunity arises due to change, you are prepared for it.

There is a story about two caterpillars on a branch watching a butterfly flitting about overhead. One caterpillar turns to the other and says, "You're never going to get me up in one of those things". Change is inevitable. You may be in a comfortable stage now but life changes and comfort zones limit growth.

Developmental experiences aren't learned from minimal exposure. Watching someone doing a task is not the same as you doing the task yourself. If you want to learn the skills of an investigator but don't want to become a detective, you can complete an investigators' course and ask for a 12-month stint in an anti-theft squad or similar. A short rotation will give you limited exposure and skills. A longer stint will give you more exposure and skills. Developmental exposure ideally needs to start early and continue at a steady pace, although it is never too late and you may have been doing it unwittingly for years anyway.

Knowing yourself is power. Seeking out objective feedback, learning from mistakes and being open to criticism are all important tools for self-awareness.

Another key ingredient in taking responsibility for you own development is, looking ahead to where the organisation is going and getting the skills needed for the future so that if an opportunity arises due to change, you are prepared for it.

Make sure that people who can assist you into development opportunities know that you are interested.

If you are going to take a risk by doing something new, ensure that you have a supportive managerial environment that will be tolerant of mistakes and of your learning curve.

People know innately that the only way to learn a new skill is to do it. It sometimes means making yourself do things that you really don't like but the only way to get better is to immerse yourself. If you're not confident at public speaking or are an introvert, try joining a speaking group like Toastmasters. If you lack skill in writing reports, take on a secretary's position with a group or enrol in a creative writing course through the Worker's Education Authority or a similar organisation. No experience with budgets? Become a treasurer somewhere. The only way to get better at something is to take responsibility for learning to do it.

Do a deal – arrange a swap with someone in another area of the Service. You can sell this notion to your boss by pointing out how a person coming in often brings new notions and perspectives on the work, which increases synergy and improves productivity.

Rotational duties may offer opportunities for development, but try to make it long enough to be effective. Try and organise a swap with someone doing a task you need to learn. You might volunteer for a project team. You can't fail to learn something in any task you take on, if the task is different to what you are doing now or have done in the past. Sometimes preparation for the future means a sideways move.

Avoid the pitfalls

It is also important to cultivate a support network of advisers when you take on a new challenge. Management should monitor projects but often they don't and one risk of failure is that people are less likely to take on a risk again.

If you are going to take a risk by doing something new, ensure that you have a supportive managerial environment that will be tolerant of mistakes and of your learning curve. This is where mentors and networks are helpful. You can make your risk a calculated one by doing it among people who are also growing and developing.

Each experience will be different. Achieving success and power can also become a risk. People sometimes assume that if what they've done so far is enough to get them to a point, more of the same will get them further. Not necessarily. What is regarded as strength in one situation can be a weakness in another. Being strong-minded may get you to a certain point and then it may isolate you. People who have a track record of success can be undermined by their own power and

arrogance, assuming they have nothing left to learn or that only their approach to a task will work.

If you are in a situation where you cannot arrange a sideways move into a new skill area, you can create your own developmental opportunities outside of the organisation or even by restructuring your work environment. It just takes a little creativity and the self-confidence to do something differently. One of the most limiting factors in policing is the need to be like everyone else – the culture of sameness, where if you go along with the culture everyone else is happy but your development is standing still. It's your life and your choice and ultimately you are responsible.

Be bold

The term 'lobbying' relates to asking people who are in a position of power to influence change. Lobbying people for development opportunities means identifying people and situations that will assist you to gain the development you need and asking them for help. If you are not sure what it is you need to do, it is often best to ask someone two tiers up from you on the promotion ladder. There's a saying that goes, "If you want to see what's going on in the game, watch from the stands. The view among the players isn't so illuminating".

Make sure that people who can assist you into development opportunities know that you are interested. Apply for courses; submit expressions of interest. Put it in writing. This may also help to hold management accountable if you are repeatedly overlooked. As a more junior police officer it is easy to find more progressive management to work for who will be more likely to see the benefit of developing staff; at more senior levels you tend to have to work where the vacancies exist. Still, working for an extremely difficult person can assist to develop skills and understanding of human dynamics.

In a learning organisation, ideally, leaders are responsible for building the organisation by developing people. Not all of our leadership have got their heads around this principle yet.

When embarking on a journey of development, don't forget to spend time reflecting on your progress and the journey and remember to reward yourself when you are doing well, by whatever small gesture is appropriate.

Five-year plans have been bandied about for years but if you don't know where you're going, you may end up somewhere else. A five-year period could include the completion of certain courses, undertaking certain projects, family issues like time out for having children or supporting older kids through crucial school years. Five-year plans are good because if you commit four years to development you keep one year up your sleeve for family emergencies or slacking off if you get achievements completed ahead of time.

Success isn't a finite element. Your success doesn't mean that other people's success will be limited. Pursuit of excellence involves 'synergy', which is the combining of people's talents to produce more of an outcome, rather than less. In a learning organisation, your development means taking people with you on the learning journey, working in cooperation not competition.

And finally, a philosophy of commitment is important. If you don't believe in what you are doing – if what you are doing isn't governed by fundamentally good reasons or values – you are not likely to succeed.

Success is about personal fulfilment. Work out what success means to you, then start the journey, if you haven't already.

As Stephen Covey reminds us, "A journey of a thousand miles starts with the first step".

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IAWP Conference Toronto – September 2000

By Andrea Humphrys



Two Australian police officers were honoured by the International Association of Women Police at its annual conference in Toronto in September 2000.

Constable Sharnelle Cole from the Queensland Police Service (QPS) was awarded a *Medal of Valor* for her bravery.

After only being in the QPS for two years, in May 2000, Sharnelle and her partner were responding to a domestic violence incident and were fired on by an unknown gunman. Sharnelle received multiple gunshot wounds to her face and hands. Her partner was too badly hurt to move and Sharnelle, despite her injuries was able to radio for assistance. Sharnelle's actions saved the life of her partner.

Federal Agent Sharon McCarthy from the Australian Federal Police in Sydney was also awarded the Medal of Valour. Sharon distinguished herself in East Timor, protecting an American peacekeeper while under fire from enemy militia. The American, Earl Chandler sought to publicly thank Sharon and made the trip from his home state of Illinois to attend the award ceremony in Toronto. Sharon's unselfish actions won her great praise from Earl.

The IAWP valour awards recognise female officers who distinguish themselves through acts of bravery, including exemplary performance during extremely dangerous situations. Both these officers fit the criteria – they were level headed and courageous – their actions undermine the argument that women police are not suitable for operational police duties.



Sharon McCarthy

In other conference news, over 600 delegates from around the world converged on Toronto for the five days. A heavy academic and training program was lightened with a number of social functions, which took in the sights and beauty of Toronto.

One major interest, which are the subject of many a photo, are the 300 life-size moose statues scattered around the city. Each moose, which is sold for charity, is painted in theme colours – a santa claus, a police officer, a maple leaf and Indian prince – a fantastic sight and a great way to walk and explore the city.

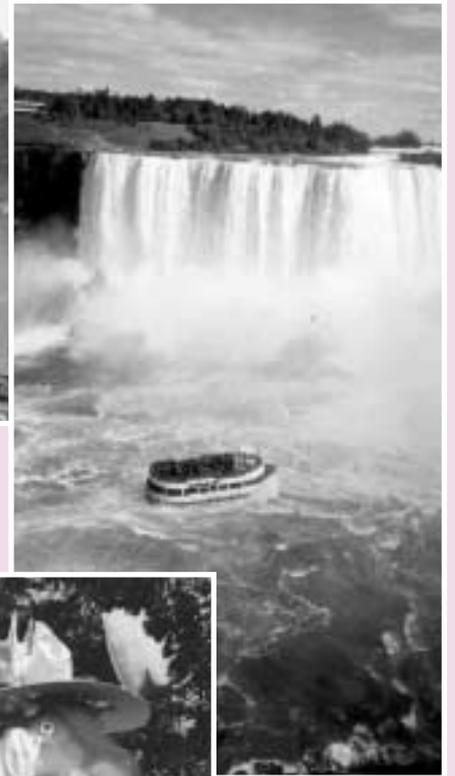
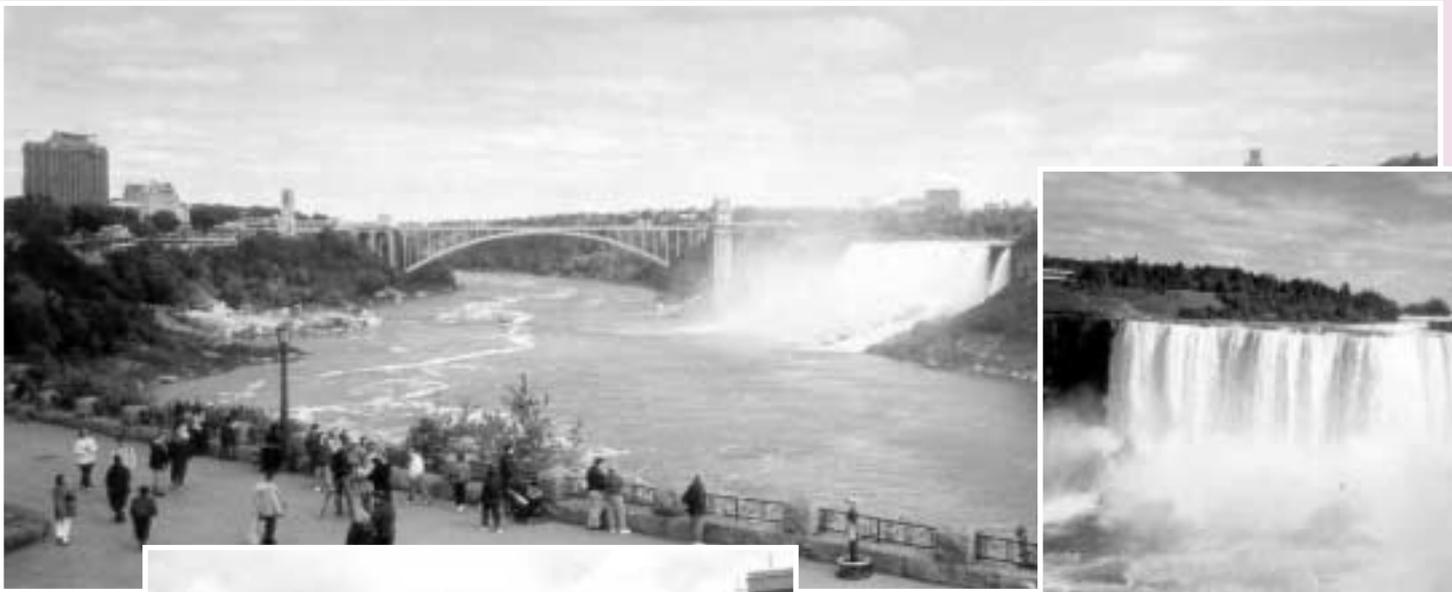
Another highlight of the conference was the 100 per cent IAWP membership support for Australia to host the IAWP Conference in 2002 jointly with the Australasian Council of Women and Policing third conference. The Australian Federal Police will be host agency and the conference will be held in Canberra on 20-25 October 2002. Check the website www.auspol-women.asn.au for registration details or email conference@netinfo.com.au.

The final day of the conference allowed us to escape the classroom and enjoy the most wonderful day trip to Niagara Falls. The falls are a spectacular sight and one definitely worth visiting.

Anyone considering a holiday to Canada – the province (State) of Ontario is highly recommended – plenty to do, plenty to see and the autumn colours are breathtaking.



Sharnelle Cole





National Conference of Senior Women Police Officers

Blackpool, England 9-11 November 2000

by Sue Woolfenden QPM, PhD, Chief Inspector, Merseyside Police

Building on the success of previous years and an increasing number of delegates, this year's conference, for the first time, moved away from the National Police Training Centre at Bramshill to the more modern venue of the De Vere Hotel, Blackpool.

Hosted by North West Region forces and opened by the first woman Chief Constable in the UK, Pauline Clare, Chief Constable of Lancashire Constabulary, the conference welcomed 174 delegates representing almost every UK force together with delegates from further afield such as Australia and the USA.

The conference theme Clearing Hurdles Together set the picture for some interesting presentations. The opening debate, Does a Glass Ceiling Still Exist?, brought together Tony Burden - President of the Association of Chief Police Officers, Peter Gammon - President of the Superintendents Association and Jan Berry - Vice Chair of the Police Federation. It was a good combination for a lively debate in which Tony Burden suggested it was time for senior women to put their heads above the parapet and Jan Berry argued that the ceiling was still there, bowed maybe but unbroken as yet.

Her Majesty's Chief Inspector of Constabulary, Sir David O'Dowd, spoke of outdated regulations that served to hamper women's progress in the service. He called for greater flexibility in working practices to keep women in the service; and more imagination in the provision of child care. It will be interesting to see what the Inspectorate does in these areas.

Julie Spence, Assistant Chief Constable in Thames Valley Police and recently appointed President of the British Association of Women Police, introduced the Gender Agenda. This is a policy document to take women's issues forward by generating a thriving police organisation which supports women officers in achieving their full potential and making their full contribution to policing. The document is expected to be published in 2001.

Are we making progress?

Well, we can now boast four chief constables and a further 13 assistant chief constables. Although the total establishment of women officers is still only 16.5 per cent in England and Wales and 15.8 per cent in Scotland, the trend is upwards. Women now account for over 20 per cent of constables in one in every five forces.

Compared to colleagues abroad (Table 1), UK officers appear to be making good progress. Although there is still the odd force where the most senior woman is a sergeant, this is becoming more of a rarity. Retaining women officers, once recruited is still a problem, however, for most forces.

International Comparison of Women Officer as a Percentage of each Rank

Rank	England & Wales	Scotland	Australia	USA
Constable	19.0%	18.6%	19.9%	12.8%
Sergeant	8.8%	6.8%	5.8%	8.1%
Inspector	6.5%	3.4%	3.2%	
Chief Inspector	6.9%	6.5%	1.5%	
Superintendent	5.1%	4.0%	4.0%	5.0%
ACPO	7.6%	3.7%	2.7%	
Total	16.5%	15.8%	16.1%	11.8%

The 2001 conference will be held in Birmingham 13-15 November. For further information regarding the conference contact Irene Devine at bawp.irene@lineone.net

Women in policing – the view from Europe

'Equal opportunities policy within the European police services'¹

Paper presented to the Second Conference of Australasian Women and Policing, Brisbane, Australia, 79 July 1999

By Trudy Manders, European Network of Policewomen

1.1 Introduction

In some European countries the first women joined the police before World War 1. It was not before the late eighties however, that in a number of Western European countries more specific attention was paid to the issue: 'women within the police'. Sometimes in a positive way, but frequently in a negative way. Research² shows that there are not many women within the police, and that policewomen often have to deal with a macho culture concerning sexual harassment and unhealthy mutual working relations. In Eastern and Central European countries a change is also noticeable and discussions have started (again) whether women can actually perform operational duties. In more and more countries policewomen criticise openly the existing discrimination when it comes to career prospects. Often this criticism does not create more than a brief cloud of dust. The mainly male managers react somewhat shocked to the 'incident', label it easily as a personal problem but don't change their policy in accordance.

At this place percentages from "Facts, Figures and General Information 1998" will be mentioned to show that women still form a minority within the police.

Looking at these small numbers, it seems that the issue of equality and gender³ is not seriously taken into consideration by the policymaking officials within the police services.

Taking stock of the above, in this lecture we will go into the importance of gender balance within the police. The next subject will be what mechanisms are of importance when people constitute a minority within an organization. An active, innovative policy is needed to break

through the minority position of women. We will go into the dimensions this policy has to take into consideration and the phases of policymaking that are evident. Finally the question of who is responsible for policymaking will be answered.

1.2 The necessity of gender balance within the police

The question whether women should or should not be part of the police needs no discussion. International treaties⁴ do not allow long debates to stress the point that there should be no differentiation by authorities to take on women in governmental jobs. One should not even create the impression of discrimination and an active policy must be pursued to eliminate the current arrears of women.

Apart from the antidiscrimination principle the police should consist of men and women on the basis of quality. It simply is a necessity to have women within the police. After all, the police will always have to deal with the preservation of legal order, if necessary by force, but also with the aid of victims of accidents and crime. This duality of duties can be characterized as masculine and feminine. The more the organization becomes a reflection of society, the more confidence it will get from the general public. The quality of policework will also improve with women in force in all ranks and positions. Women have a number of physiological aspects (Durkin) that are of advantage to them. Their greater power of observation and perceptive faculties are vital for police work. They have a feeling and an eye for details. Furthermore they have the ability to visualize the abstract; an essential skill, particularly for managers.

The more the organization becomes a reflection of society, the more confidence it will get from the general public.

Since women are outnumbered, policewomen are seen as representatives of the category women. Because of this, existing prejudices and stereotyped ideas about women in general, are being targeted on individual policewomen.

The execution of equal opportunity policy as a paradoxical task. The fact is, this policy must be executed by the most dominant group in an organization. They are the ones that decided on the established organizational culture.

In addition, women have greater linguistic skills than men. Therefore, confrontations with the public can be solved with less violence (Bloch and Anderson: 1974). The entry of women into managerial positions may bring about a cultural change that contributes to a high quality police organization, open and accessible to everyone.

Apart from these arguments on quality, there are also pragmatical ones. In more and more countries the labour market is ageing. By recruiting men and women, the police increases its chances of welltrained and able employees. By pursuing a personnel policy which makes the organization agreeable for women, one can prevent that women who joined the organization, leave the service and that valuable 'human capital' is wasted.

1.3 'Tokens'

The necessity to realize a gender balance within the European police service, is not enough recognized. The surplus value for the police product because of the presence of women in all sections of the organization is not sufficiently manifest in the current policy. To put it straight, the low number of women brings about various consequences that worsen rather than improve the situation of women. The American sociologist Rosabeth Moss Kanter (1977) states this with the help of the 'token' theory. She calls people who constitute less than 15% of an organization 'tokens'. To her, a token is somebody who is not considered as an individual, but as a representative of a certain group of people. Since women are outnumbered, policewomen are seen as representatives of the category women. Because of this, existing prejudices and stereotyped ideas about women in general, are being targeted on individual policewomen.

The woman is in a token position and therefore specially noticeable. Unwished for, she draws all attention. She also constitutes a contrast with men, as a result of which the differences between men and women are even more conspicuous. For a 'token' woman it is very hard to be accepted in the man's world that surrounds her. Increased competitive spirit, stress, isolation, being shut out from the unofficial circuit and lack of support can be the result. Women can get ill as a result of being a 'token' or leave, more or less worn out, the service. These negative effects will only disappear when women constitute more than 35% of the personnel.

1.4 Dimensions in equal opportunities policy

Acting on the 'token' theory one could draw the conclusion that it would be of great interest to this group of staff members when the number of women within the police were increased. Only then, their value would be fully shown to advantage. The realization of a gender balanced organization calls for an active policy.

Lammers (1993:25) states that the management of a company considers itself to be representative for the entire organization. Following this argumentation one would expect the management to enforce the equal opportunity policy topdown. The equal opportunity policy requires a broadbased approach. Marginal adjustments to legal position or terms of employment are not sufficient. Equal opportunity policy within the police is not enough seen and approached as a process of culture transformation at the moment. I am confirmed in this view by Mohebbi (1992:57) who describes the execution of equal opportunity policy as a paradoxical task. The fact is, this policy must be executed by the most dominant group in an organization. They are the ones that decided on the established organizational culture. To Hofstede (1991:224) organizational culture means 'the collective mental programming that distinguishes members of one organization from those of another'. He states that culture is indeed considered to be a soft quality in an organization, but that hard, structural and procedural measures must be taken by the top of an organization to change the culture. In my opinion more interest in change of culture is a 'must' in order to achieve an effective equal opportunity policy.

In developing a new policy it is, apart from the interest in a culturechange, important to reckon with the various types of measures, necessary to prevent the equal opportunity policy to have a reverse effect that could result in an increase of the unequal situation that exists between men and women. Another important point of interest is that men and women should be able to share the responsibilities for work and care within the police. This asks for facilities to work parttime, crèches, shared jobs and the possibility for women to return to their job after having a family. Also steps should be taken to encourage entry and transference, horizontal (to specialist functions) as well as vertical (to managerial functions) and

discourage wastage. The equal opportunity policy should get a firm shape within the organization. The management should take the responsibility, put up the finances, (let) formulate a policy plan, name specific actions and target figures, entrust a special officer with the proceedings, and regularly evaluate the implementation of the policy.

1.5 Phases of policy development

The expression 'policy' in this article has many descriptions and definitions. Apparently in practically every definition the words: objectives, means and time, are at the forefront. Also about the phases in which the policy is developed, many theories and models are developed. Vrakkgig et al. (1996:9) describes the traditional policy cycle as follows:

- 1) recognition and definition of the problem by the parties involved.
- 2) finding of a solution for the problems and the creation of a basis.
- 3) decision making
- 4) implementation and monitoring of policy.
- 5) policy completion and evaluation.

Hazenberg (1996:10) distinguishes four phases in the policy development on equal opportunities within the police, that is to say phases of silence, structure, development and integration. The phases will be briefly described.

Phase of silence

At the centre of this first phase is the absence of any equal opportunity activities. Within the police force the matter of equality is hardly ever discussed. Possibly one thinks that because of the small number of women there is no necessity to have a separate policy. The thought that everybody is equal to the law and therefore gets automatically equal treatment, could be the obvious reason. The existing reality is simply being ignored. There is no policy development and no staff members are specifically put in charge of this matter. This does not mean that the first initiatives and/or activities, mostly taken by a small number of individuals, don't arouse a beginning of awareness. However, these activities are so occasional that they do not yet break the silence in order to get to the structural phase.

Structural phase

In the literature the structural phase is often indicated as 'specific policy'. It means that in the existing policy of an organization hardly any

special measures for women are taken. The measures that are taken, concern the revelation of the disadvantage of women. It is a matter of measures of an emancipatory quality. This however, is not structural nor connected, and there is hardly any coherency between the four essential dimensions in the policy.

Schaapman (1992:46) sees the setting up of a project group and/or advisory panel as an important way to involve various ranks of an organization in a certain theme. In this phase one often sees groups like that arise. They can play an important role in the definition of problems, as a result of which the policy development can get started. The department Personnel and Organization can do the pioneering work. The help of women in this phase is essential. By giving women support, assistance and limited financial means they can be expected to develop activities that should convince the management and the colleagues that changes in the present situation are necessary. In this phase equal opportunities is mainly a responsibility of women, not a problem for the organization. As a result, the 'safer' issues like parttime work, child care facilities and adjustments to material facilities will get some attention. It is as yet too early for a fundamental and structural approach from the organization.

Development phase

In this phase (also referred to as facet phase), the main point is that the police service is convinced of the necessity of policy development. Problems are no longer ignored, but one actively tries to find solutions. This phase means that within an organization a start will be made to address equality objectives to the various terrains of policy of that organization.

Attention for equality issues becomes part of the strategic policy of the personnel management. Communicative adjustments will see to it that local departments are informed. The policy in this phase is not ad hoc anymore and aimed at incidental improvements; the way to a structural and professional approach is prepared. The equal opportunity policy is still aimed towards specific objectives and/or issues and the measures are still no coherent whole. Equal opportunity policy is, in this phase, too often regarded as a separate policy that is no part of an integrated policy.

'To meet the basic principle of equal opportunity policy, it is necessary to develop and execute the facet policy', Swennen (1993:27) states. The

In this phase equal opportunities is mainly a responsibility of women, not a problem for the organization. As a result, the 'safer' issues like parttime work, child care facilities and adjustments to material facilities will get some attention. It is as yet too early for a fundamental and structural approach from the organization.

Equal opportunity policy is, in this phase, too often regarded as a separate policy that is no part of an integrated policy.

From the point of view of working conditions, legal position and the protection of individual interests they can actually see to it that specific agreements, by which the position of women improve, are being made.

Women who join a network can get emotional support, advice, information and rolepatterns, missing matters in the practice of most women.

author points out the necessity to put one officer in charge of emancipation in order to introduce new developments. 'Since equal opportunity policy runs with culture change, it is vital that the force management gives the 'go ahead' and gives its approval to the direction in which the equal opportunities policy is going. For this purpose a general plan for equal opportunities policy would help' (LPEC, 1994:9). This way the commitment of an organization top can be made manifest and the management acknowledges equal opportunities to be a policy terrain. The big risk in this phase however is that the management of a company thinks to have met all equality demands and that from central level certain activities can be restricted. This is absolutely not the case. According to De Graaff (1996:47) there will never be a complete integration of the equal opportunities policy. About 20% of the policy will consist of attention, and developments for the benefit of new subjects and/or new target groups.

Integration phase

Going through the phases of silence, structure and development must ultimately lead to a institutionalized, integrated equal opportunities policy by the various departments of an organization (in line as well as in staff divisions). Equality is not regarded anymore as a separate issue, that stands apart from the regular policy, but as a selfevident area for special attention which is incorporated in the stipulated policy. The equal opportunities policy measures are in harmony with each other through coordination and the policy measures to be taken are connected. Consolidation is the key word, because the equal opportunity policy is integrated in all policy fields.

Schaapman (1992:59) states: 'To get the general policy and the sectorial differentiated policy in harmony, it is advisable to start toplevel consultations that serve as think tank as well as coordinating centre.' Special instruments have been developed in this stage and have been implemented in the various policy frameworks. The role of the policymaking equality officer shifts from developer to advisor. This policy advisor should also act as a watchdog, together with a committee, if there is one.

It is important that the cultural aspects get enough attention and that the results of the equal opportunities policy are being evaluated in a structural way. Crucial moments are implementation⁵ and monitoring.

1.6 Justification

Finally, at the end of this paper the question arises who is responsible for the actual realization of the equal opportunities policy. First of all of course the management of the police service itself. It is of importance that line executives and supporting staff executives make an equal contribution. Should they not succeed in breaking the silence, the central authorities must come into action. After all, the legal framework, as laid down for equal opportunities was generally approved by them. The members of parliament are third in line. They supervise the central authorities. In addition, the unions play an important role. From the point of view of working conditions, legal position and the protection of individual interests they can actually see to it that specific agreements, by which the position of women improve, are being made.

We must emphasize the fact that policewomen themselves are not responsible for the development of the equal opportunity policy. All this shows that, due to their minority position, women have to meet stringent requirements. Women can however play a role as observer and/or supporter. Schaapman (1992:18) says: 'especially women should be involved in change processes, as they can be expected to be experts in equality matters⁶'. It is however important for women not to act as individuals but to be aware of the fact that they are represented on a broader level. Networks⁷ for policewomen are the proper bodies for that. Women who join a network can get emotional support, advice, information and rolepatterns, missing matters in the practice of most women.

During a recent research in the Netherlands (Hazenbergh, 1996: 73) it turned out that the influence of networks is essential in the starting phase of policy development. Networks see to it that problems of women are lifted from an individual to a collective level. Because of this the subject can be brought to the attention of decisionmakers in an organization. This attention contributes to the determination of a plan of action, and to the recognition and definition of the problem. Furthermore the networks have proved to play a substantial role in regard to the execution and monitoring of the policy.

1.7 Conclusion

This paper has argued the need for a proportional representation of men and women within the

police. A gender balance is a necessity for a highquality police organisation. In order to achieve this it is vital to pursue and implement an active policy to have more women join the police, and to keep the ones who have already joined the organization. This is not the responsibility of women. Now it is up to the (mostly male) managers to form this policy. Only then can the 'silence' phase of the policy developing cycle be broken, and only then will it be possible to set out for the achievement of a police organization in which 'quality through equality' has come true.

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The influence of networks is essential in the starting phase of policy development. Networks see to it that problems of women are lifted from an individual to a collective level.

A gender balance is a necessity for a highquality police organisation. In order to achieve this it is vital to pursue and implement an active policy to have more women join the police, and to keep the ones who have already joined the organization.

Lesbian Domestic Violence: unseen, unheard and discounted

by Jude Irwin

Department of Social Work, Social Policy and Sociology, University of Sydney

Domestic violence in heterosexual relationships has been on the agenda of feminist activists, lawyers, police, health and welfare practitioners, and public policy analysts for almost two decades. However the existence of violence in lesbian relationships has taken much longer to acknowledge and, for many, there is still an level of disbelief around this issue. However more recently the existence and extent of lesbian domestic violence has become a topic of debate within the lesbian community and also the community at large. As a consequence there has been the development of literature and research (see for example Lobell, 1986; Pharr 1986, Renzetti, 1992; Renzetti & Miley, 1996).

The data presented in this paper is drawn from a research study which explored lesbians' experiences of domestic violence, specifically in relation to support services they accessed. The focus of this particular paper is on lesbians' experiences of police intervention in domestic abuse incidents.

Background

There is little dispute about the existence of lesbian domestic violence but there is dispute in the literature and research about how widespread it is. In the USA some studies estimate that seventeen percent of lesbians experience domestic violence while others estimate the numbers to be as high as seventy three percent ((Marguiles 1996). In Australia there have been no prevalence studies which makes it difficult to estimate the extent of lesbian domestic violence. However anecdotal evidence would suggest that it is widespread. Many of the forms of abuse that lesbians experience are similar to those experienced by heterosexual women including **physical** (eg hitting, kicking and use of a weapon, destruction of possessions), **emotional** (eg public denigration, belittling, blackmail, threats of abuse, interruption of eating and sleeping patterns), **sexual** (eg forced sex and rape), **financial** (eg not contributing income, having control over all assets and money, demanding financial support) and **social** (eg isolation from family and

friends). However as well as similarities there are also differences. Most of these are related to the homophobic views about lesbians and the consequent discriminatory attitudes and behaviour. This has many implications for lesbians who are abused including the lack of **appropriate** support services and negative attitudes and practices of some personnel in mainstream services.

The research

The main aim of this research project was to explore the experiences of women who self identified as survivors of lesbian domestic violence - to give them the opportunity of 'speaking' about their experience - a chance to 'break the silence'. A semi-structured interview was used for this purpose. It was considered that this would encourage lesbians to talk about their experiences in a way that was not constrained by a questionnaire or highly structured interview schedule. The participants generally talked freely about their background, their experiences of abuse, their sources of support and where relevant their use of health welfare and legal services. The initial interview took between an hour and a half and three hours. The interviews were transcribed and returned to the women for comment. Most of the women participated in a second interview, the purpose of which was allow them to comment on the transcript of the first interview and if they wished to elaborate on its content. In some situations, however, a second interview was not possible.

A picture of the participants

There were twenty-one participants in the research. They came from all states in Australia except Tasmania and the Northern Territory and included lesbians living in both rural and urban areas. Participants included lesbians who were Indigenous Australians, Anglo Australians and lesbians from non-English speaking backgrounds. The ages of the participants ranged between 22 and 57. Their occupations were varied and included teachers, social workers, lawyers, nurses, beauty consultants and factory workers. For the majority of participants, their experiences of abuse had

been in the previous two years, but for some it had been several years previously. For all participants these experiences had a powerful effect on their lives. All of the women had experienced multiple forms of abuse.

The policing of lesbian domestic violence

The remaining part of this paper will elaborate the participant's views of the police responses in their attendance and follow up of incidents of lesbian domestic violence. The participants had widely differing experiences in relation to police involvement in these domestic violence incidents. For some lesbians these experiences were positive, for others these were negative and for others their experiences were a mixture of both positive and negative. In analysis of the interviews the responses of the participants covered into three main areas. These were whether to contact the police, the action (or not) taken by the police and views on police responses. These will now be explored in detail.

Police - contact or no contact

Nine of the twenty one women who participated in the study had contact with the police (see table 1). All of these women had experienced multiple forms of abuse, one of which was physical abuse. In all situations in which the police were involved physical abuse was present in combination with other forms of abuse. In four of these situations the women experienced extremely severe abuse which included physical, emotional, sexual, financial and social abuse. This included rape with a beer bottle, forced sex, an attempted drowning, being threatened with a knife and gun, being severely beaten, being tied up and beaten, being urinated on, being isolated from family and friends, being held captive.

Because I was just - I was bruised, it was terrible. Around my neck. I had scratches. I was just - well, this whole side of my face, the left hand side of my face was just one massive bruise. From her punching and grabbing the hair and slamming the face into the concrete. And - yes, I was almost bald from the hair that was pulled out. So I just got in the car and drove. I was stunned, I think. If I had been thinking correctly, it probably would have been better to go to the local police.

For two of these women their experience was over a prolonged period of time as, despite the extreme abuse, they found it difficult to disentangle themselves from a relationship that had initially promised so much. For the other two women the abuse was over a shorter time span but extremely severe, with prolonged physical and emotional effects.

Table 1 Type of Abuse and Police Involvement

	Physical	Emotional	Sexual	Financial	Social
Police	9	9	4	7	9
No police	6	11	2	6	8
TOTAL	15	20	6	13	17

The other five situations in which the police were called also involved multiple forms of abuse, one of which included physical abuse. These situations were also severe and had lasting effects, but did not include the life threatening experiences of the four referred to earlier.

There were six participants who experienced physical abuse (in combination with other forms of abuse) who did not contact the police. Their reasons for not involving the police related mainly to not being believed, not wanting to be 'out' to the police and considering that there would not be a positive outcome.

I think the police say "What do I care? They're women." I mean, number one, I don't think - the police, they wouldn't really see our relationship as a real relationship anyway. And they'd probably say something like "just work it out yourselves". Or "get out of the situation".

My abuse came from non consensual S/M - who would ever believe me let alone take action. I didn't agree to her tying me up and leaving me by myself for two days. I thought I was going to die but who would believe that certainly not the coppers.

Many of the women talked about their shame at involving anyone particularly the police especially when they themselves were involved in working to prevent domestic violence. However for some this worked positively.

I was feeling a bit like a fraud especially in a country town, where I was the chairperson of the domestic violence action group, and later on I ended up having to take restraining orders and involve police in my stuff. But I must say, amongst all that, they have all been remarkably discreet. And very respectful. And I think because I have really good credibility, and because I won't take any shit from anyone, like "OK no, you're not going to fucking breach the confidentiality. You will treat me-". And so I hadn't gone into the victim mode thing. I've gone, "I've got rights here. I might have been injured by this person, but these are the things I know your system can do." So they respected that. And they've been very respectful, the police.

The six participants who had not experienced physical abuse but had experienced a range of abuses did not

even contemplate calling the police. They, like many heterosexual women in these situations, were of the view unless there was physical abuse then it was very difficult to substantiate and there was no point in contacting the police.

I didn't think it would be taken seriously - who believes women abuse

I was too ashamed to tell anyone

How can I prove what she did - it had a profound effect on me. It was because it wasn't physical that it took me so long to call it abuse and by then I was a quivering mess and couldn't do anything

For some women the decision to call the police was a difficult one. For one this was because of her partner's previous experiences with police.

I called the police and that was a really hard decision, cause I knew she'd had a hard life. She told me she'd been pack raped by the XXX police. So that was hard. And she was a woman. And I don't use police. I just don't use them - you know, it's not my way. And I've never had need to.

Another woman commented on her reticence to call the police because of the experiences she had in a South American country where the police were violent and oppressive. However the violence was so extreme at times, that either she or her neighbours did call the police. This woman was also ashamed that occasionally she had to constrain her partner and was fearful that this would be constructed as her also being abusive.

Because she used to slap me or hit me or punch me in front of C [eight year old child] and I couldn't do nothing - I never hurt her. I used to hold her wrists. Because she's tiny. She's only size 8. She's smaller than me. She's such a strong person, physically - like an ox. And I didn't want to get in trouble, first of all with the law, with police, I didn't want to hurt her. I didn't want to put myself in that position that I'd have to go to prison for nothing. It was not my fault. The second thing, I was in love with her. How can I hurt somebody that I love? So I couldn't hurt her. And she always had, you know, dangerous stuff like knives and scissors. And wooden spoons. Even chairs - she used to get the chairs. She used to break all the furniture

Police - action or inaction?

In only one of the incidents where police were called did they assist the women to take out an AVO. In two situations they assisted the women to return to the premises to collect personal belongings. However in neither situation did the police initiate taking out an Apprehended Violence Order nor charge the perpetrator of the abuse.

No information or initiative in taking out AVO's No, I never thought of it. Nothing like that. I don't think they knew, cause they were really young cops. They were young children.

He was just playing superman, and he was going to fix it all up for me and how wonderful and amazing he was. That there was an AVO going to be put in place. He was putting it in place. The whole thing never left his tray, as it turns out a month later the AVO stuff didn't leave his tray. I thought I was protected by an AVO on one occasion. And when I wasn't, because he hadn't actually done it, cause he was playing superman to do all this.

In other situations although the police came and removed the perpetrator of the violence they did not charge her. As one woman said about her contact with the police

She kicked my door in. So I rang the police. And they came to the house.. They weren't charging her for it. They'd taken a brief statement- I got a phone call the following day from S [perpetrator] saying that the coppers weren't charging her. So I rang the cop back, and he said he just hadn't got round to it yet., I said to him "I'm not safe." He said "I haven't got round to charging her yet. I'm doing other things today. I don't know when that's going to happen." He said, "we're not here to make you safe. You're here to make yourself safe. That's up to you what you do." And that was the end of it with him.

Some women chose to lay charges against the perpetrator when the police took no action and then in some instances still experienced difficulties. As Robyn commented:-

I initially went to XXX Police - I'd been told that they had a good support officer. Initially my friend and I were the only two at the police, but the room gradually filled up, until it was sort of shoulder room only, and it was very noisy. And we had to shout out all details about the charges, and this particular sergeant put us right through the ropes about it, to the very intimate, nitty gritty stuff. I told him it wasn't necessary to answer those sort of questions, that we were here to have charges laid against her. And all he needed to do was actually to file a charge sheet ... he then got really grotty. Then an hour and a half later, he yelled out he'd hear my story, and then he'd consider whether it was worth while letting XXX police know, and if they didn't want to run with it, well then that would be the end of it. And he told us that these matters were not a matter for the police - that the police - the good police - were very busy dealing with real life crime, and it was a whole waste of the police officers' time.

After this experience Robyn went to another police station and got a much more positive response. However the matter was referred back to the police in the local area where the abuse happened and it took several months to be investigated. However a year later it did go to court and the perpetrator was convicted. This was due almost entirely to Robyn's perseverance and insistence in making sure the charges were pursued.

On some occasions the attending police also had to deal with abuse from the perpetrators and on some occasions this involved considerable risk.

The police came and she assaulted the police officers. I've got this really beautiful house. Double stained glass front doors, and she just put her foot straight through - and they were really good, cause she said "I want to go downstairs and get my bag", and I knew that she didn't have a bag. And I knew she'd get a knife. Cause she'd done that several times before. And so I said "it's OK, I'll go and get your bag. It's OK". By then you know, I thought, "I'll just keep her calm". And she tried to come and follow me, and that's when they touched her, but they wouldn't have touched her otherwise. You know? They held her and said, "No A. B will go and get the bag. You just wait with us." And she just got her foot, "fuck you all!" through my beautiful doors.

It was in this situation that the police assisted the victim to take out an Apprehended Violence Order and also charged the perpetrator.

Several of the participants told how on some occasions they had protected themselves against the physical violence and when the police had attended the incident they had also been warned with assault charges by the police. If there are incidents where both parties are involved in physical violence then it can be quite difficult to identify who is the perpetrator of the violence. In some of the incidents described this could have been one of the reasons police did not take action.

Views on Police Responses

No-one that was interviewed experienced explicit homophobic treatment from the police. However some commented on how the police sometimes appeared uncomfortable in the situation.

They probably - seeing two girls - they probably think "those two dykes, fighting again" - they'd been up there a few times. And - yeah, maybe they see it differently. I don't know.

I think their attitude is, that they're bashing each other up. It's one less - or two less. They can knock each other out. Yes, I didn't find them sympathetic to that at all.

They weren't wonderful. It's very difficult to get onto a police gay and lesbian liaison officer. The only time I actually got onto one was for advice over the phone - actually before I was out of the house. My rings were missing. I had two that were quite expensive, and I knew where they were - they'd been - and I actually rang up - and I suspected that X had taken them - and I rang up and I got some advice over the phone. But apart from that, there wasn't a great deal of help. I think - I don't think that they were ever interested, really - it's just not a police thing.

Another participant from a rural area commented on how the police she had contact with were supportive but struggled to make sense of lesbian domestic violence. One said the police officer said to her

Listen mate - the thing is, we've got to stop treating it like lesbians are different. The thing is, there's the bloke and there's the woman. And she's the bloke and you're the woman."

Some women talked positively about the support the police gave them.

Went to the cops. Got the cop who she'd assaulted last year. It was really nice, cause I got in there, very defensive and said "look, if you breach confidentiality, blah blah." He said "you don't recognise me. It's OK. I'm the police officer that X assaulted last year. And we respect your situation. We understand that these situations are really difficult" and so on. And he was great. He just said "what do you want us to do? Do you want us to charge her? She could be doing six months. These are serious charges. Do you want us to warn her? Do you want to warn her?"

Physically you can't stop her. She is strong, she's violent. A bit of paper is not going to make any difference. The police do extra patrols now. The police are around. I have them on quick dial. I lock my doors.

Mira who had experienced extreme abuse and was kept captive, commented on her dealings with police at two different locations.

two different perceptions from different police, in a sense - one that's accepting your story and one that's not.

After she was able to escape from her abusive situation she was extremely distressed and went immediately to a friend's house. When the friend was not there she went to the closest police station.

And the girl there was brilliant - she was absolutely wonderful - you know, took photos, we've got photographs... we went to the doctor's. And she just examined me - yes, bruises everywhere of course.

And she made a report. I had all if we went to court. And the police said "Well we should - she should be charged. You should take out an AVO against her straight away." The policewoman also told me about a woman to go and see for counselling

This was then followed up by the police in the location where the abuse happened and it was decided that, despite the evidence of Mira's abuse, the perpetrator would not be charged.

The policewoman that I reported it to in the first place was appalled that nothing had been done. The police officer at the police station where it happened said "well, she's denying everything, and she's saying that you - she couldn't possibly hit you because she's got arthritis. And I believe it because I've seen her hands."

One of the women interviewed was the victim of a serial perpetrator as she discovered when the police took her back to the property to recover her belongings. However the police although they had been called to the property to assist other women in similar situations did not take action.

Yes, I thought she was going to kill me. So the police came with me, and they said to me that they had been here, only they didn't know quite when it was. Maybe about a year before. And they said it was for a similar thing, they said that a woman was beaten up. "Worse than you", And they also said that two years before that there'd been another woman - she had been suspended on the twelve foot high compound fence, with a dog on either side of the fence, all night and for half the next day. Then they said "Well you have to press charges". And I said "look, I've still got goods here and I have to get them out - I don't know why I have to get them out, but I do. I feel I do". And I said "I don't want to press charges right at this moment. I'll reserve my right". And that's when they started to get a bit woosy with me. They just sort of were - and I said, "look, I'll come and make a statement and have it on the file. But I'm not - anyway, I'm feeling like" - and I really was in shock - even though I'd been in the hospital, and the nursing staff were terrific. They could have charged her and I could have been a witness. I'm a lawyer, and I know that. But the attitude they took was that I had to press charges. And I wasn't really happy with that attitude, and I have raised it in the complaints department, because it's what's happened to at least four of the others. They didn't lay charges initially, simply because of getting their stuff back, or just running away, just leaving everything. And then coming back in about a week later and wanting to have charges laid, and the police always putting the onus on you to charge. But it happened to at least four of the victims

Conclusion

The participants in this research did not identify explicit forms of homophobic behaviour or treatment from police officers. Despite this it could be argued that homophobic attitudes and beliefs could provide part of the explanation for inaction experienced by lesbians who are survivors of domestic violence. Given the extreme physical violence experienced by some of the women it is difficult to believe that heterosexual women experiencing the same level of violence would be treated in a similar manner.

Gender is another issue that needs careful consideration. In all situations outlined here the attending police were male. Other research has indicated that gender is an important factor when dealing with domestic violence. While the data in this research is insufficient to confirm this, it is an area which needs further exploration, specifically in relation to lesbian domestic violence.

The police can play a critical role in challenging and preventing domestic violence generally. For this to happen in relation to lesbian domestic violence regular education in relation to both domestic violence and anti-homophobic practices need to be an integral component of police training.

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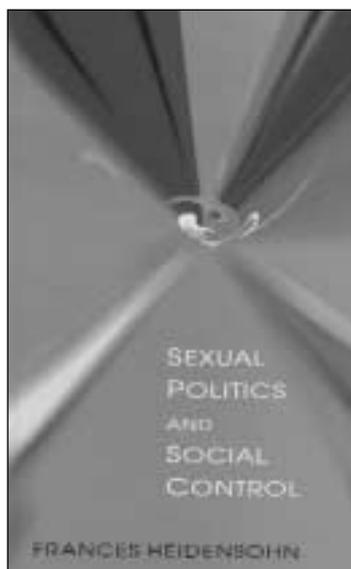
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Sexual politics and social control

By Professor Frances Heidensohn, Open University Press, UK

RRP \$185.00
hardback

This book is expensive, but well worth getting your hands on. London-based criminologist, Professor Frances Heidensohn has



presented papers on the international context of women in policing and women policing globally at the Australasian Women and Policing Conferences in 1996 and 1999 and this new work continues to explore these themes.

Chapter Four, global networks and women in policing, was written in conjunction with Professor Jennifer Brown and examines the development of the existing global networks of women in policing and the potential for future growth. Australia and the Australasian Council for Women and Policing gets a particular mention, with the observation that:

although a more fledgling alliance, the Australasian Council for Women and Policing is notable for having as its third key aim 'Creating an Australasian link in the global network of women in policing':

Heidensohn observes that many of the reasons for constructing a global project remain relevant today: percentages of women are still fairly small - 25% is the highest (Sweden) and around 10% in the USA. As well, promotion and deployment of women are often restricted. They note that linking internationally is one way to achieve a critical mass of colleagues with whom one can network, gain support and build resistance to abuse. They also observe policewomen developed their project internationally because of the reluctance of national governments to accept them: the British Government was incensed at the skilful way in which Commandant Mary Allen manipulated the American press during her visit there in 1934.

See if your library has it in stock.

Gender and policing. Comparative perspectives

By Jennifer Brown and Frances Heidensohn, MacMillan, UK (2000)

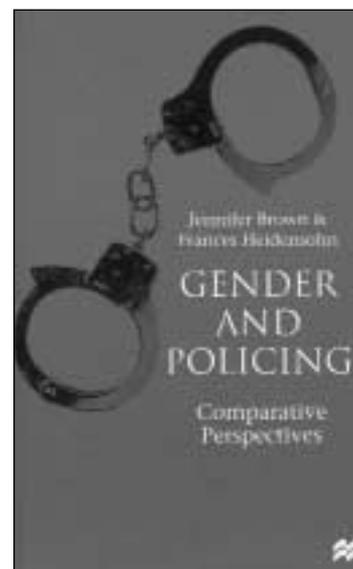
RRP \$35.00
paperback

This is the book that should have been written ten years ago. The book

reports on the findings of Jennifer Brown and Frances Heidensohn in their research since 1996 in conducting the first international comparison of women in policing and law enforcement agencies around the globe. The book summarises their work over a number of years interviewing individual women police from every continent and comparing experiences.

They observe that while policewomen share many experiences wherever they come from, there are key differences related to traditions, systems, styles and cultures of policing. This book raises vital issues about law, order and the achievement of change in criminal justice policies. As well as providing a thorough analysis on the state of research on women in policing, the work provides much-needed new data on the status and experiences of women police in nations from every continent. This new work will be invaluable in understanding and addressing issues for women in policing in every police service. Grab a copy for your future reference.

Melinda Tynan



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