



# The Journal

ISSUE NUMBER 1 SUMMER 1998

\$5 for non-members

Official Publication of the Australasian Council of Women and Policing Inc.



Australasian Council of Women and Policing inc.

## INSIDE:

- What is the Council?
- Police Unions and Women
- Conference Registration
- Issues for Women in policing



# **Views from the First Conference of Australasian Conference of Women Police**



**Register now for the Second Australasian  
Conference of Women and Policing**

*See page 37*

# Check Our Website



## Australasian Council of Women and Policing Inc.

P.O. Box 755, Dickson, ACT 2602  
Telephone 02 6275 7698

Email: [Inquiry@auspol-women.asn.au](mailto:Inquiry@auspol-women.asn.au)

ACWAP was established in August 1997.

It is now a growing group of women within police services and the community who are working together and striving to:

- create an Australasian link in the global networking of women in policing
- improve the position of women within policing
- improve the relationship between policing and women in the community

We invite you to join the Australian Council of Women and Policing (ACWAP).

ACWAP welcomes those who accept the Council's rules and are interested in assisting the Council to achieve its purpose.

Homepage designed by  
Mark Taylor & Sue Winston

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**Registered Office:** 40 Thesiger Court, Deakin ACT 2600

**Editorial Committee:** Denise Burke, Helen McDermott, Pam Robson, Melinda Tynan

The Australasian Council of Women and Policing Inc. (ACWAP) Journal is mailed out to all ACWAP members free of charge. Those who are not members of the ACWAP may contact a distributor in their locality.

ACWAP Membership is available at \$30 per year. For more information please contact the Editorial Committee, PO Box 755, Dickson, ACT 2602 or phone (02) 6258 7498.

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#### ***Front Cover***

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

**W**elcome to the first edition of the Journal of the Australasian Council of Women and Policing Inc. (ACWAP).

It is pleasing for us to see the progress which has been made towards establishing the Council since the First Australasian Women Police Conference in Sydney in 1996. Its establishment was a recommendation from that Conference. The Council is a professional association managed by women for women on a similar basis to women's professional associations in other professions such as medicine, law, and nursing.

The Council will represent the views of women and policing at a broader government level, in dealings with the tertiary education sector, other related industries and professions and wherever else the Council believes the views of women in policing and the views of women in the community on policing issues need to be articulated.

A comprehensive overview of ACWAP's aims and strategies is included as a feature article in this Journal.

Our congratulations to the editors, contributors and publishers of the newsletter 'Women Here in Policing' *The Whip* which enjoyed success as a newsletter for women in Australasian policing and had its final edition in June 1998. This journal has been designed to follow on from *The Whip* and to provide additional in-depth coverage of relevant issues, whilst still providing up to date information and news.

We commend this Journal to members of ACWAP, members of other police jurisdictions (national and international) and members of the general community to update themselves on issues relating to women in policing and policing for women in the community.

We invite contributions to future editions of the Journal in the form of letters to the editorial committee, news items or research documents. Please submit them for consideration to the editorial committee.

We welcome new members who support the aims of the Council. An application for membership is included on the last page of the Journal.

*Denise Burke for  
Editorial Committee*

# President's Message

---

I have great pleasure in welcoming you to the first edition of the Journal of the Australasian Council of Women and Policing Inc.

As the foundation President of the Council I wish to take this opportunity to explain the reasons for the establishment, role and function of the Council.

Many of you would recall the very successful inaugural, Australasian Conference of Women and Policing held in Sydney in 1996. Well over 300 women attended this event. A variety of recommendations were made by the attendees, these covered areas of employment, advancement and representation.

One of the key recommendations was that the Commissioners establish a committee to advise them on issues related to women employees. This recommendation was accepted by the Commissioners on advice from a further smaller forum conducted by the Australian Institute of Police Management. Consequently the Australasian Women in Policing Advisory Committee (AWIPAC) was established with representatives from Australian and New Zealand Police Services. This Committee is well into its tasks and the Council looks forward to a productive and cohesive relationship.

Another key recommendation related to expansion of the networks of women into the international level forums, and to explore issues related to female members of the community and their relationship with policing. As a result of these recommendations a small group has established The Australasian Council of Women and Policing Inc. (ACWAP). This group was established in February 1997 and incorporated as an association in November 1997. The Council has three key aims:-

form an Australasian link in the global network of women in policing;

improve the position of women within policing; and

improve the relationship between policing and women in the community.

The Council has written to all Police Ministers, Police Ministries, Police Commissioners, police associations and other law enforcement organisations explaining our purpose and requesting support for establishment of the Council as well as encouraging them to become members.

So far the response has been positive. We are also writing to women's organisations and other like networks throughout Australia explaining our objectives and requesting their support.

Since 1915 when women first entered policing, they have played a significant part in policing and law enforcement, their numbers are still small in relation to their counterparts in the community, and few women hold senior positions. Many women do not see policing as a long term career. We would hope to work to improve this situation.

More recently women crime victims have begun to demand that policing recognise their needs, be they victims of domestic violence, sexual assault or other offences. The Council hopes to play a role in assisting to articulate their needs and improve their relationships with policing and law enforcement agencies.

Council membership is growing. We are a small organisation hoping to contribute to the professionalisation of policing. This Journal and the proposed second Conference of Women and Policing are just some of the activities we will pursue.

We ask that those involved in the policing and law enforcement arena assist us and allow the Council to become part of the debate about women in policing and about how to improve policing's relationship with women in our communities.

With all endeavours such as this we expect there will be doubters, those who question our motives, or who suggest that there really is no need for our Council to exist. Having been a police officer for 26 years I have seen much change in policing, most of these changes have occurred through the collective efforts of those within and others outside policing. This Council represents a unique mix of both groups, and with all members committed to improving policing, and prepared to work hard to achieve our goals.

I commend the work of the council and warmly encourage each and every one of you to join with us in making policing a more positive and responsive environment for women.

*Christine Nixon  
President  
November 1998*

## **2nd National Conference on Child Abuse and Neglect,**

16-21 November 1998, Cincinnati, Ohio

## **7th International Women's Leadership Conference 1998,**

Women as Leaders: A Global Challenge, 2-4 December 1998, Fremantle, WA.

### *Contact:*

Women In Leadership, Edith Cowan University, Pearson Street, Churchlands, Western Australia 6018  
Phone: (08) 9273 8128 or (08) 9273 8830  
Facsimile: (08) 9273 8660,  
E-Mail: a.jones@cowan.edu.au

## **National Children's Summit,**

3-5 December 1998 Canberra, ACT

The Coalition for Australia's Children is an alliance of over 30 children's and youth interest organisations, as well as prominent individuals, that has developed an integrated strategy to facilitate coordinated action and outcomes for children and young people throughout Australia. As part of this strategy the Coalition is hosting the National Children's Summit. The aim of the Summit is to bring decision-makers from government, business and community organisations together with young people to develop a national policy framework to improve the situation of Australia's children and young people.

### *Contact:*

Suzanne Cremen: phone (02) 9228 9406, fax (02) 9221 4988; or Kerrie Jarvis: phone (02) 9953 5643. To register for the Summit or pre-Summit sessions, contact the Association of Children's Welfare Agencies, Suite 1, 18 Shellcove Road, Neutral Bay, NSW 2089.  
Fax (02) 9908 4171.

## **Second World Conference on New Trends in Criminal Investigation and Evidence,**

presented by the International Network for Research on (the Law of) Evidence and Procedure, RAI International Congress Centre, 10-15 December 1999, Amsterdam, The Netherlands.

Conference subjects will include: artificial intelligence and judicial proof; strategies of investigation the nature of human inference; comparative criminal law, procedure, evidence; new techniques in criminal investigation; evidence in organised crime-cases; reliability of personal evidence; witness protection; vulnerable witnesses theories on evidence criminalistics of today; forensic accountancy; statistical proof of risk; argumentation theory in fact finding processes; evidence and new codifications; proof taking in procedures before international tribunals; the right to silence; and international co-operation.

### *Contact:*

Conference Secretariat Eurocongres Conference Management Jan van Goyenkade 11 1075 HP Amsterdam The Netherlands tel: +31 20 679 34 11 fax: +31 20 673 73 06  
E-mail: [criminallaw@eurocongres.com](mailto:criminallaw@eurocongres.com)  
For more information, visit web-site at: <http://www.eurocongres.com/criminallaw>

## **16th Annual Law and Society Conference of Australia,**

7-9 December 1998, Melbourne.

Embodiments and Texts of the Law: Where Have 'The People' Gone? An International Conference

## **50th Anniversary of the Universal Declaration of Human Rights Conference,**

Human Rights and Equal Opportunities Commission, 8-10 December 1998, Sydney.

### *More Information:*

[http://www.hreoc.gov.au/news\\_info/conference/index.html](http://www.hreoc.gov.au/news_info/conference/index.html)

## **Feminist Legal Academics Workshop Conference,**

Sydney Law, Feminism, Cultures and Diversities, 25-26 February 1999.

## **Police Leadership for the 21st Century: Women Achieving Equality,**

Fourth Annual Conference, 10-15 April 1999, Orlando, Florida, USA.

National Centre for Women and Policing: To prepare to enter the next century, women law enforcement officials must play a leadership role in shaping to future of policing if we are ever to gain equality for women in law enforcement, reduce the level of violence in society, and realise the benefits of community policing.

## **White Women,**

Venue: University of York, 17 April 1999

Examining community; suffrage; motherhood; identity; what is a white woman?; equal opportunities; racism; culture; nationality; colonialism; why study whiteness?

### *Contact:*

Anne Kaloski and Heloise Brown, Centre for Women's Studies, University of York, York YO10 5DD  
Fax: (0044) 1904 433670.

## **Women's Worlds 1999, 7th International Interdisciplinary Congress on Women,**

June 20-26 1999, Tromsø, Norway

## **Second Australasian Conference of Women and Policing**

July 7-9, Brisbane, Queensland.

### *Contact:*

ACWAP, Ph (02) 6258 7498  
[inquiry@auspol-women.asn.au](mailto:inquiry@auspol-women.asn.au)



# News From Around The World

---

## *From the US*

A New York judge who rather than heeding pleas from a woman to protect her from her violent boyfriend, told her if she only returned her boyfriend's dog she'd be safe, has been sacked. The judge released the violent offender and three weeks later the woman was shot dead by her boyfriend who then shot himself. After this event other stories about the judge started pouring out. He had told prosecutors in 1996 that "even I have beat my wife! It happens, and you can't always do something about it".

SAN FRANCISCO, Aug. 22 (UPI) – New research indicates marriage or cohabitation makes men's lives easier, but women end up picking up the slack.

A research at the University of Michigan's Population Studies Center found that after couples marry or move in together, women do about four additional hours a week of housework, while men do three hours less.

In his study presented today at the annual meeting of the American Sociological Association, Sanjiv Gupta compared the amount of time men and women in his sample spent on housework in two separate periods, from 1987 to 1988 and again in 1992 and 1993. He looked at the amount of time each partner spent on cooking, doing dishes, laundry, cleaning the house or other repetitive chores.

His study also found having more children does not increase men's total weekly housework time, excluding child care. But women see their housework burden increase by more than three hours with each additional child.

Gupta said: "As children become teenagers, it is only male children who continue to add to women's housework time. Presumably, female children begin to

participate in the performance of household chores as they age, and do not affect women's housework time."

While the increased work may come as a surprise to newly married women, divorce can be even more of a shock to men, Gupta said. After divorce or separation, men spent about 4.5 more hours per week on housework. Women, on the other hand, get four more hours of free time after divorce or during separation.

His conclusions were based on data on 3,051 men and 5,122 women from the National Survey of Families and Households.

HARRODSBURG, Ky. (AP) – The only female police officer in town history was killed in an exchange of gunfire outside an automotive parts factory early Wednesday morning.

Officer Regina Woodward Nickles, 45, was shot twice while investigating a report that a man was crawling around the parking lot at Trim Masters Inc., which makes car-seat covers.

The suspect, John Paul Works, 22, had been awaiting trial on August charges that he attacked his roommate with a golf club, held a gun to his head and threatened to kill him.

Works was hospitalized in fair condition at the University of Kentucky Medical Center in Lexington after being shot by Officer Eric Barkman.

Ms. Nickles, a mother of two and a stepmother, was the Republican nominee for Mercer County sheriff on the November ballot.

Ms. Nickles was the first female officer killed in the line of duty in Kentucky, authorities said.

## *From Canada*

A 19 year old woman was pulled over for drunk driving, ordered into a police cruiser by two police officers, driven to an underground garage and raped. She died by hanging at the age of 24, two weeks before her abusers were found culpable and fired from the force.

A Toronto housing activist was forced into sexual acts by a police sergeant. He pleaded guilty under the Police Act to "corrupt practices and deceit", was chastised for his "totally despicable abuse of power" and demoted. He is still on the force. The victim died an untimely death at the age of 34.

In the investigation of a serial rapist, the police officers who were trained in handling sexual assault cases did not believe one victim because she was "too calm" but did not warn targeted women about the rapist because "they might get hysterical". The police decided that the serial rapist was a "gentleman rapist" as he only held a knife against the women's throat and did not use profane language and was "sorry afterwards".

## *From Australia*

### **Wanted: Women police who have experienced domestic violence in their own lives**

Melinda Tynan is undertaking some research into the area of domestic violence as experienced by women who are, or were police officers. She is especially interested in the extent of support offered by police services to employees who are victims of domestic violence. If you have experienced domestic violence in your own life while employed by a police organisation and are prepared to discuss

this, please contact her at the below address. All information will be treated in the strictest confidence.

Contact: Melinda Tynan  
Domestic Violence Coordinator  
ACT Magistrates Court  
GPO Box 370 Canberra 2601  
Tel. (02) 62174432

### The 1998 Ernie Awards

Once again, NSW Parliament House was the stage for the annual Ernie Awards, so named by NSW Member of Parliament Meredith Burgmann after a former member of the AWU, in recognition of the outrageously sexist comments he made toward her. (It should be noted that men who deliberately go to great lengths to get nominated are precluded from winning.)

This years highlights were the Political

Silver Ernie, which was a tie between the (former) independent MP Tony Smith for remarking that “Women have a duty not to provoke men into domestic violence”, and Western Australian MP, Iain MacLean who said during WA’s abortion debate that “(Women) think they are the centre of the universe and will abort a baby just because it is inconvenient or summer is approaching and they want to wear a bikini.”

This year also saw the introduction of the “Elaine Award” for unhelpful remarks from women, (now there’s a sign of the times!), which was won hands down by Bettina Arndt for “just about everything” she ever said. The Gold Ernie was won this year by Justice Clark who, in handing down a two year suspended sentence on a step-father who had sexually abused his 12 year old step-daughter, remarked

“Indulgence is a pleasurable, curiosity-seeking activity by an intelligent precocious girl.” So much for judicial awareness.

### National Awards for Excellence in Policing

Nominations have opened for the Australasian Council of Women and Policing Inc’s Excellence in Policing Awards. Nominate your colleagues, police service, union or boss now. See page 33 for details.



Printed with permission from “Women Against Violence. An Australian Feminist Journal”, Issue One, Nov. 96 and with permission from Spinifex Press.

# The State of Play

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One of the issues identified at the *First Conference of Australasian Women Police* was the marked differences between policies affecting women police in different jurisdictions around Australasia; some had maternity leave and others did not, some had part-time work and others did not. This column is designed to monitor changes in policies that affect women in the jurisdictions and to keep women around Australasia up to date with current issues and changes. If there is change afoot in your neck of the woods, contact the editors and let everyone know about it.

## **Australian Federal Police**

### **Changes to operation of Maternity Leave**

The AFP is covered by the 1972 Commonwealth maternity leave provisions that apply to all Commonwealth public servants, including 52 weeks total leave, of which 12 weeks is (usually) paid and a guarantee on position on return. Following a study of experiences of women who returned from maternity leave in the AFP, a number of changes are being adopted in the way in which the leave is managed. This involves improving the management of the return and placement of women, including their access to part time work and working from home. It also looks at management of career planning. In addition, the AFP revised its policy on pregnancy, which now requires examination of actual duties and modifies or reorganises them, before considering taking women away from operational policing.

## **Queensland Police Service**

### **Police Service Administration Act 1990**

As of the 26 March 1998, changes to the Police Service Administration Act 1990 now ensure that reports of unlawful discrimination (eg. sex based harassment, discrimination or victimisation) can be dealt with on a confidential basis. The amendments affirm the policy that has been trialed over the past two years. Victim resolutions now range from the most common choice of conciliation or mediation, through to formal complaints.

### **Support for Second Conference of Australasian Women and Policing**

Commissioner Jim O'Sullivan has offered support for the hosting of the *Second Conference of Australasian Women and Policing* and has tasked his EEO Unit to provide the necessary administrative and organisational support for the conference.

## **Child Care Referral Service**

The QPS has obtained the services of a consultant to provide information to Queensland Police members regarding the type and location of child care facilities available to them. This service is especially useful to members transferring to other parts of the state and in securing facilities prior to arrival.

### **Police for the future: Review of recruitment and selection for the Queensland Police Service**

The QPOL Police and the Criminal Justice Commission jointly prepared this report to examine and review recruitment and selection processes, partly in response to a CJC report questioning the validity, reliability and fairness of the parts of the current recruit selection process. This review identified among other things, the need for a mechanism for continual evaluation and improvement, the need for new job description and selection criteria for general duties officers. It also recommended the removal of the current physical competency test as a selection criterion.

## **New South Wales Police Service**

### **Strategic Plan for Women in Policing**

A working party has been established to address the concerns raised in the report "Women and Policing" prepared by Dr Jeanna Sutton in 1995. The outcome of that working party was the preparation of a document titled the "Strategic Plan for Women in Policing", and a new gender based and sexual harassment policy. The initiative is designed to *prevent and manage sex discrimination, gender based and sexual harassment, to enhance the recruitment, training and career development opportunities for women, and to improve the work environment for women by ensuring their appropriate*

*management during and following pregnancy and promoting flexible work practices.* The report specifically recommends changes to EEO training, a mentoring program, a central women's advisory group, an Equity Award Scheme and research into environmental factors affecting the separation of women from the organisation.

## **South Australia Police**

### **Review of equity and diversity**

A review of equity and diversity with an emphasis on gender issues was released in March 1998. The review was conducted by external consultant Kate Spargo, and the recommendations have been endorsed in principle by the Senior Executive Group. The report provides an agency wide diversity and equity strategy and a unit devoted to the implementation of the strategy is currently being assembled.

## **Victoria Police Force**

### **McKenna Vs State of Victoria &ORS, Anti-Discrimination Tribunal, 1 June 1998**

McKenna was the first member of the Victoria Police Force to pursue a complaint at the Anti-Discrimination Tribunal. The complainant was a member of the Victoria Police Force. She made a number of complaints of discrimination on the basis of sex and marital status, sexual harassment and victimisation which occurred whilst she was stationed at Bairnsdale and Warragul respectively.

*The Tribunal ordered that the respondents pay the complainant \$125,000 general damages and that the first respondent remove from the complainant's personal file the derogatory memo and report made in regard to her and withdraw the admonishment notice.* (Australia and New Zealand Equal Opportunity Law and Practice, 1998.) Victoria Police has

appealed the decision on equity issues. It is scheduled to be heard in the Supreme Court in late October 1998.

### More complaints

A mother of three, Victorian Detective Senior Constable Debra Robertson, lodged a complaint of direct and indirect discrimination on the basis of gender and status as a parent with the Victorian Equal Opportunity Commission. Senior Constable Robertson said she was told to choose between her job and being a full-time mother and claimed that she had been denied part-time work due to her occupational category. The Equal Opportunity Tribunal was told that detectives have demanding jobs involving long-term investigations and that the Victoria Police Force believes part-time work is unsuitable for detectives. Robertson's lawyer argued that both NSW and the New Zealand Police Services have part-time detectives. The matter was resolved in an out of court settlement in June 1998.

### Review of equity policies and practices

June 1998 the Chief Commissioner requested the Executive Director to personally undertake a review of the appropriateness and effectiveness of current equity policies and practices within Victoria Police. The terms of reference included:

- To identify all obligations on Victoria Police with regard to equity;
- To identify all current equity policies and practices, both formal and informal, in place within the Victoria Police;
- To evaluate the effectiveness of these policies and practices against both internal expectations and external benchmarks;
- To critically reflect on the appropriateness of these policies and practices and recommend any changes.

The review has been completed and is being circulated in draft form.

### Child care facility in VICPOL HQ

A project brief is currently being prepared to examine the feasibility of establishing a child care facility at police headquarters. The venture is being examined as a means of improving working conditions as well as a means of retaining employees who have difficulty managing work and family commitments.

### Development of an equity and diversity policy

A paper recommending a coordinated approach to managing diversity, employment equity, anti-discrimination and internal grievances has been submitted to management. Issues covered include equity and diversity, international best practice, leadership and accountability, recruitment and outreach, representation, development and retention, culture and communication and a child care facility.

### Excellence in Policing Awards

Nominate the best police service or the most women friendly police union now. Details on page 33.

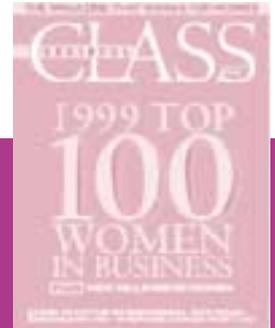
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- 10 Hottest Careers for Women • Women on \$500,000+ • 1998's Women to Watch • Young Bosses • Digital Women

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WAP

## Book Reviews

*I'm asking you not to apologise to anyone for standing up for women." (p.125)*

*Every piece of this writing is moving; every one will move you to anger or bring you to tears, or both.*

*Accounts of wife-beating are typically met with disdain: "Why doesn't she leave?"*

*Life and death. Unapologetic writings on the continuing war against women*, by Andrea Dworkin, Virago Press, London. 1997. \$16.95

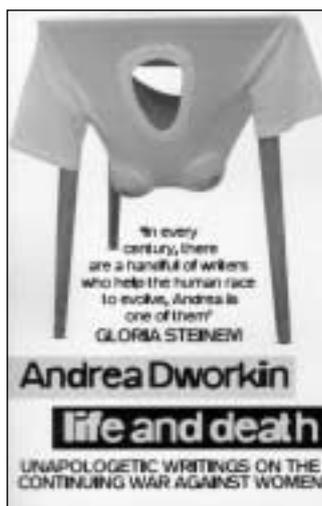
If your work ever brings you into contact with women or children who have been victims of violence or abuse, you must read this book. This book is a collection of the speeches and essays of Dworkin. Although currently living in New York, her view of the situation of women is universal. Every piece of this writing is moving; every one will move you to anger or bring you to tears, or both. The title of the book refers to the gravity of the issues at hand and Dworkin handles each as sensitively as a live grenade. It's impossible to convey the urgency, depth and eloquence of these writings without quoting at length.

At a speech in 1990, mourning the murders of fourteen women engineering students at the University of Montreal, shot dead a year earlier by a man who resented their attendance at the school, Dworkin said:

*We stand today with grief and terror and rage... This man, who was not crazy, who was political in his thinking and in his action... committed a political act so that we would retreat... so that women would not have the heart or the courage or the patience or endurance to keep breaking barriers.. These women were murdered - because they were women - but also because they were engineering students; because they were learning a male science; because they wanted sacred male knowledge. They were trespassing on sacred male ground. They wanted to be engineers and that was taken to be a military act of aggression on their part....City officials spoke... and we were told 'Men haven't really gotten used to these new roles for women. That's why they're hurting women.'*

*... We have to stop men from hurting women in everyday life, in the home, in the bed, in the street, and in the engineering school. One way or another we have to disarm men. We have to be the women who stand between men and the women they want to hurt... Feminism exists so that no woman ever has to face her oppressor in a vacuum, alone....We need to put fear aside. We need to endure... and we need to stop dedicating the other 364 days of the year to forgetting everything we know. (p.114)*

In memory of Nicole Brown Simpson, murdered by her ex-husband, US football hero O.J. Simpson, Dworkin observes the extraordinary and commonplace failure of police and other experts:



*"Nicole Simpson went to many experts on domestic violence for help but none of them stopped him. That's what it takes: the batterer has to be stopped... It was Nicole who asked the police to arrest Simpson in 1989, the ninth time the police had been called... In 1993 alone there were 300,000 domestic violence calls to the police in New York City... Accounts of wife-beating are typically met with disdain: "Why doesn't she leave?" But after two decades of learning about battery, we now know that more battered women are killed after they leave than before... In Los*

*Angeles, the police visited Nicole Simpson's abuser at home as fans." (p.48)*

Addressing the Canadian Women and Mental Health Conference: Women living in a violent society in Alberta in 1991, Dworkin said:

*"We say we're free citizens in a free society, but we lie. We lie every day... We survive through amnesia, by not being able to remember what happened to us. We survive by not remembering the name of the woman who was in the newspaper yesterday, who was walking somewhere and was missing. What was her name? There are too many of them. I am sick to death of them. I want us to stop lying... I think that we tell a lot of lies every day and I want us to stop. One of the lies that we tell is that this kind of woman hating is not as pernicious, as lethal, as sadistic, as vicious as other kinds of hatred... Everything that didn't happen to you... is a little slack in your leash. You weren't raped when you were three, or nine, or ten, or you weren't battered, or you weren't in prostitution - whatever it is that you managed to miss is the measure of your freedom and strength, and the measure of what you owe to other women. I'm not asking you to be martyrs; I'm asking you to give up your lies. I'm asking you to live your lives honourably and with dignity. I'm asking you to fight... I'm asking you not to apologise to anyone for standing up for women." (p.125)*

I think this book should be pre-requisite reading for all police recruits and anybody who ever comes into contact with battered or abused women or kids. Personally, when I'm weary of being objectified, ignored, harassed, marginalised, or threatened, Dworkin is a great source of courage, conviction and inspiration. Don't miss it.

Melinda Tynan

# Operation Womenforce:

## Victorian women's groups target the Victoria Police

On 8 July 1998, former Victorian Premier, Joan Kirner, feminist lawyer Moira Rayner, noted academic Rosemary Wearing, representatives of the Women's Electoral Lobby, Victorian Women Lawyers, Feminist Lawyers, the Victorian Women's Trust and a number of Victorian women police met together to devise a strategy of action to combat the perceived institutionalised harassment, neglect and negation of women police in Victoria.

Having followed the case of Victoria Police Senior Constable Narell McKenna, who was awarded \$125,000 in damages by the Victorian Anti-Discrimination Tribunal on 1 June 1998, the women met after they were shocked at the subsequent actions of the Victoria Police Force in appealing the decision to the Victorian Supreme Court. The Tribunal had found that *the actions of the respondents (VICPOL) were of a serious nature and that they were initiated, supported or endorsed at high levels in the district hierarchy*. The Tribunal also found that *on the evidence before it, the Police Force appears to have done little to instil in its leaders and senior members a sense of the commitment to a culture and management standards for the organisation that brought with it an expectation that every member conform to non-discriminatory standards in their work*.

The meeting asked how much confidence women in the community could be expected to have in the Victoria Police Force if the police appeared to do nothing about a culture that engendered harassment and victimisation. The meeting also demanded to know how women within policing could be protected in their workplace if the Victoria Police were not required to adhere to the Equal Opportunity Act of 1995.

As a result of its meeting, the women decided to form a coalition, entitled *OPERATION WOMENFORCE*. The coalition decided on a series of strategies designed to lobby and apply maximum pressure on the Victorian Government and the Victoria Police Force to respect equal opportunity principles and to provide a network of support for women in the Victoria Police who seek to work within an equal opportunity environment. The strategies include:

- the development of a statement of support seeking support from women's organisations;
- deputations to the Attorney-General, the Police Minister and the Premier;
- a publicity campaign, including talk-back radio and an open letter to all Parliamentarians;
- the development of a steady stream of fax and e-mail communication to government agencies and the Victoria Police;
- the commissioning of an Exit Survey of women leaving the Victoria Police;

- the public release of internal police documents relating to research on sexual harassment;
- the documentation of personal anecdotal experiences by women in the Victoria Police; and
- a comparative summary of interstate police force strategies and reforms around equal opportunity.

### Why WOMENFORCE?

- Because women in Victoria should be able to have confidence in its Police Force, in its ethical standards and behaviour;
- Because the culture of sexism within the Police Force will only be comprehensively broken down when the Police Force has many more than the current level of 14% women as serving officers;
- Because women who choose to serve their community as police officers should be able to do so without fear of discrimination, harassment and victimisation.

To offer your support or assistance, contact the Coalition C/- The Victorian Women's Trust on (03) 9642 0422 or write to the Coalition at Level 1, 387 Little Bourke Street, Melbourne, Vic 3000.



# Establishment of Australasian Council of Women and Policing Inc.

Paper delivered at 6th Women and Labour Conference, Geelong, November 1997.



*Pam Robson*



*Denise Burke*

Activity during the Women and Labour Conference in 1995 led to the holding of the First Australasian Women in Policing Conference in Sydney in 1996. Melinda Tynan, Helen McDermott, Jill Bruce and a team of willing helpers saw that conference to the success it was.

From the Women in Policing Conference recommendations were made for future conferences of a similar nature. In early 1997 we had a venue and dates planned for the second Australian women in policing conference in Brisbane in 1998. That was put on hold while a review of all national police conferences was held.

In December 1996, the Australasian Women in Policing Advisory Committee was formed. This also was a recommendation of the Conference. The formation of this committee was endorsed by Police Commissioners and Police Ministers and is a step in the right direction. However, while this committee will make a contribution in time, is this enough?

Another of the recommendations from that first Conference was to establish a Women in Policing Council. Work has commenced on that. Again Melinda and Helen are involved with the same team of workers and a few more. We saw a lot of momentum to do things after the Conference but that energy seems to have been lost. We are reviving that.

While in its infancy the Australasian Council of Women and Policing is a professional association run by women for women on a similar basis to women's professional associations in other

professions such as medicine, law, nursing, etc. It will do more than simply provide advice to Commissioners. It will represent the views of women in policing at a broader government level, in dealings with the tertiary education sector, other related industries and professions and wherever else the views of women in policing need to be articulated. It will revive the energy and enthusiasm demonstrated by women in Sydney for their own professional body.

Some good initiatives are taking place in some Australian police jurisdictions but we believe we could achieve a lot more if we, as women throughout Australia, worked together to make more happen for women within policing and the community.

We would not see the Australasian Council as taking away from networks in individual organisations or other community networks, but through the Council we will be building a more effective structure to pursue important issues of national significance to our profession. In doing so we would mirror the co-operative arrangements well established by our Police Commissioners who meet collectively to address issues of national significance without intruding on the internal autonomy of the individual police services.

We believe there is a lot of support from women in policing to establish an Australasian Council of Women and Policing. Unification will mean that we will be able to host our own conferences and have membership with other professional bodies such as the International Association of Women

## Council Aims

- **Developing Global network of women in policing**
- **Improving the relationship between policing and women in the community**
- **Improving the position of women in policing**

Police, and other women's networks in the community in Australasia and internationally.

There is growing support from other networks within the community for involvement and interaction with the Council.

The aims of the Council have a three-way focus:

global networking of women in policing

improving the position of women within policing

improving the relationship between policing and women in the community

## GLOBAL NETWORKING OF WOMEN IN POLICING

Strategies to achieve this include:

- \* **establishing a national and international exchange program;**

We will work towards establishing this program for women in policing - not only within policing but within organisations which will give women opportunities to gain a broader, or even global, perspective of management issues, entrepreneurship, and political savvy.

- \* **producing a quality newsletter or journal**

The Australasian Women and Policing Journal will replace *The Whip* newsletter. Gauging from the number of authors for the first Australian Women in Policing Conference, there is a wealth of research on issues relating to women in policing and policing to women in the community, that can be published through this journal, not just news - but quality research.

- \* **ensuring Australasian representation at relevant international forums**

The Council hopefully will sponsor delegates to these forums.

- \* **acting as a conduit to share and exchange information**

We will have a resource centre, our networks, journal, the internet, and communication channels with Police Ministers, Commissioners, media, tertiary sector, etc.



*Pam Robson, Jacqui Drew and Melinda Tynan at the Women and Policing session at the 6th Women and Labour Conference.*

## IMPROVING THE POSITION OF WOMEN WITHIN POLICING

Strategies include:

- \* **enhance the participation of women in decision and policy making in policing in Australasia;**

This council's representatives will be approaching the Australian Police Ministers' Council and the Senior Officers Group which consists of Police Commissioners in Australasian Police jurisdictions to develop a communication and action channel with the Council. We can also approach the Australian Institute of Police Management Board of Directors, Board of Studies and perhaps the Police Education Standards Committee. The extent of this can be unlimited.

- \* **facilitate the development of women's own styles of management within policing;**

For a long time women have had to fit into the way men run things - with adages such as - if you don't like it, or it's too hot in the kitchen, get out. We need women to have the opportunity to do things, or manage, in their own well thought out way of getting the job done - and not be frowned upon for being - just like a woman.

- \* **pursuing affirmative action (targeting) strategies for women within policing;**

We in the QPS do not have affirmative action policy or legislation. But we do have targets which have been established by

government and the QPS relating to targets at all levels from base level to senior executive service. We are sure most other police jurisdictions have similar targets and everything nicely written up in their EEO Management Plans. How effective are these in ensuring equitable funding is available for women to go to development courses, or have equitable on the job opportunities.

- \* **create a supportive environment for women in policing;**

Again speaking from our own perspective, women in the QPS have established their own women's network. We feel as if we work in isolation from women in other jurisdictions. This Council will give all women in policing in Australasia the opportunity to network and have issues raised nationally, through combined networking and lobbying. Hopefully women whether they be in Bamaga, Broome, Byron Bay, Bourke or Bourne will have the opportunity to contact someone on the Council to find out 'what's happening'.

- \* **create a system within policing in which women and men are equally involved in the development, application, administration and enforcement of the law;**

It is not our intention to have women any more distanced from where they currently are within their jurisdictions. Some women may feel that everything is wonderful and working well for them. It may be. Through our strategic directions which we will develop and re-develop as the Council

**There is no point in attracting women to our organisations if there are barriers to their entry which unlawfully discriminate against them, or they leave in large numbers with only a few years of service because our employment practices and policies do not allow them the flexibility to mix work and family activities, or harassment and discrimination is rife.**

**There is a large number of women's networks and organisations within the community. How many have been asked about policing in the community?**

develops and grows, we hope that it will be foremost in our and our strategists minds that dividing our organisations, dividing men and women, or women and women, will not be in our best interests. We all must work as one. Hopefully women in policing in the future will have more involvement in management and decision making than in the past.

**\* support strategies that increase the number of women joining police services;**

Targets for female officers have increased around Australia in recent years. There is no point in attracting females to our organisations if there are barriers to their entry which unlawfully discriminate against them, or they leave in large numbers with only a few years of service because our employment practices and policies do not allow them the flexibility to mix work and family activities, or harassment and discrimination is rife.

**\* pursue opportunities for women in policing to enhance their skills, education and professional status;**

There is a lot to be done, and a lot can be done through professional lobbying of a united voice through the Council.

**\* create an independent resource centre for women and police.**

This will be developed later, after we have the Council up and running.

## **IMPROVING THE RELATIONSHIP BETWEEN POLICING AND WOMEN IN THE COMMUNITY**

**\* ensure police services value women's perspective on policing and the community;**

There is a large number of women's networks and organisations within the community. How many have been asked about policing in the community? We intend to develop and implement some mechanisms to ensure this is done, and to ensure our Police Ministers and Commissioners receive the information - what is working well and what needs improving.

**\* ensure Australasian police involved in conflict resolution and peacekeeping take into account human and women's rights;**

We as a Council can be influential through community and international intervention.

**\* provide consultancy to the police services on the development of structural approaches to improving the provision of policing to women and the community;**

Again this will need to be done in consultation with women in the community. We can identify some mechanisms for this consultation.



*Some of the ACWAP members who met at Geelong in November 1998- L to R Pam Robson, Denise Burke, Jacki Drew, Melinda Tynan and Helen McDermott.*



*Participants at the Women in Policing session at the 6th Women Labour Conference.*

- \* **provide to government a feminist perspective of policing issues;**

We can do this direct. We as a Council will certainly have a stronger voice than we do as individuals or through our own jurisdictions' women's networks.

- \* **raise public awareness and respond to issues relating to women and policing;**

We can develop our own marketing and media strategies. I'm sure we all can tell some stories, but we will have the Council through which we can tell them in the future with a much louder voice.

- \* **develop and maintain strategic partnerships with policing and women's organisations.**

In time, the Council can have a strong voice with other women's organisations in providing input to the strategic directions of policing in Australasia.

## **THE COUNCIL STRUCTURE**

In October this year, the first meeting of the Council was held. It was attended by representatives of some police jurisdictions and the community. We resolved to establish an incorporated association which would be called the Australasian Council of Women and Policing Incorporated (ACWAP). The formalities for incorporation were completed on 10 November 1997. The rules were developed from the model rules supplied under the Associations Incorporation Act 1991 (ACT legislation).

Under the rules of incorporation, we are required to elect a President, Vice President, Secretary and Treasurer and Ordinary Members as Officer Bearers of the Council. These people were elected at a meeting of the Council held on 29 November 1997.

## **PRIORITIES FOR FIRST 12 MONTHS**

At that meeting we resolved as our priorities for the next 12 months to:

- \* Market the Council across Australia;
- \* Increase membership;
- \* Encourage women to learn to use the internet - we see this as an instant and cost-effective way of communicating.
- \* Establish communications channels with police ministers, commissioners, HR directors in police jurisdictions, international women's associations.

## **CONFERENCE RESOLUTION**

A resolution for the 6th Women and Labour Conference to support the Australasian Council of Women and Policing was carried unanimously.

## **BECOMING A MEMBER OF THE COUNCIL**

Full Membership of Council  
 \$30 per person  
 \$60 organisations

LIFE MEMBERSHIP  
 \$300 per person

You can become a member by accessing the internet -

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

or completing the membership form and forwarding it to the Secretary at the address on the form.

Individual members of the Council will receive a discount towards registration fees for the Conference and all members will receive a copy of the Journal.

***Check the Council's internet site at:***

***www.auspol-women.asn.au***

***To email the Council***

***inquiry@auspol-women.asn.au***

***To write to the Council***

***PO Box 755 Dickson***

***To phone the Council***

***call the secretary on:  
(02) 6275 7698***

***Call the answering machine on:  
(02) 6258 7498***



## Meeting of Australasian Council of Women and Policing Inc

29 November 1997, Deakin University, Geelong, Victoria

### Main Activities

1. Helen McDermott advised the Committee that the Australasian Council of Women and Policing Inc. was incorporated on 10 November 1997. She advised that the Council Rules are available on disk or hard copy. The Committee thanked Helen for her work in obtaining the incorporation.
2. Christine Nixon was nominated and unanimously elected as President of the Australasian Council of Women and Policing Inc.
3. Melinda Tynan was nominated and unanimously elected as Vice President of the Australasian Council of Women and Policing Inc.
4. Pam Robson was nominated and unanimously elected as Treasurer of the Australasian Council of Women and Policing Inc.
5. Helen McDermott was nominated and unanimously elected as Secretary of the Australasian Council of Women and Policing Inc.
6. Denise Burke and Jacki Drew were nominated and unanimously elected as Committee Members of the Australasian Council of Women and Policing Inc.  
Helen McDermott to advise the ACT Registrar General of the election results.
7. The Council noted the Queensland Police Service's support of access to the Internet with a homepage and mailboxes. The Council also noted its appreciation for the considerable assistance by Mark Taylor to the development of the Council's Internet presence.
8. The offer of assistance to the Council by Kerry Henderson was noted and the Council agreed that she would be asked to assist with the administration and development of the Council.
9. The Council noted the development of a formal link with the National Women's Justice Coalition.
10. The Council discussed the development of links with other relevant bodies.  
The Council agreed that it was necessary for it to develop formal links with the Women in Policing Advisory Committee.  
Helen McDermott and Denise Burke were tasked with developing a strategy to develop relationships with other relevant groups.
11. The Council agreed that it would investigate the possibility of it hosting the Second Conference of Australasian Women Police Conference in November 1998 in Brisbane.

12. The Council agreed that as part of its marketing strategy, Council representatives/spokespeople would have to be identified in each state and territory.
13. The Marketing Plan was discussed and the Council agreed to further develop and investigate:
  - \* targeting of members, for example high profile members
  - \* publication of information about the Council in as many different areas and media as possible
  - \* Christine Nixon being asked and briefed to announce the launch of the Council to the Australasian Police Ministers' Council, the Commissioner's Conference and Senior Officers' Group.
  - \* Australia and New Zealand – wide launch of the Council.
  - \* development of a booklet which outlines the Council's objects and rules.
  - \* advising the European Network of Women Police of the Council's existence
  - \* article for the International Association of Women Police Journal
  - \* writing to individual Police Commissioners
  - \* involving the various past and present women police associations
  - \* informing Whip subscribers
  - \* development of an induction book for women entering policing
  - \* development of a letterhead and logo.
14. The Council discussed its biannual journal and agreed that it would be published in March and September and would include:
  - \* Advertising and seeking sponsors and advertisers
  - \* Cartoons and approaching cartoonists
  - \* Internet sites and review of sites
  - \* News and research of articles

### PUBLISHING OPPORTUNITIES

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

The second issue of the Journal is planned for May 1999, just prior to the Second Australasian Women and Policing Conference.

Please forward your contributions to the Editorial Committee for their consideration prior to 20 February 1999.

# Items of Interest

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## Women to review the criminal law

*(Extract from The Courier Mail, 23 September 1998, p.22)*

Yet another taskforce, yet another review of criminal law. In 1990, former Labor Attorney-General Dean Wells set up a committee headed by Rob O'Regan, QC to review the Criminal Code written at the end of the last century by Sir Samuel Griffith. The revised Code was enacted in 1995 but never came into force. It was repealed by the Borbidge government which set up its own committee, headed by former Supreme Court judge Peter Connolly. Subsequently, the Coalition introduced its own major changes to the Code.

Women were among the leading critics of both sets of changes. The Women's Legal Service prepared a 210-page critique of the O'Regan draft under the title "Rougher than usual handling: women and the criminal justice system". It complained that the draft Code failed to address the needs of women on key issues such as rape, sexual offences, domestic violence, abortion, prostitution and criminal compensation. While some of those issues have been dealt with in amendments to the Code and other related laws, it is clear many women's groups still believe the Code needs to be changed to overcome archaic attitudes to women.

The new taskforce will look primarily at the way the law treats crimes of violence against women, but also more generally at the way the system treats women as accused and women as victims, and at court practices and procedures. It will look at defences such as provocation, self defence and diminished responsibility at economic crimes and sentencing options, as well as rape and other sexual offences.

An unusual feature of the taskforce is its inclusion of policy officers from the public service - in this instance, including the Premier's Department, the Department of Justice and the Director of Public Prosecutions. This enhances the prospect of recommendations clearing bureaucratic hurdles on the way to their adoption by the Cabinet as government policy.

One of the major complaints which women made about the two earlier reviews of the Code was that they deliberately side-stepped the politically sensitive issue of abortion law reform. Most women's groups want abortion taken out of the Criminal Code; they are not content with the way the issue has been dealt with through judicial decisions. Their arguments will be strengthened by the recent changes to the Western Australian Code, following the prosecution of a doctor. The WA experience demonstrated that abortion law reform remains a controversial issue, but that politicians, given a free vote, are now prepared to act.

*Reprinted with kind permission: The Courier Mail, Brisbane.*

September 1, 1998

WASHINGTON (AP) - The Transportation Department is proposing specifications for a new crash-test dummy representing the small women who sometimes are injured or even killed by air bags...

The new female dummy, like the men in the dummy family, is no dunce...

When ready for crash-test range, it will be a sophisticated and computerized instrumentation package with a multi-segmented neck and sensors to measure forces, loads and impacts...

New York Times

September 23, 1998

By COURTNEY KANE

NEW YORK - An organization of women in advertising is again grading efforts by Madison Avenue to portray their sex in sales pitches for products.

At a luncheon Wednesday at the New York Hilton, the organization, Advertising Women of New York, will present honors and dishonors at its second annual event known as the Good, the Bad and the Ugly Awards.

Advertisements labelled good include work for the AT&T Corp., the Kellogg Co. and Mastercard International Inc. The campaigns considered bad are for products as diverse as automobiles, beer and shampoo. The most ugly of the ugly ads that present women in demeaning ways, according to the organization, is a commercial for a fast-food chain that celebrates a busty blonde running on a beach...

The youngest of the 21 judges of the awards, Sara Smith, best summarized why that spot was considered the worst of the worst.

"What," asked the 11 year old sixth grade student from Davenport, Iowa, "does a woman in a bikini have to do with tacos?"

## WAPNET

WAPNET (the Australasian Council of Women and Policing Internet Discussion Group) is available to members of the Australasian Council of Women and Policing who have access to internet email.

Members may enter the list of wapnet subscribers by emailing majordomo@bit.net.au, and entering in the message section: subscribe wapnet <your email address>.

Membership details will be checked before subscription is formalised.

## Joan Weaver

12 June 1909 – 20 August 1998

### Pioneering role with State police



Joan Weaver was one of the first women to join the NSW police force. She was among six female recruits sworn in on February 11, 1941.

The decision by then Commissioner William McKay to appoint women to the force was greeted with “horror and alarm” by other senior officers, Miss Weaver later recorded in her memoirs.

She was given “fatherly advice” by senior public servants not to sign “on account of the indelicate and gruesome things I would see and hear in the course of my work”.

“They were pretty right – I did,” wrote Miss Weaver who went on to spend more than half her 29-year career as sergeant in charge of women police.

She had joined the police in 1926 as a clerical worker at the force’s Sydney headquarters.

She records: “I spent 11 years sitting behind a desk taking shorthand, with extremely limited opportunities for promotion. I became more than a little bored with the whole set-up.

“While thinking about what to do... the commissioner of the day sent me a message. He intended to appoint six young women [to the force] and offered me one of the positions. It did not take long for my decision to be made.”

Her official number was 00001. The new officers got little training. “I was green but learned quickly a hard job carried out under extremely poor working conditions,” she wrote.

Miss Weaver was involved in investigating some of Australia’s major criminal cases including the kidnapping and murder of Graeme Thorne in 1960, and the hunt for prison escapees Ronald Ryan and Peter Walker in 1967. She received two commendations for the arrests and convictions of criminals.

In her later years, she welcomed the integration of woman into the police service on an equal basis with males.

Miss Weaver was the eldest daughter of a Gilgandra accountant and his school teacher wife. Debate on current issues was encouraged and for the rest of her life, Miss Weaver kept abreast of foreign and local affairs.

In 1948, she completed a social studies diploma and was also a short-story writer and poet.

She is survived by a younger sister, Alison Catlin, of Queanbeyan, and her nieces Alison Smithers and Jeanette McGuirk.

Obituaries edited by Ken Anderson from:

*The Daily Telegraph, Monday September 7, 1989*

# Clare Burton

30 October 1942 – 23 August 1998

*When your eyes are opened to such inequities you can hardly shut your eyes to them.*

Clare Burton, 8 October 1994

Dr Clare Burton was someone who made a difference. She was the intellectual force behind employment equity programs in Australia in the 1980s and 1990s. Her research on gender and race bias became the basis for policy in both the public and private sectors and she was the guru of equity practitioners.

Clare grew up on farms in Tuggeranong and Weetangera, middle daughter of Cecily Burton and Dr John Burton, Secretary of the Department of External Affairs under Dr Evatt. Family life was sometimes stormy but always stimulating. What Clare inherited, along with her sisters Meredith and Pamela, was a strong reflex to do something about the inequities she saw in the world.

She excelled at university, graduating with first class honours in anthropology and a university medal from the University of Sydney in 1963. Then followed marriage to Peter Krinks and the birth of Racheal, Stephen and Kate. She was so immersed in domesticity and tiny children that the arrival of the women's movement escaped her notice. But not for long. After six years out of the full-time workforce she started her own PhD at Macquarie University, exploring theoretical explanations for women's subordination.

Then came an academic career at the Kuring-gai College of Advanced Education (later University of Technology, Sydney), where she became an Associate Professor known for her generosity as a teacher. Some of her experience was reflected in her essay *Public and Private Concerns in Academic Institutions*, which won the APSA Women and Politics Prize in 1984. She was already advising governments on employment equity and job evaluation, the merit principle and managing workplace diversity.

Of her published work, Clare's monograph *Redefining Merit* became a bible for employment equity practitioners and her work on job evaluation and performance pay was on everybody's desks. *The Promise and the Price: The Struggle for Equal Opportunity in Women's Employment* (1991) brought together her clear-sighted essays about the difficulty of shifting the masculine bias of organisational life.

In 1989 Clare was granted leave from her academic position to become Director of Equal Opportunity in Public Employment in the NSW government. Her efficiency case for employment equity was crucial to her influence on Premier Nick Greiner. In 1992 Clare travelled north to become Commissioner for Public Sector Equity in the Queensland Goss government. She always had the courage of her convictions, and she left this position in 1993 to become an independent researcher and consultant in employment equity. She returned to Canberra in 1996.

Clare's professionalism and commitment meant everyone wanted her to evaluate their EEO programs, to speak at their conferences, to write submissions and present expert evidence. In the 1990s she conducted about a dozen university equity reviews as well as reviewing both the Australian and New Zealand Defence Forces. She contributed the crucial evidence on managing for diversity to the Karpin Report. The ANU's Gender Equity Plan launched on 13 August was just one of the many initiatives which flowed from her work.

In her spare time she worked on Women's Electoral Lobby (WEL) submissions on the federal Public Service Bill and the review of the Affirmative Action Agency, and was pleased to have the federal government adopt her definition of merit. She was about to start work for the Australian Defence Force Academy when her cancer was diagnosed, only two weeks before her death.

Although dogged by ill health, Clare never stinted her contribution to the women's movement. She was a founding member of the National Pay Equity Coalition and gave expert evidence to the NSW Pay Equity Inquiry this year. She was a dedicated WEL member and spokeswoman and was also a member of the Network of Women in Further Education, which she represented at the Women's Constitutional Convention in February. She was a much-loved sister in all senses.

Clare herself had a great capacity for love, expressed not only in her family relations but in all her friendships. It was her great joy to be a 'support person' at the birth of her grandson Benjamin in March and a comfort to her that she had brought three wonderful children into the world. She was infinitely courageous in her last two terrible weeks, calmly disposing of her papers and making arrangements. She served as an inspiration and support to many who wanted to make the world a better place.

*Marian Sawyer*

An edited version of this obituary was published in the Canberra Times, 27 August 1998

More tributes to Clare Burton appear on the Equal Pay Watch website.

Postscript: Clare Burton provided support and advice on the development of the Council prior to her death, and was looking forward to attending the 2nd Conference of Australasian Women and Policing. She will be sorely missed.

# Correspondence

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Ms Christine Nixon  
President, Australasian Council of Women and Policing Inc.  
PO Box 130  
Curtin ACT 2605

Dear Christine

Thank you for your letter dated 11 August 1998 providing me with information on the Australasian Council of Women and Policing Inc.

I was pleased to hear of the establishment of the Council. This is an important initiative which I am sure will have a positive impact on the experiences of women both within policing and the community. I am also confident of the valuable contribution the Council can make to the decision and policy-making process in policing across Australia.

I am happy to support the Second Australasian Women and Policing Conference, scheduled for September 1999, and will give due consideration to sending representatives from this Department closer to the event. In the meantime, I will be registering the Department as a corporate member of the Council.

I nominate my executive officer as the contact person to receive information publicising Council activities. Ms... is also the Department's Women's Liaison Officer.

I look forward to hearing more of the work of the Council and congratulate you on this worthwhile initiative.

Yours faithfully

Laurie Glanfield  
Director General  
Attorney General's Department  
New South Wales



Ms Christine Nixon  
President, Australasian Council of Women and Policing Inc.  
PO Box 130  
Curtin ACT 2605

Dear Christine

Thank you for your recent correspondence informing the National Police Research Unit (NPRU) of the establishment of the Australasian Council of Women and Policing Incorporated. The NPRU is supportive of any organisation that endeavours to address the myriad of issues women in policing organisations are currently facing.

With regard to your request for a contact person, Ms (person named) has willingly accepted this role. Ms... is currently involved in a project examining the problems and issues facing women in policing. If Ms... can be of any assistance to the

Australasian Council of Women and Policing Inc., or if you would like to find out more about the aforementioned project please do not hesitate to contact her.

Yours sincerely

RW Hamdorf  
Director  
National Police Research Unit



Ms Christine Nixon  
President, Australasian Council of Women and Policing Inc.  
PO Box 130  
Curtin ACT 2605

Dear Christine

I refer to your letter of July 1998 regarding the Women in Law Enforcement Strategy. Thank you for providing me with material regarding the Council's work and for nominating Helen McDermott to represent the Council.

I am still discussing the ways in which the Women in Law Enforcement Strategy should be developed with the Minister's Office. Accordingly, no action has yet been taken to contact potential participants.

As soon as this work has developed to a stage where we can seek participation, I will ensure that Helen is advised.

Thank you again for your letter.

Yours faithfully,

Elizabeth Montano  
Director  
Australian Transaction Reports and Analysis Centre



Ms Christine Nixon  
President, Australasian Council of Women and Policing Inc.  
PO Box 130  
Curtin ACT 2605

Dear Assistant Commissioner Nixon

AUSTRALASIAN COUNCIL OF WOMEN AND POLICING INC.

Thank you for your letters of 11 August 1998 to the Minister for Justice, Senator the Hon. Amanda Vanstone, and to Mr Peter Roberts, formerly the acting Director of the Office of Law Enforcement Coordination. I have been asked to respond on their behalf.

While the Attorney-General's Department is happy to support the Second Australasian Women and Policing Conference, and will most likely have at least one representative at that Conference, we are unable to provide a monetary contribution. I am, however, happy to advise that the Law Enforcement Coordination Division of the Department (the successor to the Office of Law Enforcement Coordination) wishes to apply for a corporate membership of the Council. The application form and a cheque for \$60 are enclosed.

The contact officer in this Department for the Conference and other future activities of the Council is myself. My contact details are below. In my absence, you should contact (person named) telephone: 02 6250 6756.

Liz Atkins  
A/g Assistant Secretary  
Policy Coordination Branch



Ms Christine Nixon  
President  
Australasian Council of Women and Policing Inc.  
PO Box 130  
Curtain ACT 2605

Dear Christine

Thank you for your letter dated 11 August 1998 and attached information, regarding the Australasian Council of Women and Policing Inc.

At this stage, I will decline your offer to become a member of your organisation, however, I would be interested in being kept informed of issues that are of concern to your members and any new initiatives that your organisation achieves.

I wish your organisation success and trust the Second Australasian Women and Policing Conference to be held next year will enjoy as much success as the last one.

Your sincerely

Iain Evans  
Minister for Police  
Correctional Services  
and Emergency Services

Date: Thu, 30 Jul 1998 16:38:29 +0200  
From: Enp NL <info@enp.nl>  
Organization: European Network of Policewomen  
To: inquiry@auspol-women.asn.au  
Subject: congratulations!

Dear colleagues,

While searching for something else on the Internet we found your Site and herewith we would like to compliment you with it. We already had some contacts with some of you before and received a few 'Whips'. We are glad to learn that you will continue your work in a new organisational form and look forward to exchanging information and cooperation in the future. Recently we have also opened our Internet Site, which you can find on the following address: [www.enp.nl](http://www.enp.nl).

We will include your name and address in our list of related organisations and make a link of your Internet address so that people can visit your Site right away if they want to. We wish you a lot of success with your activities and look forward to a close cooperation.

With kind regards,

Trudy Manders / director  
Francie van de Beek / office-manager



Email received from NWJC Board Member

"The NWJC (National Women's Justice Coalition Inc.) strongly supports the work of AWP and looks forward to being able to assist the AWP as appropriate. As I mentioned to you on the phone, the NWJC web site is at <http://www.ozemail.com.au/~nwjc>. There is a list of Australian women's organisations on the site and in the next update of this list AWP will be added. This list will increasingly be used by women's groups to network. If there is an email address which AWP would like included please let me know.

The NWJC has an extensive membership and network and there are numerous ways that AWP can, as a member of the NWJC, use this resource and you are very welcome to contact the NWJC, or me personally in this regard.



# Women and Police Unions: At a Crossroad

## Sixth Women and Labour Conference

Deakin University 28 - 30 November 1997

Helen McDermott, Australian Federal Police Association<sup>1</sup>

Marea Rayment, New South Wales Police Association<sup>2</sup>

**Police unions have for too long ignored their female membership. Police union leaders have allowed their organisations to remain hostile and unresponsive to women.**

**Why do some Australian police not have access to paid maternity leave? Why do so many of the unions not have any women on their executive?**

This paper will discuss the status of women in police unions. It will examine why women in policing are reluctant to get involved in their union and how, when they do want to become involved, they are kept out. It will highlight the issues which arise from not having women represented in police unions, but mostly it will focus on some strategies that will go toward increasing the representation of women in police unions.

This paper is an update of one presented to the First Conference of Australasian Women Police last year. It is interesting to note that one of the reasons that that conference happened was in part because of the publicity the issue of women in policing was given at the 5th Women and Labour Conference in 1995.

In researching this paper last year, we wrote to all the Australian police unions and asked them a series of questions about their union, its structure, and how involved its female members were. We also asked questions about the various conditions of service that generally benefit women. All but one union responded.

We were surprised at what this exploratory survey found. We found that while some of the unions were barely seemed to recognise that their female members existed, many had made attempts to address the changes needed to make their unions better represent their female members. It did seem though that, like many of the police services themselves, they had mastered the rhetoric and written the glossy policies, but not actually changed their behaviour or attitudes. Like most unions, making police unions more representative of all their members is not going to be easy. The solutions are going to require commitment, a change of attitude, and some dedicated women.

Policing is historically a masculine profession. It

is numerically and culturally dominated by men. During the eighties and nineties, women have made significant inroads into many areas of policing, but there are still areas in which they have not been able to make an impact; one of those areas is their police union.

Police unions have for too long ignored their female membership. Police union leaders have allowed their organisations to remain hostile and unresponsive to women. They have felt comfortable having no, or only one woman, in their ranks. In the 1990's this is just not good enough. The needs and concerns of women in policing have to be addressed.

Policing and police organisations are changing. They are recognising that they have to start to question what they do and how they do it. They are starting to look at different ways of doing things. They are asking if women can provide some of the solutions. They are beginning to value the different ways women approach issues and realise that the traditional way men have operated in the public and private spheres is perhaps not the optimal way it can be done.

So why can't police unions do the same?

Why do some Australian police not have access to paid maternity leave?<sup>3</sup> Why do so many of the unions not have any women on their executive?<sup>4</sup> Why when women comprise between 10 to 20% of the membership do they comprise only 8% of some jurisdictions' delegates to their principle decision making bodies?<sup>5</sup> Why when there have been hundreds of men on the unions' executives have there been less than 20 women?

Police unions are no different from other unions in that their membership and leadership have been dominated in the past by men. The historic segregation of the police profession has enabled

masculine ideals to be personified in policing and these ideals have been magnified within the police union ranks.

Culturally police organisations have allowed male control and suppressed female participation. This is also reflected in women's participation in the police unions. This is not a phenomenon solely restricted to policing, but policing does not seem to be doing too much about fixing the problem. For example, the NSW Police Association, at its 1996 biennial conference, reduced the number of women on its executive from two to none.

Women have been actively discouraged from becoming involved in their unions. Policing has not had a culture which respects different views or different values. It is a culture in which men and women who have tried to represent female views and values have been discouraged. It has been made clear to them that police unions are about representing policemen and policewomen who have the same values and lifestyles.

Despite the hurdles, there are women involved in police unions, but they are generally not found in the important decision making arenas. They are found at branch or local delegate level, they turn up to general branch meetings, but when it gets to the elevated heights of the executive, they have disappeared.

The women involved in police unions today are beginning to break through the barriers which previously stopped their participation and involvement in their unions. Some unions have welcomed this invasion into the venerable halls of unionism. Others have been hostile and resentful and have gone out of their way to ensure that women remain the silent subscribers.

## **Why do we need women to be involved?**

So why do we need women involved in police unions? Is there any actual benefit to the unions and their membership of women being involved? Is there any benefit to the community to women being more active in their unions? The answer is that it is essential that women are involved in their unions for a number of reasons; equity of course being the most obvious, but also good policy making and sound representation. The community should also better served by more women being involved in police unions. Policing is different from many occupations in that the police union is active and often powerful in relation to how the work is done. Police unions do have significant say in how policing is done and what attitudes police have, and so far they have not been good in

reflecting both women's and men's views.

Women need to be part of the decision making process if the issues which are important to them are to be addressed. Without women in the industrial decision making arenas there is a real risk that the conditions of service which allow women to be part of and remain in the workforce are traded off for conditions that are of greater value to the male decision makers. It must be kept in mind that unions have a history of consciously and unconsciously trading off women's interests, in the interests of men and sometimes their families<sup>6</sup>. For example trading off maternity leave or restricting part-time work in exchange for pay rises or more recreation leave.

Research has shown that men and women do have different industrial priorities.<sup>7</sup> Both men and women consider job security, working conditions and health and safety as their three highest priorities, but "... the women's second order priorities were significantly different from men's and from the traditional industrial agenda. Equal opportunity/discrimination, equal pay and better career paths for women were the next most important issues for women."<sup>8</sup> Men's second order priorities were wages, better jobs and career paths, and superannuation.

To quote one of Australia's leading researchers into women and unions, Barbara Pocock:

"...it's hard to exaggerate the negative effects of too much male leadership of unions upon the public perception about unions and their malfunctioning. It makes unions look old fashioned, it perpetuates the perception that unions are for men and not women, it leaves us with leaders who lack an appreciation of the detail of women's lives and our concerns: it distorts every aspect of unionism from the structure of recruitment initiatives, to peak council policy making."<sup>9</sup>

Men understand the detail of their own lives, but they lack an appreciation of the detail of women's lives and their concerns. It is a common story how a range of flexible working arrangements can be successfully implemented to cater for football commitments, but how it is almost impossible to organise flexible working arrangements to cater for child care commitments. This lack of understanding of women's lives distorts the issues of interest to the union. Issues of interest to women are often seen as peripheral to "the real business" and long, in-depth discussions on what sort of gun is best, takes precedence over negotiating for a gun holster that does not leave

**Police unions do have significant say in how policing is done and what attitudes police have, and so far they have not been good in reflecting both women's and men's views.**

**It is a common story how a range of flexible working arrangements can be successfully implemented to cater for football commitments, but how it is almost impossible to organise flexible working arrangements to cater for child care commitments.**



Wendy Brown (NT) and Marea Rayment (NSW) at the conference.

**Progressive police unions are now recognising the benefits in ensuring women are part of the decision and policy processes.**

**While the Presidents of the police unions and the representative from the PFANZ listened to the criticisms in this paper at the Women Police Conference and while some of them agreed that something should be done, very little has changed.**

bruises on the hips of female wearers.

To be fair, it is not just police unions which have an under-representation of their female members. It is a problem that most unions have recognised and are struggling to deal with. Declining membership density has made women an important target group for unions<sup>10</sup> and women have been successfully infiltrating unions' ranks. Women have increased their numbers in full-time union official positions from 3 per cent in 1971 to about 12 percent in 1985 and in some states it is now between 25 and 31 per cent<sup>11</sup>.

### **Strategies for increasing women's involvement**

Research undertaken by Barbara Pocock indicates that the reasons women have less involvement in their unions cannot be attributed to women having more anti-union attitudes or having less interest in unions than men. Her Australian research has indicated that women are not becoming involved in unions because of the barriers which hinder their involvement. Domestic work, family responsibilities and how the unions operate are significant barriers to women. Personal factors such as a lack of confidence, knowledge or skills do play a role, but are less significant than being overworked at home and in paid work.

Progressive police unions are now recognising the benefits in ensuring women are part of the decision and policy processes. Let us hope that these women are being recognised for their abilities and not just their femininity. All too often women who have commitment, ideals and passion are accused of being bitches, self interested, aggressive and domineering rather than being recognised as their male colleagues are, as valuable resources, organisationally committed, good negotiators, and worthy of support and encouragement.

Perhaps the first hurdle for police unions is for

them to recognise that the lack of women's involvement is a problem. It is a significant problem. We are not just talking about this for our own benefit; our unions have to change. Without change they run the risk of losing significant membership, losing the legitimacy they currently have in the policing environment, and leaving their members with conditions of service that only suit men.

Police unions have to recognise that there is an unstoppable increase in the numbers of women in the policing profession and that the unions will need to change their focus in policy matters. Values, attitudes and style need to be re-examined. This includes developing policy, actions plans and evaluating procedures, examining union rules, structural changes, and establishing particular targeted positions for women at all levels where they are poorly represented.

The unions need to want to change. They need well thought out strategies, and a commitment of resources of time, money and staff to implement these strategies.

### **Strategies for police unions**

For the First Conference of Australasian Women Police we identified six strategies for making police unions more representative and to get more women in policing involved in their union<sup>12</sup>. These strategies provided a framework of action for the unions and were designed to be adapted for the different needs of each union.

The strategies are still relevant today. Very little has happened to improve the position of women in police unions. While the Presidents of the police unions and the representative from the PFANZ listened to the criticisms in this paper at the Women Police Conference and while some of them agreed that something should be done, very little has changed.

### **Women**

The first and most important strategy is for the women in policing to get involved. Until individual women stand up and be counted police unions will not change. The few women who are involved in the police unions often perceive themselves to be in such a precarious position that they are not willing to take the risk to try to change the unions. They know that they will encounter considerable backlash from many quarters in the unions and often receive very little support from others. It also seems that when women are willing to take the risk and start to change the unions, much of the backlash comes from other women. This situation is mirrored within the organisations in which they work where

constant abuse and backlashes abound in the workplace after such women have come forward.

The backlash from other women seems to be the result of two phenomena: self protection and lack of exposure to the more political dimension of unions. Both seem to result in women working against strategies which could result in change. While some quite knowingly do so, it is our hope that for the others it is naivety and a lack of recognition of their being manipulated.

Women in policing have to be willing to take a risk, be prepared to be criticised and become involved in issues that affect their life and their careers. They must take control of their own destiny and changing their workplace to make room for themselves and people like them

## Education

The second strategy is to educate women about unions and to educate the unions about women. With the face of unionism changing through political, legal, social, and technological developments, we need to design strategies to accommodate these changes. Police unions need to develop a range of education programs for women on how unions operate and the nature of union business. They need to develop education programs for men about women's concerns and experiences. They also must develop education programs for all union officials that sensitise them to women's experiences and assist them to develop gender-inclusive ways of operating.

These programs could perhaps be developed co-operatively between the unions. A core package could be prepared and adapted by each union to suit its particular needs. This strategy will require a resource commitment from the unions, and it will require their enthusiasm and perseverance. Without genuine commitment from the unions, this strategy will fail.

## Culture and Style

The third strategy is to improve the culture and style of the unions through the way they conduct their business. Police unions must look at how they do their business, from the way meetings are conducted, the language and jargon that is used, to the attitudes which are accepted and voiced. If there is not a serious and genuine attempt to move away from the current old boys network way of doing things to a more professional and inclusive way of operating, this strategy – and in the longer term the unions themselves – will fail.

We need to review the image we have of our union leaders, we have to begin to change what we regard as our typical member or typical

representative:

“Do the standards and qualities held up as “ideal” for the union official, the politician or the CEO reflect values and biases of a culture defined by white males (who have a significant support person available to assist in their everyday life)? The 24-hour availability, 70-hour working week, constant on-the-road travelling of a senior union official clashes with family and community commitments and the desire to have a balanced life which is part of the priorities for many women and people of cultural backgrounds which value family and community life”<sup>13</sup>

The leadership of police unions must become more reflective of the membership. The expectations for the hours and conditions under which officials and organisers work, must be more realistic. We are losing good male officials as well as good female officials by expecting union work to be a vocation rather than a job. It is certainly not just police unions which must address this, all unions realise that by having a barrier like this, they are being left with those who are able to cope, rather than those who can ensure the long-term survival of the union.

## Research

The fourth strategy is to identify the reasons why women police are not becoming involved in their unions. This needs to be strategically addressed through research. The research needs to be national and soundly based on previous material. Perhaps this should be seen as an opportunity for the Police Federation of Australia and New Zealand to show that they are committed to ensuring a fairer representation of all members, especially women.

## Designated Positions

The fifth strategy is to introduce designated positions for women. By identifying specific positions and targeting levels of the union for these positions, women will be able to gain experience and help set the agenda. They will be able to create and be part of policy decisions, and represent the membership at the same level men have done in the past.

For example, police unions could create positions for women on their executive. As a compliment to this mechanisms could be put in place to encourage women to become actively involved at the local level and as delegates. We must be careful in introducing this strategy and make sure that we do not just put one woman in the executive or the branch positions and forget about her and

**The first and most important strategy is for the women in policing to get involved.**

**The second strategy is to educate women about unions and to educate the unions about women.**

**The third strategy is to improve the culture and style of the unions through the way they conduct their business.**

**The fourth strategy is to identify the reasons why women police are not becoming involved in their unions.**

**The fifth strategy is to introduce designated positions for women.**

**The sixth and final strategy, is for the women involved in all the police unions to start to talk to each other.**

**Women who are afraid to ask or are afraid to challenge their unions, are not going to change policing or police unions.**

**“Women have never been backward in strikes. They are, on the contrary, more often accused by their officials of being too forward, so that they “down tools” for frivolous reasons and drag out the men after them.”  
Barbara Drake from Women in Trade Unions (1920)**

expect her to represent all women. Any woman interested in these positions is going to have deal with the attitudes of the “boys in the job” who will be preaching the gospel that this is reverse discrimination, is undemocratic, is feminism gone rampant, and so on. For this strategy to be successful, we have to give women interested in these positions support, encouragement and the skills to overcome this ignorance.

### **Women Officials Networking**

The sixth and final strategy, is for the women involved in all the police unions to start to talk to each other. This strategy has had a shaky start. The original proposal was for a group which perhaps mirrored the ACTU’s women’s committee. It was to be removed from the politics of the Police Federation and the unions generally, and to be focused on improving the status of women in policing and in police unions. Such a network would provide the women involved in the police unions with an invaluable support network. It would allow a positive and constructive forum in which these women could exchange ideas discuss the approaches they take to overcome the barriers they encounter. It would also provide the police unions with a powerful industrial network.

This group was formed and the first meeting of Women Officials in Police Unions was hosted by the Australian Federal Police Association in December last year. The second meeting of the group was hosted by the NSW Police Association in July this year. The first meeting met the objectives envisioned in the strategy, but the second meeting raised a number of concerns for many of the people involved.

### **Hijacked?**

This second meeting saw male union officials ‘directing’ the outcomes and attendance. For example two unions sent men as their representatives to the meeting of women officials, and a number of officials attended the meeting with specific directions as to the outcomes which were directly tied to the politicking surrounding the creation and control of the Police Federation of Australia. This could possibly have been a result of some of those who attended the second meeting not actually being aware of the original vision for the group.

There are two trains of thought about how this was allowed to happen: the first which saw the need for involvement of the Police Federation of Australia and New Zealand (PFANZ) in the recognition of the group to assist the group in achieving objectives. It was hoped by those pursuing this course of action that the PFANZ

would provide financial assistance in facilitating the attendance of these women at meetings and that finally women could have a voice within the federation which was respected and valued. Those who pursued that course at the second meeting are now dubious that this will ever occur. They realise that only constant pressure and input to the federation through their own stronger unions will see this occur.

The other view is that having the Women Officials in Police Unions group as a part of the police unions but as one which does not comfortably fit anywhere (would make the group more difficult to keep going) would be the most effective strategy. The existing male power structure would be most uneasy with this arrangement as they would not be able to so easily to control the group; as they can when it is part of the Police Federation. This strategy would however result in making the group much more effective in making changes to policing and police unions.

### **Taking the Risk**

The women involved would have to take risks to maintain their membership, but they may well be surprised with the respect they might gain from their male colleagues for being willing to act on their beliefs rather than being manipulated and passive. The women involved may have to fight for the funding to attend each meeting, but when they win this fight they will be more motivated to use the meeting as a valuable opportunity to change their unions rather than seeing it as just another meeting which they have to attend.

They must however be prepared for the backlash and have strategies for surviving the backlash such as having a strong supportive network within the police unions and with other women in unions.

Women who are afraid to ask or are afraid to challenge their unions, are not going to change policing or police unions. If a group like the Women Officials in Police Unions is allowed to become an ineffective talk-fest, it will use up the limited funds available for women in police unions without making any impact or change. Such a group will give those who do not want change police unions the excuse not to have to. Such a group also does the disservice to the female membership of providing a façade that in fact something is being done and women are making an impact on their unions. If WOPU does not come up with challenges for the unions, it will be no more than a politically correct waste of time.

The challenge faced by the women in police unions is certainly not unique. The question of co-option faces most groups in a similar position. It

will be up to the women who are involved in the police unions to make a difficult decision as to whether they are brave enough to force change, or whether they respond to the bidding of their masters.

The strategies we have outlined here need the commitment of the members, the branch and delegate levels and the executives of the police unions. They are not strategies that can be talked about until they are forgotten. They must be acted upon now. There must be a commitment to them now.

We must be vigilant in protecting the gains we have made and we must ensure that they are not destroyed though inattention or deliberate attack.

We are at a point where we can significantly change policing and police unions, let's not miss the opportunity.

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Participants at the Women in Policing session at the 6th Women Labour Conference.

- 203.

## End notes

- 1 Helen McDermott is a National Vice President and the Branch Secretary of the ACT National Branch of the Australian Federal Police Association.
- 2 Marea Rayment is a Sergeant on secondment to the NSW Police Association as an organiser with the Police Association of New South Wales and has completed a term as Executive Member of the Association.
- 3 Responses from the survey indicated that SA and WA do not have paid maternity leave - see question 59.
- 4 see questionnaire responses to question 15.
- 5 see questionnaire responses - question 28
- 6 Pocock, Barbara, *The Limits and Possibilities for Women in Australian Unions*, 1996, p 3.
- 7 Muir, Kathie, "Best Practice in Trade Union Representation of Women" in Davis, Ed and Harris, Catherine, *Making the Link 6: Affirmative Action and Industrial Relations*, Affirmative Action Agency and Labour Management Studies Foundation, Graduate School of Management, Macquarie University, p 32.
- 8 *ibid*
- 9 Pocock, op cit, p 6.
- 10 *ibid*, p 4.
- 11 *Ibid*, p 4.
- 12 Strategies based on those outlined in Muir *op cit*
- 13 Muir, *op cit*, p 35.

*This paper has also been published in the AFPA Journal 5, Autumn 1998.*

**The PFANZ would provide financial assistance in facilitating the attendance of these women at meetings and that finally women could have a voice within the federation which was respected and valued.**

# What are the problems and issues facing Women in Policing?

A study by the National Police Research Unit

Michelle Circelli, Research Officer, National Police Research Unit

**It's hard to get to your destination if you aren't aware of where you are or where you are going.**

**Police services have been particularly slow in recognising the important contribution women have to make to the organisation.**

The impetus for this research was the First Australasian Women Police Conference held in 1996 in Sydney. At this conference a number of critical issues were identified as impacting upon female employees' experiences of the police organisation, with the underlying themes of procedural justice and a masculinised workplace culture dominating. In response to these concerns, the Australasian Women in Policing Advisory Committee was established to provide advice to senior executive staff in each jurisdiction. In addition, the National Police Research Unit (NPRU) was requested by the Senior Officer's Group to undertake research on the nature of the issues and problems facing women and how these might be addressed. The objectives of this research are:

- \* To determine the nature of the problems sworn and nonsworn employees experience as a result of their employment in a police organisation.
- \* To determine the critical organisational variables (both formal and informal) influencing the nature of these problems.
- \* To discern if there are 'critical periods' in organisational tenure at which time problems will have specific individual and organisational repercussion.
- \* To determine whether negative effects are moderated by the proportional level of representation of women in the work group.
- \* To identify perceptions about equity and procedural justice that might decrease work satisfaction and organisational commitment among male and female employees; the origins of these perceptions; and ways they might be addressed.
- \* To identify the educational and personal development needs of women and the factors which act as barriers to fulfilling these needs.

- \* To propose recommendations and solutions to the problems identified for consideration by Commissioners and their respective jurisdictions.

In the first instance, a survey has been designed primarily to achieve the first objective. By doing this we are not 'reinventing the wheel' in regard to what is known about the issues and problems facing women in Australasian police organisations. There has, to date, been very little empirical research conducted in relation to such issues. The research that has been conducted thus far has generally been plagued by methodological difficulties, has largely been anecdotal, and generally conducted with small samples in one jurisdiction. This position was acknowledged by Jeanna Sutton, one of the first to examine issues impacting on women police, who wrote: 'There is a paucity of empirical research on women in policing in the Australian context. Most of the major studies have been undertaken in the United States but equivalent data from Britain and Australia is [sic] relatively scarce. There remains much anecdotal evidence about this topic and it is obvious that more comprehensive research, especially within Australian police services, is warranted' (p. 96, 1992).

This viewpoint was reiterated more recently by Vicki Wilkinson and Irene Froyland in their 1996 paper on women in police organisations. In their paper, Wilkinson and Froyland referred to the 'scant Australian research' on the impact of the police culture on the attitudes to female police and the need for empirical research into the career barriers for women.

A number of problems women encounter during their careers are due to their lack of numbers and under-utilisation in management. Police services have been particularly slow in recognising the important contribution women have to make to the

organisation, with women constituting approximately 14 to 15% of their sworn staff despite the fact that 69% of women aged between 20 and 55 years are currently in paid employment (ABS, 1994). While the proportion of women in unsworn positions is much higher (generally over 50%), they are largely in non-management positions.

There are a many barriers women encounter when entering, remaining, and progressing in the police organisation. These include:

- \* The unavailability of role models in more senior positions, or more specialised positions, and the lack of networks, to aid in career development. This is not implying that women cannot or should not have men as mentors, but it can be more difficult for this to occur, for as South, Markham, Bonjean, & Corder (1987) argue, senior men give more support to other male coworkers whereas senior women support their male and female coworkers equally.
- \* Balancing family and work roles. This can lead, at times, to role exiting and re-entry which interrupts a woman's career and impedes career advancement. Indeed, a study conducted by Alex Waugh of the New Zealand Police (in 1994) found the conflict between family responsibilities and police work requirements was the main reason given by over half the respondents as to why they left the police. The other two main reasons cited were the lack of part-time or job sharing opportunities and the lack of childcare facilities. (The average length of service these women had was 8 years).
- \* Tokenism, that is, 'standing out' as a female in a male-dominated field. Rosabeth Moss Kanter, who in the late 1970's, was among the first to examine the concept of tokenism, referred to people making up less than 15% of a group as tokens, a situation which led to these people being more 'visible'. Kanter predicted that tokens would be excluded from informal peer networks, would experience strong stereotyping with an inhibiting effect, and would suffer from greater stress. Kanter also assumed that these predictions would be gender-neutral. Interestingly, this has not been proven to be the case. In a more recent study examining the experiences of females in traditionally male occupations (i.e., the police) and males in traditionally female occupations (i.e., nursing), it was found that while the female police officers experienced the disadvantages predicted by Kanter, the male nurses enjoyed advantages from being one of

the few among female colleagues. For example, they felt they were given a higher status than their female colleagues by patients and doctors took them more seriously and gave them more responsibility.

- \* Peer attitudes and workplace culture. Martin and Jurik (1996) contend that 'few occupations have been so fully defined as masculine or have resisted integration of women as vigorously as policing' (p.63). This resistance has been explained by the definition of 'real' police work as crime fighting. Under this definition, a police officer is physically strong, emotionally tough, bonded to the group (Reuss-Ianni, 1983), and, inevitably masculine, as women are unable to conform to this stereotype.
- \* Stereotyping, sex discrimination and sexual harassment: as a consequence of the masculine culture that pervades the workplace.
- \* Deployment practices. For example, there is a perception that men are over-represented in investigative and traffic units while women are over-represented in areas such as juveniles and domestic violence. To date, however, there has been very little empirical research examining whether this perception is indeed correct, (taking into account the proportional representation of women in the police occupation) and if it is correct, the implications such practices have for women's access to the training and experience needed for promotion. Furthermore, it has not been clearly established if women prefer to work in the areas classified as 'feminine'.
- \* Departmental rules that indirectly discriminate against women's opportunities for promotion and transfer. For example, the career advancement of women may be hindered by requirements for specific operational experience, or the continuity of fulltime employment, being considered as the basis for promotion (see Mitchell, 1996).

## METHOD

Although the NPRU was tasked with examining issues impacting on women in policing, in response to a request by the Australasian Women in Policing Advisory Committee and a number of jurisdictions, both male sworn and nonsworn staff have been included in the study. Potential participants in this study will be sworn and nonsworn employees at the rank of senior sergeant or below, and middle management or below. It is anticipated that the attitudes and experiences of staff occupying more senior positions will be examined in a separate study to be carried out

**There are a many barriers women encounter when entering, remaining, and progressing in the police organisation.**

**A police officer is physically strong, emotionally tough, bonded to the group (Reuss-Ianni, 1983), and, inevitably masculine, as women are unable to conform to this stereotype.**

**Worry less about what other people think of you, and more about what you think of them.**  
(Fay Weldon, writer)

**Women, predominantly because of their low proportions in senior management positions, face unique stressors, problems, and issues and these warrant closer examination.**

subsequently. Women, predominantly because of their low proportions in senior management positions, face unique stressors, problems, and issues and these warrant closer examination.

The survey has been piloted in Queensland and has subsequently been refined. The refined survey will firstly be distributed among a random sample of 3000 sworn and nonsworn, male and female, New South Wales Police Service employees during early November. Due to the logistics involved in administering the survey, the distribution of the survey to the remaining jurisdictions will be staggered. The survey consists of a number of standardised measures of work experiences and attitudes, all of which have demonstrated adequate validity and reliability. There are also a number of items designed to measure deployment and networking experiences that have been developed for inclusion. Some of the issues which will be examined through the survey include career barriers, job satisfaction, deployment experiences, professional development requirements, stress, and discrimination.

It is anticipated that the research will successfully identify aspects of the organisation's formal policies and procedures that are dysfunctional because they create barriers for women in their careers, decrease perceptions of justice and equity, increase stress and act to inhibit performance excellence. In addition, the research should identify aspects of the informal culture that also act to undermine the work performance and well-being of female staff (e.g., sexual harassment). The comparison of experiences between jurisdictions will enable the identification of differences that might be related back to the human resource management practices of individual jurisdictions and, thereby, provide a basis from which to make recommendations about improving practice.

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# The Second Australasian Women and Policing Conference

## AIMS

The Second Australasian Women and Policing Conference aims to gather together those who are interested in: improving the relationship between policing and women within the community; the position of women within policing; and in establishing a global network of women in policing. These aims are to be achieved through the sharing of information and research from members of the community, policing jurisdictions and universities. The intended conference outcome is to formulate strategies for change.

## HISTORY

The first Australasian Women Police Conference, which was attended by 300 delegates, was held in Sydney in July 1996. It was responsible for the identification of several strategies which aimed to improve the working conditions for women police. Several of those strategies have been implemented and include: establishment of an advisory group to commissioners on women's issues, establishment of an Australasian women and policing council, and the conduct of research into issues facing women in policing. Other outcomes will be discussed at the second conference.

The Australasian Council of Women and Policing Inc, supported by the Queensland Police Service is proud to co-ordinate the Second Conference which will broaden the first conference's focus to include the participation of community groups interested in policing. This will enable those groups to have input on how policing may be improved for women in Australasia.

## MAJOR THEMES

The Conference has daily sub themes i.e. what we did, what we see and where we are going. The first day will in part look back at the first conference, introduce the community perspective and discuss ways of creating a global network of women and policing. The second day will feature sessions on strategic planning and provide opportunities for paper presentations, and workshops around the conference theme. Day three will finalise the agenda and draw together all the outcomes from the preceding days.

## SOCIAL PROGRAM

A book launch will be conducted on the evening before the conference, a conference dinner on the first evening of the conference and a BBQ with a bush band on the second evening of the conference.

### Call for Papers

Abstract - 100 words by 1 January 1999  
Full Paper by 31 May 1999  
To Conference Co-ordinator  
EEO Unit, HRM Branch

GPO Box 1440, Brisbane Q 4000

## PROPOSED PROGRAM

### Tuesday 6 July 1999 - Pre-Conference Activity

4.20pm- 9pm Registration  
6.00pm Dinner  
6.30pm Book Launch  
7.30pm Annual General Meeting of ACWAP

### Wednesday 7 July 1999

8.00am-9.00am Registration  
9.00am Welcome and Flag Ceremony  
9.30am Opening address and launch of ACWAP  
10.30am Morning Tea  
11.00am After the First Conference... Improving the position of Women in Policing  
12.30pm Lunch  
1.30pm Keynote speakers: Women and Policing  
3.00pm Afternoon Tea  
3.30pm Keynote speakers: Global Network  
4.30pm Reflections  
5.00pm Close  
7.00pm Conference Dinner - Speakers/Awards

### Thursday 8 July 1999

9.00am Keynote speaker  
9.30am Concurrent sessions  
10.30am Morning Tea  
11.00am Concurrent sessions  
12.30pm Lunch  
1.30pm Concurrent sessions  
3.00pm Afternoon Tea  
3.30pm Workshops  
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5.00pm Close  
7.00pm BBQ and Bush Band

### Friday 9 July 1999

9.00am Keynote speaker  
9.30am Workshops A,B,C  
10.30am Morning Tea  
11.00am Workshop Presentations  
12.30pm Lunch  
1.30pm Panel of Commissioners  
3.00pm Afternoon Tea  
3.30pm Reflections  
4.30pm Networking  
5.00pm Close

**Further information** on the Conference please contact -  
ACWAP, PO Box 755, Dickson ACT 2602  
Telephone 02 6275 7698  
E-mail [inquiry@auspol-women.asn.au](mailto:inquiry@auspol-women.asn.au)

# Call for Papers

*The Australasian Council of Women and Policing Inc.*

invites interested women and men to submit outlines for papers for consideration for

## The Second Conference of Australasian Women and Policing

7-9 July 1999

Emmanuel College  
University of Queensland, Brisbane

The First Conference of Australasian Women Police was held in Sydney in July 1996. This 1999 conference will draw on the significant progress made at that first conference and seek to forge some new links. Themes to be addressed at the conference will be focused around the aims of the Australasian Council of Women and Policing:

- *Improving the position of women in policing*
- *Improving the relationship between policing and women in the community*
- *Creating an Australasian link in the global network of women in policing*

Please forward abstracts (100 words) summarising your paper by 1 January 1999 (if you can't make this deadline, please call us and your paper may still be accepted) to:

The Coordinator  
Second Australasian Women and Policing Conference  
EEO Unit, Queensland Police Service  
GPO Box 1440  
Brisbane. QLD 4001

Final papers must be submitted by 31 May 1999.

If you would like more information about the conference, please contact the Australasian Council of Women and Policing on 02 6258 7498, or e-mail us at [inquiry@auspol-women.asn.au](mailto:inquiry@auspol-women.asn.au) or write to us at PO Box 755 Dickson ACT 2602

### **Conference costs**

Early bird registration \$250, full registration \$300, daily rate \$100, full time student \$100

### **Accommodation\***

Accommodation is available at Emmanuel College from about \$50 per night incl. full breakfast and may be organised through OZACCOM at the time of registration.

### **Child Care\***

Please advise OZACCOM at time of registration.

\* To be confirmed

# **National Awards for Excellence in Policing**

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The Australasian Council of Women and Policing Inc's National Awards for Excellence in Policing are an opportunity to publicly acknowledge and reward the achievements of the women and men who are significantly contributing to policing and law enforcement. They will recognise the excellence which is being developing and currently exists in policing. The National Awards for Excellence in Policing will be presented at the Second Australasian Conference of Women and Policing in July 1999.

## **Personal Awards**

Bravery Award

Bev Lawson Memorial Award

Most outstanding female leader

Most outstanding female investigator

Most outstanding female administrator

Most outstanding female practitioner

## **Organisational Awards**

Best police service employer for women.

Most women-friendly police union.

Most significant achievement in advancing the status of women in law enforcement.

## **Community Award**

Most significant achievement in improving the relationship between women in the community and in law enforcement and policing.

## **Excellence in Policing Award**

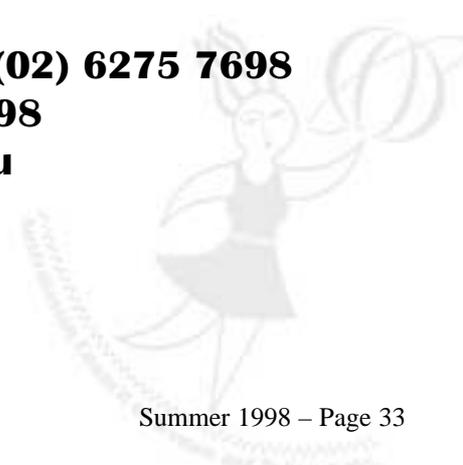
The winners of the individual, organisation and community awards will be judged for the major award: the Excellence in Policing Award.

Copies of the nomination forms and award criteria are now available. To obtain a copy call the Council on 02 62587498 and leave a message, email us on [inquiry@auspol-women.asn.au](mailto:inquiry@auspol-women.asn.au), write to us at PO Box 755, Dickson, 2602 or fax us on 02 62757730.

**NOMINATIONS MUST BE RECEIVED BY  
15 MARCH 1999**

# **NOMINATE YOUR COLLEAGUES TODAY!**

**It's easy to nominate someone! Just contact us on (02) 6275 7698  
or leave a message on (02) 6258 7498  
email: [inquiry@auspol-women.asn.au](mailto:inquiry@auspol-women.asn.au)  
PO Box 755 Dickson ACT 2602**



# Survey of Queensland Women

A comprehensive report on the lives, attitudes and experiences of Queensland women. 1997-1998 - Office of Women's Affairs

Extracts and comments by Denise Burke

**100 years ago: The labor of women in the house, certainly, enables men to produce more wealth than they otherwise could: and in this way women are economic factors in society. But so are horses.**

*Charlotte Perkins Gilman in Women and Economics (1898)*

**50 years ago: 1948: Anne Loughlin became general secretary of the Tailors and Garment Workers Union (1948-1953), the first woman to lead a mixed (men and women) British union; she had been a TGWU organiser from 1915.**

**From 25 years ago: The landmark Rose v Wade case in the US Supreme Court legalised abortion in the US based on the "right of privacy" between a woman and her doctor.**

The Survey of Queensland Women was completed in December 1997. The purpose of the study was to determine the views, experiences and attitudes of women in Queensland with the objective of providing information to government for the development of policy, and to provide the community with a substantial information source.

Section V of the report presents women's priority lists for the Queensland Government and traces the policy implications of the survey findings.

The top ten women's priorities are:

1. 21.3% health
2. 18.2% childcare
3. 17.7% employment
4. 17.2% domestic violence
5. 16.3% education
6. 14.6% safety
7. 6.2% training
8. 4.7% equality of women
9. 4.5% financial support to women who stay at home
10. 4% counselling, information services

The Office of Women's Affairs, which designed and overviewed the survey has had the opportunity to study the findings. It has identified a framework for development of new and existing strategies which it believes bears consideration by both government and community:

### **Women, Family and Work**

"Encouragement of flexible work practices and appropriate childcare structures and standards appear paramount. There are potentially undesirable implications for individuals, the community and the State's economy if the issues of balancing family and work are inadequately addressed." p. 126

### **Women in Business, Management and Leadership**

"Women are clearly emerging as a force in these career areas, and the trend will continue as more

young, educated women seek to combine child-rearing with careers. Women's current representation in decision-making arenas, particularly in the private sector, is inconsistent with the role they are taking in the economy....Strategies to acknowledge and understand the roles and contributions of women are important for community and government..." p. 125

### **Education and Training**

"... Educational qualifications generally afford women better opportunities in the workforce, greater ease of re-entering the workforce after a break, and higher potential to provide for themselves financially in their retirement..." p. 126.

### **Health**

"Women are notably satisfied with the availability and quality of health care services in the community and nominate health as the highest priority for government.... It is interesting to note that women also sought to encourage men to take more interest in their health, and opportunities to raise men's awareness of health concerns may be warranted." p.127

### **Domestic Violence and Safety**

"...Women support stronger penalties as a strategy to stem domestic violence.... Encouragement... to a multi-dimensional approach.... A greater effort to raise awareness of crisis support for victims ... Women's choice of police support as the best known service for victims, should give encouragement to police officers who deal daily with domestic violence incidents...." p. 127

### **Retirement and Ageing**

"Strategies to promote women's consciousness of the need to plan for retirement are encouraged by the findings of the survey.." p. 127

## Feminism

“A majority of women has reservations about feminism in the 1990’s, some seeing it as unattractive, extreme and potentially damaging to families ... However, many within that majority, and a large group of others questioned, endorse the value of the changes to their lives which are commonly associated with feminism...But a communication issue emerges for those working to advance the status of women by invoking feminist principles and imagery, if they also seek acceptance from the majority of women...” p. 128.

## Motherhood and Careers

“... given findings among women that they do not feel society values motherhood as a full-time occupation, there is a need to reassure women who choose that option that their decision has value...” p. 128

## Images of Women

“Women overwhelmingly reject the images of women used in advertising as suitable role models for girls and women. Reasons tend to focus on unrealistic thinness in models.... The findings endorse government practices and strategies to encourage ‘reality’ in advertising featuring women... p. 128.

## Message for Policing

These priorities can be used as a reference point for managers of police organisations in Australasia. They could well be priorities for women in policing and providing policing service for women in the community.

Health, childcare, employment, education, training and equality of women can be interpreted as priorities for women in policing, and the policing industry having priorities for addressing domestic violence and safety issues for women in the community.

*It is anticipated a number of these issues will be on the agenda for the Second Australasian Conference of Women and Policing in July 1999.*

**From 200 years ago:  
Mary Hays and her  
sisters anonymously  
published *Appeal to  
the Men of Great  
Britain on Behalf of  
the Women* (1798)**



Tonia Waldon and Louise Pieper from *Hysterical Women* 96

# The Women and Policing Conferences 1996, 1999, 2002

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The conferences of Australasian Women and Policing have been designed to reflect the aims of the Australasian Council of Women and Policing: *to support women within the policing profession (Sydney 1996), to improve the relationship between women in the community and policing (Brisbane 1999), and to develop a link in the global network of women in policing (2002).*

Many women would be aware that the **First Conference of Australasian Women Police** which was held in Sydney in 1996, was primarily about examining the current position of women within the policing profession. As this conference was the first opportunity that women within the profession had ever had to come together to discuss their work, there was much to examine. More than twenty recommendations were made on the final day of that conference, including the development of an independent council of women and policing, the development of a women's policy advisory group to the commissioners, an Australasian mentoring program, a senior women in management development program, to name a few. Some of these recommendations, such as the Council of Women and Policing and the Women in Policing Advisory Group have been developed. Some have not.

The **Second Conference of Australasian Women and Policing**, is being co-sponsored by the Queensland Police Service and the Council of Australasian Women and Policing in Brisbane in July 1999. The Second Conference will provide an update on recommendations made at the First Conference and progress from there to focus closely on the relationship between women in the community and policing as an industry. It will examine how policing responds to women in the community and focus on

improving the relationship between women in the community and policing as a profession. Using **violence against women** as a case study, this conference will seek to provide strategies on how policing might improve the service that it currently provides to women as employees, as clients and as stakeholders within the criminal justice system.

The Second Conference has been designed to be as affordable as possible for women who are self-funding, although all the Commissioners of Australia and New Zealand have agreed to support the conference by sending nominated representatives. Women should approach their organisation in the first instance about attending the conference.

In 2002, the Council hopes to jointly stage the **Third Conference of Australasian Women and Policing** with the International Association of Women Police and the European Network of Women Police, focusing on *Creating a link in the global network of women and policing*. The Council welcomes input from any group or individual interested in taking part in the design or organisation of these and future conferences. Contact: The Conference Organisers at The Australasian Council of Women and Policing, PO Box 755, Dickson ACT 2602.

Melinda Tynan







**AIMS**

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Full Paper by 31 May 1999  
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EEO Unit, HRM Branch  
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3.00pm Afternoon Tea  
3.30pm Reflections  
4.30pm Networking  
5.00pm Close

**REGISTRATION DETAILS**

- Early Bird (before 1 May 99) .....\$250\*
- Full Registration (before 1 July 99) .....\$300\*
- Daily Rate (please indicate days below)  
Wednesday  Thursday  Friday
- \*ACWAP members receive \$30 discount on registration fee
- Student (full time) .....\$100

**MEALS**

- Tuesday evening \$8  Friday evening \$8
- BBQ dinner - Thursday 8.7.99 .....\$15
- Conference Dinner Wednesday 7.7.99 .....\$35  
(Drinks not included in the above dinners)

**ACCOMMODATION DETAILS**

- Single Communal Room @ \$37.00 per night  
Including Full Breakfast
- Single Communal Room @ \$30.00 per night  
Room Only
- Single (Twin share bathroom) @ \$47.00 per night.  
Including Full Breakfast
- Single (Twin or Quad share bathroom) @ \$40.00  
per night Room only
- Childcare  Yes  No

Arrival Date: .....  
Departure Date: .....  
Expected Time of Arrival: .....  
Flight Detail: .....  
**Personal Details**  
Surname: .....  
Given Name: ..... Title.....  
Share With: .....  
Organisation: .....  
Mailing Address: .....

Telephone: .....  
Fax: .....  
Special Requirements: (eg. Dietary, Medical)  
.....

**Further information on Conference from -**  
ACWAP, PO Box 755, Dickson ACT 2602  
Telephone 02 6275 7698  
E-mail inquiry@auspol-women.asn.au

# Australasian Council of Women and Policing Inc.

(Incorporated under the Associations Incorporation (ACT) 1991)

## Application for Membership

Secretary PO Box 755, Dickson, ACT 2602

Telephone: 02 6275 7698 Fax: 02 6285 2090 Email: [inquiry@auspol-women.asn.au](mailto:inquiry@auspol-women.asn.au)

I, .....  
(full name of applicant)

of .....

.....  
(address)

..... (occupation) hereby nominate to become a member of the abovementioned incorporated council. In the event of my admission as a member, I agree to be bound by the rules of the council for the time being in force.

Enclosed is cheque/money order for \$..... for annual/life/corporate (cross out those not applicable) membership of the council.

.....  
(signature of applicant)

.....  
(date)

### Membership fees:

Lifetime Membership (individual) \$300

Annual Membership (individual) \$30

Corporate Membership \$60 per year

Complete this form and mail with payment to:

Treasurer, ACWAP, PO Box 755, Dickson, ACT, 2602, Australia.

Please make cheques payable to:

Australasian Council of Women & Policing



# Quotes

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## **Extracts from Schaef, AW, Meditations for Women Who Do Too Much. Harper, San Francisco, 1990.**

*I am a woman in the prime of life, with certain powers and those powers severely limited by authorities whose faces I rarely see.*

Adrienne Rich

It is time! As women we have been limited as to what we can do, say, think, and feel. Some of us hate to admit it. Yet, down deep we know that there are many forces that limit our lives, forces over which we have little power. Only a person with no feelings and no awareness would not feel the smoulder of anger, even rage, deep inside at times.

It seems that we, as women, have only had two options - to go along with the authorities and thus support them, or to fight them and thus support them. Either way we lose.

Fortunately, there is a third option. We can be ourselves. We can see what is important for us and do it....

*Remember, Ginger Rogers did everything Fred Astaire did, but she did it backwards and in high heels.*

Faith Whittlesey.

That's right! Ginger Rogers was amazingly good at what she did, and so are we. It takes courage for women to acknowledge how good we are at what we do. We are caught in a strange cultural expectation of having to be simultaneously competent and passive. This often results in a kind of humility that really is a denial of our experience.

Also, women who do too much seem to vacillate between exaggerating our competence and feeling that we are worthless and totally incompetent. This vacillation between extremes is part of the addictive disease.

The real test of courage is being realistic and letting ourselves know that we really are competent at many things.

*Yesterday is a cancelled cheque*

*Tomorrow is a promissory note*

*Today is cash in hand; spend it wisely.*

Anonymous

What a challenge to life is the present! We are often so busy killing the present moment with worries about tomorrow or regrets about yesterday that we kill our todays. Ironically, all we can really do is be in the present.

Living in the present means noticing - noticing when we are tired, noticing when we need to go to the bathroom, noticing when we need to rest.

Living in the present means taking a walk for the sake of the walk, not just to get someplace. Living in the present means noticing and appreciating our now. Living in the present means doing our lives, not thinking about them.

## **Extracts from Meditations for Busy People - S Bowkett - Thorsons 1996.**

*Dwell not on the past,  
Use it to illustrate a point,  
then leave it behind. Eileen Caddy*

The past is always active inside us. Everything I have experienced has contributed towards what I am at this moment.

The incidents combine and run like little sub-programs in the head. So how can we leave it behind? There are of course specific techniques to enable the "reprogramming" of specific events to take place, as we have seen, but does this resolve this apparent dilemma?

Yet Eileen Caddy's advice is still sound. Dwelling on the past is different, especially if, as is the implication here, the incidents upon which we dwell are negative, painful, damaging. When we indulge, for whatever reason, in such backward-looking behaviour, we are neither losing ourselves in action nor hunting the sources of weakness impeccably. Celebration of past triumphs, joys and successes is one thing; maudlin reminiscence or bitter recrimination is quite another.

If we are to look back, let us do so in order to move forward more effectively. What is done is done. But what we understand and learn from what is done is always open to change.

## **Source: Bag of Jewels - Susan Hayward and Malcolm Cohan - In-Tune Books, 1992, Australia**

**80%** of success is just showing up - *Woody Allen*

The rich substance of the Universe is yours to do with as you wish. Why settle for so little in life when you can have so much, just by daring to be different in your thinking. - *Catherine Ponder*

When you die and go to heaven our Maker is not going to ask, "Why didn't you discover the cure for such and such? Why didn't you become the Messiah?" The only question we will be asked in that precious moment is "Why didn't you become you?" - *Elie Wiesel*

If you must begin then go all the way,  
because if you begin and quit  
the unfinished business you have left behind  
will haunt you for all time.

The path is like getting onto a train that you cannot get off. You ride on and on. - *Trungpa Rinpoche*

In a world where death is the hunter, my friend,  
there is not time for regrets or doubts.

There is only time for decisions. - *Carlos Casteneda*

The only thing that makes life possible is  
permanent intolerable uncertainty:

the joy of not knowing what comes next. - *Ursula Leguin*

What is right for one soul may not be right for another.

It may mean having to stand on your own  
and do something strange in the eyes of others.

But do not be daunted.

Do whatever it is because you know within it is right for you. - *Eileen Caddy*.