



The Journal for
WOMEN
AND POLICING

ISSUE NO. 27 SUMMER 2011



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in need.**

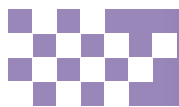


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Front Cover:

Sergeant Susanne Mondiai receives award from Professor Simon Bronitt, ARC Centre of Excellence in Police and Security. See story on page 6.

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PRESIDENT'S *report*

CARLENE YORK APM President

This summer edition of our journal marks something of a milestone for women leadership in Australia. In June 2010, Julia Gillard was appointed as Australia's first woman Prime Minister after being sworn to office by Her Excellency Ms Quentin Bryce, the country's first woman Governor General. In January 2011, Ms. Lara Giddings was sworn as the Premier of Tasmania to join two other woman State Premiers; Ms. Kristina Keneally in NSW and Ms. Anna Bligh in Queensland – the state where Her Excellency Ms. Penny Wensley AO remains Governor. 2010 was also significant for women leading change in policing. Ms. Cath Burn was appointed as Deputy Commissioner (Corporate Services) for NSW while in Victoria, Lucinda Nolan and our very own Wendy Steendam (a former ACWAP committee member) were appointed as regional Assistant Commissioners along with Ms. Bec Munn who was appointed as Executive Director for Victoria Police's People Department (HR and Education). 2010 also saw the indefatigable Barbara Etter resign from her position as Assistant Commissioner in the West Australia police service to take up the inaugural role as Chief Executive of Tasmania's Integrity Commission. This summer edition of our journal comes at an exciting juncture for women in leadership along with significant opportunity for continued growth and contribution to the wider community through women and policing.

The October 2010 Excellence in Policing awards was successful and as President and a career police practitioner, I was truly humbled to hear of the contribution and achievements of women and men engaged in and associated with policing. The Hon Ms. Karen Struthers, Queensland Minister for Women, attended the awards together with other VIPs including Professor Simon Bronitt from the ARC Centre of Excellence in Policing and Security (CEPS), Deputy Commissioner Ian Stewart from Queensland Police Service and Mr. Richard Grant from the Australian Crime Commission. Community and industry support for the awards and ACWAP was unambiguously strong; as was community endorsement for ACWAP and the council's cornerstone activities – the Excellence in Policing Awards and the conference. The importance of the awards was highlighted through several mentions in the Queensland Parliament along with local media coverage of our awards winners. Statistically, both the Australia Day and Queen's Birthday national awards and honours reflect continued disproportionate recognition of women in policing. Sadly, this is a long term trend and a previous topic of conversation in this journal. The 2010 Queen's Birthday honours list saw two women conferred with the Australia Police Medal of the 30 awards conferred nationwide – a disturbing

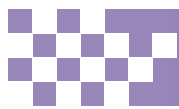


reminder of the continued need to recognise the efforts of men and women through our own annual Excellence in Policing awards.

In the 13 years since ACWAP's foundation, women representation in policing has increased; as has the need for, and relevance of, this council. ACWAP has evolved and will no doubt continue to grow and change. However, agreed goals including a commitment to improve policing services by and affecting women remains constant. The Council delivers the sole targeted publication for women and policing, this Journal, and the sole annual reward and recognition event for women AND policing. The council has recently engaged with the Australia New Zealand Policing Advisory Agency (ANZPAA) to discuss future strategies and continues to share a strong partnership with the Australasian Institute of Policing Inc. (AiPol). As police practitioner numbers in Australia alone approach 60,000, ACWAP remains committed to engaging with women and men to

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

This year's conference 'Police and Community: making it happen' coincides with the annual Excellence in Policing awards being held in Hobart in August. Just as the awards seek to recognise those who stand out in their fields, so does the conference allow an exciting opportunity for us all to share, think and contribute to women and policing. On behalf of the Committee, membership, affiliates and friends of ACWAP, I encourage your interest and look forward to seeing you join us in Hobart in August 2011 - Police and Community: Making it Happen!



VICE PRESIDENT'S *report*

HELEN McDERMOTT Vice President

In 2011 the Australasian Council of Women and Policing will be 14 years old. We can proudly say that we have had six successful Women and Policing conferences, 12 Annual Excellence in Policing Awards presentations and this, our 27th *Journal for Women and Policing*.

2011 is also going to be a busy year as we welcome our new President Carlene York, hold the Seventh Australasian Women and Policing Conference in Hobart, the 13th Annual Excellence in Policing Awards and continue working closely with the Australian Institute of Policing, and the two new National Women's Alliances; Equality Rights Australia (ERA) and Australian Women Against Violence Alliance (AWAVA).

As we are a voluntary organisation, ACWAP's committee do much in their own time to keep the wheels of ACWAP turning. This is the same as many women's organisations.

While I am sure many women and men who are committed to improving policing for women would like to be more active in organisations like ACWAP, we don't always have the time to spare.

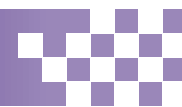
We can however, all support ACWAP's conferences, awards and this journal. You can participate in the conference – why not think about attending the conference independently and not wait for your jurisdiction to pay? Why not start the process of nominating one of your colleagues for an Excellence in Policing Award? Don't sit back and expect someone else to do it.



Why not write a short article for this journal and tell everyone what great work is being done in your jurisdiction or community to improve policing for women, or send us a photo from an event that showcased the women in your workplace and community?

Make 2011 a year where you do your bit, however large or small it is, to improve policing for women and take the time to share those achievements with ACWAP.

“...why not write a short article for this journal and tell everyone what great work is being done in your jurisdiction or community to improve policing for women, or send us a photo from an event that showcased the women in your workplace and community?”



CENTENARY OF INTERNATIONAL WOMEN'S DAY – AUSTRALIAN WOMEN AGAINST VIOLENCE ALLIANCE (AWAVA) PROJECT

To celebrate the centenary of International Women's Day, the Australian Women Against Violence Alliance (AWAVA) will be creating a timeline of significant events and achievements affecting Australian women.

The timeline will include major political, education, legal and social milestones, and demonstrate that despite improvements in gender equality over the past 100 years, women still experience violence at intolerable levels.

AWAVA will produce print and web-based resources for use in upper primary and secondary schools and by community organisations, and also use social media and local events to spread the message that all forms of violence

against women are unacceptable and must stop.

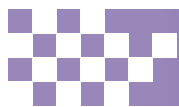
AWAVA's vision is *To ensure that all women and children are able to live free from all forms of violence and abuse*. This includes all forms of gendered violence: sexual, physical, emotional, social, cultural and economic abuse and exploitation, and includes violence within and outside intimate relationships, sexual assault, domestic/family violence, stalking, sexual exploitation and trafficking.

The Australasian Council of Women and Policing is a member of AWAVA, which was established in 2010 as one of the six National Women's Alliances, funded by the Australian Government. AWAVA's key area of focus is combating all forms of violence against women.

AWAVA recognises that gender violence is both a consequence and cause of gender inequity in all sectors of society, which must be addressed by promoting women's empowerment.

To achieve its vision, AWAVA works with other National Women's Alliances and groups, and with Government and the community to improve the responses to, and prevention of, violence against women.

Violence against women is the leading contributor to death, disability and illness in women aged from 15 to 44. It is estimated that in 2009 violence against women cost the Australian community \$13.6 billion, a toll that is likely to double within 20 years if appropriate action is not taken.



2011 EXCELLENCE IN POLICING AWARDS

THE AUSTRALASIAN COUNCIL OF WOMEN AND POLICING INC (ACWAP) IS CALLING FOR NOMINATIONS FOR ITS 13TH ANNUAL EXCELLENCE IN POLICING AWARDS. THE AWARDS PRESENTATION DINNER WILL BE HELD ON 23 AUGUST 2011 AS PART OF THE SEVENTH AUSTRALASIAN WOMEN AND POLICING CONFERENCE BEING HELD AT THE HOTEL GRAND CHANCELLOR IN HOBART FROM 21 TO 24 AUGUST 2011.

THE PURPOSE OF THE EXCELLENCE IN POLICING AWARDS

The Awards for Excellence in Policing are an opportunity to publicly acknowledge and reward the achievements of women and men who are contributing to improving policing and law enforcement, and making policing services better for women. The Awards acknowledge the work being undertaken in Australasia to ensure that women's concerns and needs are taken into account by policing and law enforcement practitioners.

AWARD CATEGORIES

Categories for the 2011 Excellence in Policing Awards are:

- Bev Lawson Memorial Award
- Audrey Fagan Memorial Award
- Bravery Award
- Most Outstanding Female Leader
- Most Outstanding Female Investigator
- Most Outstanding Female Administrator
- Most Outstanding Female Practitioner
- Excellence in Policing in the Asia Pacific Region
- Excellence in Policing for Women Initiative
- Excellence in Research on Improving Policing for Women

HOW TO NOMINATE

Nominations for the Awards must be received by **COB Friday 24 June 2011**. Please submit nominations as early as possible; late nominations will not be accepted.

Information and nomination forms are on the Council's website www.acwap.com.au.

WHO CAN NOMINATE?

Anyone who is interested in improving policing and law enforcement for women can nominate someone who is making a real difference to policing for women. To nominate someone for an award, all you need to do is go to the ACWAP website www.acwap.com.au and follow the instructions.

Please make sure that you address the criteria for the relevant award and provide examples. Informative and succinct supporting documentation is encouraged, for example a supporting statement from a nominated officer's supervisor, women's network, union, feminist or other supporting organisation would be useful in assisting the selection panel.

For organisations nominating themselves, rhetoric and publicity material is not generally as compelling as a supporting



statement from the organisation's women's network, anti-discrimination body, feminist organisation or other supporting person/organisation.

SELECTION PROCESS

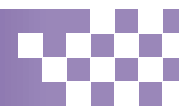
The selection panel comprises the Council's President or Vice President, members of the law enforcement and policing communities, and community representatives. The recipient of the Audrey Fagan Memorial Award is selected from all the nominations.

AWARDS PRESENTATION DINNER

The Awards will be presented at a dinner on **23 August 2011** as part of the Seventh Australasian Women and Policing Conference being held in Hobart from 21 to 24 August. Conference registration includes one ticket to the Awards Dinner. Additional tickets can easily be purchased from the ACWAP website www.acwap.com.au. Family, friends and colleagues are more than welcome at the Awards Dinner.

ANY QUESTIONS?

If you would like any further information or have any questions, please email: awards@acwap.com.au



POLICE-WOMAN GETS ASIA PACIFIC AWARD IN POLICING



COMMUNITY POLICING IS A KEY AREA THAT THE ROYAL PAPUA NEW GUINEA CONSTABULARY HAS BEEN SERIOUSLY LOOKING INTO; AND THIS COMMITMENT IS COMMENDED BY THE AUSTRALASIAN COUNCIL OF WOMEN AND POLICING.



Susanne Mondiai receives award from Professor Simon Bronitt (Awards sponsor ARC Centre of Excellence in Policing and Security).

Acting Officer In Charge (OIC) for the RPNGC's Community Policing Unit (CPU) in Mt Hagen, Sergeant Susanne Mondiai, was recently awarded by the Council for Excellence in Policing in Asia/Pacific.

Among more than 200 nominees from all over the Asia /Pacific region contesting for this award, Sgt Mondiai was rated the most outstanding officer in her effortless work in the area of community policing.

During her visit to the Secretariat before flying back to her home in Mt Hagen, Sgt Mondiai said the award has

really motivated her to push on and move to the next level in her job.

"I would really want to do more of what I'm doing now. My next step now is to go back and work with our existing partners to look at other ways to do our work with or without funding. I believe that working together as partners we will achieve our goals – not by working individually," she said.

Sgt Mondiai's remarkable performance ranged from Provincial EEO Coordinator to OIC of various CID units until she recently became OIC CPU. Sgt Mondiai has been a role model and was never afraid to instil and demand a high level

of discipline and compliance with the Code of Ethics amongst the many female officers she mentored.

Sgt Mondiai's responsibilities took her to the most remote areas of the province to help the people by providing awareness training.

"I don't think I've done enough to deserve this award. Maybe to others my efforts were recognised but I feel that is just a little of what I will be contributing in the years to come in the police force, especially in the community policing area," she said.

She said that the award was a motivation for her to move a step further in expanding her capabilities.

"I know I come from a country where law and order is a problem; where women and children are the most vulnerable ones to unlawful activities. With that concern I've been doing a lot of awareness raising, using their local radio, newspapers and going direct to the community I have been visiting villages, communities; and even institutions and schools, delivering school-based programs. My daily job is to basically educate people on the laws of the country and how to live in a society where law and order prevails," she said.

Prior to her current position Sgt Mondiai has held positions as OIC Sexual Offence and Homicide units where she developed her passion to help the victims within the communities.

This article was the lead story for this week on the Law and Justice Sector Web site: <http://www.lawandjustice.gov.pg/www/html/7-home-page.asp>



Susanne Mondiai at the 12th Annual Excellence in Policing Awards.





Award recipients (l-r): Debbie Platz, Tracey Baines, Deborah Wallace, Michelle Millar, Caroline Taylor, Karen Ballantyne, Naomi Oberscheidt, Peta Maddigan, Susanne Mondiai, Karen McCarthy, Mark Murdoch, Maha Sukkar and Emily Tragis.

12TH AUSTRALASIAN EXCELLENCE IN POLICING AWARDS

16 OCTOBER 2010, BRISBANE, QUEENSLAND

1. EXCELLENCE IN POLICING IN THE ASIA PACIFIC REGION

**Sergeant Susanne Mondiai from the
Royal Papua New Guinea Constabulary**



The most remote areas of Papua New Guinea's Western Highland's province are known widely for their tribal wars and ethnic clashes. Access to services is limited and the village courts justice systems play a strong role in these remote communities. Most of the women who live in these areas in PNG are not aware of their rights or the protection the law offers them.

Susanne's current responsibility as the OIC Community Policing is a milestone for women in policing in her service, especially in these highlands of PNG and in an organisation where mainly men hold high office.

When funding permits, Sergeant Mondiai moves around the seven districts of Western Highlands Province and conducts awareness training for community leaders, men and youth.

She educates them to see that their tribal fighting and abuse of human rights have severe consequences on their families, their clansmen and on them personally. She tells them they are fighting a losing battle being involved in tribal fights as their families lose houses, gardens and pigs, and wives are raped.

It takes a strong police woman to hold a mirror up to these communities and in this role she shines. Not only does Susanne do all of this but throughout her career she has been a role model and mentor for other police women and has been actively involved in the Papua New

Guinea Police women's network. She is passionate about supporting police women to reach their full potential.

In her spare time, Susanne also earned a Diploma of Women in Public Service Management, an Advanced Diploma in Management and a Bachelor in Management.

2. EXCELLENCE IN RESEARCH ON IMPROVING POLICING FOR WOMEN

**Highly commended: Peta Maddigan
from the AFP**





Peta Maddigan's research looked at the deployment patterns of sworn female officers in the Australian Federal Police. It found that women who were deployed into areas removed from mainstream operational policing are less likely to be promoted.

Peta's research indicated that often women who work in roles that are removed from the organisation's core business and roles that are considered "soft", may miss out on promotions.

The research confirmed that women in policing face additional barriers, as a result of expectations of their roles as carers.

It found that the AFP, like most organisations, can be inflexible and lack career guidance and training.

**2010 Award Winner: Professor
Caroline Taylor (Foundation Chair of
Social Justice, Edith Cowan University)**



Caroline has an international reputation as a scholar and human rights advocate. Her latest paper, written with former Victoria Police Assistant Commissioner Leigh Gassner, was called 'Stemming the flow: challenges for policing adult sexual assault with regard to attrition rates and under-reporting of sexual offences'.

Caroline's work has always targeted the anomalies between the crime of sexual assault and the criminal justice system. Her wide publication list attests to this work. It is unfortunate that much of her work is informed not only by diligent research but also by the valid authority of lived experience.

Her current project with Victoria Police is formally entitled: Adult Sexual Assault: An Evidence-Based Policy, Practice and Advocacy Model for Victoria Police (Policing Just Outcomes).

She argues that that one way of countering potentially negative aspects of police behaviour lies in working with police collaboratively to identify problems, and working together towards solutions.

3. EXCELLENCE IN POLICING FOR WOMEN INITIATIVE

**Highly Commended: Sergeant
Michelle Millar from the Queensland
Police Service**



Sergeant Michelle Millar has worked hard over the years for QPS women. Her latest project, is 'SWIRL' – Supporting Women in Remote Locations, which has made a real difference to the confidence, level of support for and morale of women working in the most remote parts of the State.

It is only just one example of the initiatives implemented by Sergeant Millar, who has also been a Women's Network Coordinator, a member of the Network Executive Committee and Network State Coordinator.

In 2008, while at the Townsville Police Academy, Michelle realised that junior female police working in Northern Queensland were often there with only one year policing service, and were particularly isolated. Distance, the lack of women's support networks and often having no other government or other employees, compounded to isolate the female police from their community and made their postings a very lonely experience.

So she went about developing a remote mentoring package that provides support and professional development opportunities to women in rural and remote locations.

It helps with the smooth transition of women to remote locations and the retention of women in these areas. Sergeant Millar has developed a program which provides an excellent opportunity for junior women to build sustainable and transferable networks and the confidence to carry out their roles, duties and responsibilities.

**2010 Award Winner: Assistant
Commissioner Mark Murdoch from
NSW Police**

One of Australia's leading feminists and experts in responses to violence against women provided this assessment of Assistant Commissioner Mark Murdoch:



"In my dealings with Mark, he has made concrete steps to engage with the domestic violence sector. He wants to see practices around policing domestic violence improved. For example, I supported a woman in a complaint process with the State Ombudsman. The woman had been left for dead by her ex-partner: severely beaten and it was apparent from her story that the police service could have intervened on a number of occasions but failed to do so.

The Assistant Commissioner met with this woman and went on to work with her in developing a training DVD for the police service to better understand the experience of women victims.

I also know that Mark met with a particular young Aboriginal woman to better understand the barriers she encountered and what improvements could be made in how the Police service could respond to Aboriginal women affected by domestic and family violence. I do believe that he is making a significant commitment and effort to improve policing practices, investigate and understand better the phenomena of the arrest and subsequent criminalisation of women victims of domestic violence. I believe he does want to make a difference.

Significant changes in police training and investigation of domestic violence have occurred under Mark's watch."

4. MOST OUTSTANDING FEMALE ADMINISTRATOR

**2010 Award Winner: Superintendent
Debbie Platz Queensland Police Service**



Inspector Debbie Platz is a competent, experienced and intelligent officer who has contributed a wide range of values and skills to the operation of her Police Service.

She has worked in many different roles over the past 25 years including: General Duties; Juvenile Aid Bureaus; Prosecutions; Police Citizens Youth Clubs; Training Unit; Legal Research; Crime Prevention/Community Liaison Officer; Projects Officer and many more.

She applies her experience and knowledge widely, translating it to varied environments including applying her operational experience to her administrative roles. Working as the Ministerial Liaison Officer and then as the Chief of Staff to the Commissioner, Debbie has managed office operations, leading staff and providing high standards of advice to the Commissioner.

Most recently, she managed the internal review of Information Communications and Technology and then was seconded to the Service Delivery and Performance Commission which conducted a review of the Queensland Police Service.

5. MOST OUTSTANDING FEMALE INVESTIGATOR

2010 Award Winner: Detective Sergeant Tracey Barnes



Tracey has made a real difference to the way criminal investigations respond to female offenders and victims. She has shown outstanding on-the-job performance and has mentored, supported and provided guidance to others in criminal investigations.

She has enhanced the profile and professionalism of women in policing. For more than 20 years Detective Sergeant Barnes has shown that understanding that policing can only achieve its goals if it understands its community.

She has professionally investigated

a wide variety of crimes against women demonstrating compassion and skilled communication and a capacity to elicit information and break down the barriers between complainants and the law.

She understands the need to help female victims by treating them like adults and explaining complex legal processes designed.

This detective sergeant has worked closely with the local sexual assault support network to make sure that the victims of sexual assault do not become the victims of policing and the justice system.

She has also held out a practical helping hand to her colleagues and has worked hard to increase the number of female detectives working part time.

In all her roles, Tracey has not only proved herself to be an excellent operator but a pioneer who reached behind and lent a helping hand to those following.

6. MOST OUTSTANDING FEMALE PRACTITIONER

Highly Commended: Christine Smith from NSW Police

Domestic violence is a major issue in Northern NSW. Chris has been instrumental in seeking unique opportunities to support the NSW Police in responding to victims of domestic and family violence.

For the past 20 years she has been working in the women's health sector towards preventing violence against women, promoting a holistic approach to women's lives which includes freedom from violence and abuse and equal human rights for women.

One of the challenges has been legitimising domestic violence as an issue in the public, rather than private, domain. Chris has been a strong advocate for violence against women to be seen and promoted as a crime requiring strong and consistent criminal justice responses.

Currently employed by NSWPF as a Region Domestic Violence Coordinator, she works with police to ensure best practice in domestic and family violence responses.

A key component of police responses to domestic violence is victim support. Chris has taken an innovative partnership approach to ensure that victims get the support they need and to reduce the number of repeat victims of domestic violence.

Highly Commended: Detective Sergeant Naomi Oberscheidt from South Australia Police

Naomi has a proven track record in a variety of specialised practices within law enforcement, including the highly specialised areas of Witness Protection, Police Corrections Section, Investigations, Education and Training, and Explosives and Bomb Search.

She has often been the first female Detective to work in positions historically filled by older and more experienced male officers.

Naomi has not only enhanced the profile of women in SAPol, but has used her knowledge, skills and experience to impact positively upon others and on workplace systems, practices and processes.

As well as being a highly skilled professional in her specialist areas, Naomi also goes out of her way to support victims of crime, understanding and successfully working with diverse communities. She has immense empathy and the capacity to help others resolve their problems.

2010 Award Winner: Senior Constable Emily Tragis from Queensland Police Service



An outstanding ambassador whose motivation and passion for working with young women has made a real difference. Senior Constable Emily Tragis is responsible for creating Project D.A.V.E (Drug, Alcohol, Violence Education) which has resulted in the Palm Beach community seeing a 66% decrease in assaults among young people.

She is well liked and respected by both her male and female colleagues and mentors and supports her colleagues. Emily is active in making sure women in policing are successful and often motivates both her male and female counterparts in the area of career planning, career development and rank progression.

Emily has made a real difference to the young women in her community and to women in policing.



7. MOST OUTSTANDING FEMALE LEADER

2010 Award Winner: Superintendent Karen McCarthy from NSW Police



Superintendent McCarthy has displayed a consistent high standard of professionalism, dynamic leadership, integrity and dedication throughout her career and continues to mentor and guide her staff, both women and men. She is an inspiration.

Karen McCarthy joined NSW Police as a trainee in 1987. In 2003 she was promoted to Chief Inspector in charge of the newly formed Complaint Management Support Unit, leading a small team of sworn and unsworn staff. In 2007 Karen was promoted to Superintendent, responsible for about 60 staff.

She significantly contributed to the Professional Standards Command and the Complaint Management Support Unit by making this unit a highly professional environment in which to work.

A great supporter of her female colleagues and staff, Karen leads by example; supporting and encouraging women to participate in the NSW Police Spokeswomen's network and mentoring programs.

As a manager who understood the struggle with corporate life, she operated a flexible work place including part time arrangements allowing staff to achieve work life balance.

In July 2009, she was transferred to the Botany LAC; with its 17 major critical infrastructures and eight suburbs. Superintendent McCarthy's true merit lies in her ability to inspire and instil confidence in those around her through her integrity, loyalty and outstanding leadership.

8. BRAVERY

Award description: *The Australasian Council of Women and Policing Hellweg Bravery Award seeks to acknowledge the bravery required to make community*

and policing better for everyone. It is an opportunity to acknowledge more than just physical bravery.

The inaugural recipients of, and inspiration for, the award were from the AFP in the ACT. They were two women who blew the whistle on sexual harassment within the ACT, after being subject to systematic sexual harassment abuse and indecent behaviour by senior male colleagues in the ACT Region. When their immediate supervisor failed to act on their complaint, they complained directly to Mick Palmer, the AFP Commissioner. This was an act of considerable determination and courage. One of their motivating factors was to ensure that such harassment did not affect other AFP staff. The subsequent investigation ran for over a year and resulted in 13 officers having their employment terminated.

This award seeks to recognise bravery in circumstances where someone has the time to think about the implications of their actions and the impact those actions will have on their career, their family and themselves.

Highly Commended: Senior Constable Maha Sukkar from Victoria Police



Maha joined the Victoria Police in 2004. She was the first Muslim Police officer in Victoria to wear the Hijab. Her journey has not been easy, but has brought both her and the community a great deal of pride. She has enlightened her colleagues and opened the path for others.

Senior Constable Sukkar's ability to maintain her beliefs and to be 'different' from her colleagues has brought understanding and a positive image; not only to the Islamic Arabic community, who now see one of their community among serving police officers, but also to the policing community, who see a member of the Islamic/Arabic community not afraid to declare her faith, follow her beliefs and be by their side as they go about their duties.

Maha's efforts are of great importance to move the mindset of these new arrivals from a negative to a positive.

2010 Award Winner: Acting Inspector Karen Ballantyne from Queensland Police Service



Karen Ballantyne shows courage, determination and commitment by conducting discipline investigations of complaints from vulnerable women, both from within policing and in the community, of inappropriate sexual behaviour by members of the Queensland Police Service.

She is an advocate for supporting vulnerable women who have the courage to make complaints against members of her service and provides outstanding support to internal witnesses/whistleblowers.

Karen has shown great strength of character and bravery in the face of criticism and ridicule by male police officers for taking these allegations seriously, and doing something about it.

Our community expects police to behave with empathy, professionally, and with compassion towards everyone they encounter. When a police officer behaves inappropriately towards a victim of domestic violence, road trauma or junior female members of the police service, it is the whole policing community that is let down.

It takes a brave ambassador like Karen to begin to mend that trust. This police officer did not seek this Bravery Award. She believes she simply performs her job to the best of her ability.

Her role as an internal investigator is one which does require considerable intestinal fortitude and it is her compassion, empathy and a desire to protect victims from further abuse that singles her out.

9. AUDREY FAGAN MEMORIAL AWARD

Award background: *This Award honours the memory of Audrey's untimely and tragic passing away on 20 April 2007. To celebrate Audrey's achievements and the legacy she left for policing, the Audrey Fagan Memorial*

Award recognises outstanding women who have shown exceptional qualities as a mentor, role model and leader of men and women in policing and law enforcement.

The Selection Panel selects the recipient of this award from all the people nominated for the 2010 Excellence in Policing Awards and considers how the nominee is a role model, has taken the time to mentor others, is a highly effective leader; a respected police officer and who makes a difference to how women in policing are viewed.

2010 Award Winner: Federal Agent Leisa James from the Australian Federal Police



Like Audrey did, Leisa James always responds to ACWAP's requests and always delivers to make sure that women in policing and the women who rely on policing for their safety and capacity to engage with their community, are counted.

Leisa has extensive investigative experience. She is a role model. She shows an ability and aptitude for fresh challenges, to understand and sympathise with people in less fortunate situations – although her children do wish that their activities could sometimes be viewed through a human rights lens rather than under the harsh glare of a mother's lens.

Leisa has demonstrated that real international policing - the sort that gets medals and promotions - is also the sort that can make a real difference in people's lives.

Since July 2007 Federal Agent Leisa James has been posted as an Australian Federal Police Liaison Officer in Jakarta, Indonesia.

She is highly regarded by all her male colleagues and is often sought for advice in investigations, managing law enforcement relationships and projecting and encouraging policewomen to enhance their knowledge, understanding and professionalism in an extremely male dominated environment.

Leisa thrives on opportunities to visit new areas, often in circumstances that would be considered challenging, and always does so in a good natured endearing manner.

10. BEV LAWSON MEMORIAL AWARD

Award background: *The Bev Lawson Memorial Award is the Australasian Council of Women and Policing most prestigious award. The Award is in honour of the ground-breaking achievements of Bev Lawson, who as Deputy Commissioner with the NSW Police was Australia's most senior woman in policing until her untimely death in 1998.*

It recognises an outstanding woman who has been first in any policing or law enforcement activity or support service.

2010 Award Winner: Detective Superintendent Deb Wallace NSW Police



As a young probationary Constable graduated from the NSW Police Academy Deb Wallace had little idea of what would lie in store for her. Her career, so far, has spanned 27 years with many 'firsts' and successes.

After only 12 months her 'first' was one that NSW and Australia never forgot. Anita Cobby, a young nurse, was abducted from Blacktown and raped and murdered. Deb was selected to re-enact the movements of Anita Cobby on the last night of her life in the hope that it may jog someone's memory.

In 1988 Deb became a detective constable in Blacktown. For those that are familiar with this time in policing in New South Wales it was ground breaking; women were not welcome in the Criminal Investigation Branches.

In 1992 she was promoted to senior constable within the Criminal Investigation Branch of Cabramatta, where she stayed for nearly a decade.

In 1995 she was appointed as the Commander of the Cabramatta Gang Squad, another first. This was a significant appointment and opened the pathway for women to command in investigative positions within the NSW Police.

Her achievements were significant in a period of intense political and media scrutiny.

She is now widely recognised as a specialist in the area of Asian Crime both at a local area command and organised crime level and has spent 15 years working in this area.

In 1995 not only was Deb commanding an Asian Crime Gang Squad, she was also part of a ground-breaking program where officers on Maternity Leave were able to be paid for hours not in the workplace by providing them with "victim follow-up" and victim support duties to undertake. After working with Father Riley on the streets, Det Sgt Wallace became impressed with his vision to improve the lives of troubled youth. She continued to work with him on a volunteer basis which led to becoming a member of his Board and then Chairman of the Board.

After the Royal Commission into the activities of the Cabramatta Gang Squad, Detective Superintendent Wallace moved to Internal Affairs and was in charge of an investigation into an organised criminal network which included serving police and former police involved in the use and supply of prohibited drugs.

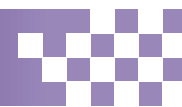
In 2002 Deb Wallace received the 2002 Australian Crime and Prevention Award for the development and implementation of the Cabramatta High School, Police and School links Program, established in 1995 to address violence and gang issues. This program was developed by Wallace in response to the increasing number of students who began to show signs of copying the behaviour of the '5T Gang' and were becoming violent. Police and teachers worked together to talk to students about the consequences of crime and encouraged engagement of police and youth in the area.

In 2006 Detective Superintendent Wallace was appointed as the Commander of the Asian Crime Squad and in 2008 she was appointed as the first female Commander of the Middle Eastern Organised Crime Squad.

Another of her firsts, was to be the first police officer to sue broadcaster Alan Jones and his former employer 2UE for defamation. A satisfying victory no doubt.

A leader, a mentor and a professional police officer who has extended a helping hand to the women following behind her, it is the great pleasure of the Australasian Council of Women and Policing to award Deb Wallace the Bev Lawson Memorial Award.





Women, Peace and Security

10TH ANNIVERSARY OF UN SECURITY COUNCIL RESOLUTION 1325

BY MICHELLE EVANS,

Gender Policy and Coordination Section, AusAID

Ten years ago the United Nations Security Council adopted Resolution 1325 to address the terrible sexual and physical violence that is perpetrated against women and girls caught in the crossfire of conflict. Resolution 1325 calls for greater protection for women during conflict, but it's also about giving women a more prominent role in preventing and resolving conflicts. It recognises that sustainable peace cannot be achieved without women's involvement in conflict resolution and peacebuilding.

The Australian Agency for International Development (AusAID) has played a key role in implementing Australia's commitment to Resolution 1325.

Gender inequalities and ineffectual law and justice mean women and girls are more vulnerable to conflict than men and boys. Women frequently bear the brunt of many of the harmful consequences of armed violence.

However, women are far more than victims. They are effective peace-builders and we have evidence of this in our own region. Women played a central role in ending the conflict in Bougainville, Papua New Guinea, by directly negotiating with members of the Bougainville Revolutionary Army. In the Solomon Islands it was

women who brought together the main groups involved in the ethnic tensions and to build a culture of peace.

In both cases, these women were supported by the Australian Government's overseas aid program, AusAID, which sees peace and stability as essential to the reduction of poverty.

Part of this work includes AusAID joining UN agencies to improve the way peacekeepers can deter and respond to conflict-related sexual violence. AusAID supported the development of an inventory of peacekeeping best practice to address conflict-related sexual violence launched with the UN in New York on 30 June 2010. When civilians, the military and police work together they create a much safer environment that allows people to go about everyday life without constant fear of attack.

Protection measures may be as simple as blowing whistles or banging pots to alert nearby peacekeeping forces of intruders, conducting armed patrols to accompany women while they collect firewood, or planting thorny bushes around camp perimeters to deter night attackers and sexual predators. On the tenth anniversary of Resolution 1325, increased funding was announced by Australia for UN

Peacekeepers to receive additional training on how to protect women from sexual violence in conflict and post-conflict situations.

The UN's 'Global Effort' aims to double the proportion of women comprising UN Police. The Global Effort seeks to increase recruitment of female police officers and their participation in peacekeeping operations with the goal of ensuring that women make up one-fifth of all UN police by 2014. The UN Police message is clear – "Women's participation in police peacekeeping empowers the communities in restoring peace and security and in reconstructing not only their police services, but also their societies."¹ The UN Police Division is developing a *Standardized Best Practices Toolkit on Gender and Policing in Peacekeeping Operations* to assist mentoring of national police, community policing and gender, investigating sexual and gender-based violence and gender mainstreaming. AusAID is supporting an individual from East Timor to help international efforts to develop the Toolkit.

Across Asia and the Pacific, in Afghanistan and Iraq, AusAID is supporting opportunities for women to gain the skills and experience they need to play active roles in peace



ADDRESSING CONFLICT-RELATED SEXUAL VIOLENCE AN ANALYTICAL INVENTORY OF PEACEKEEPING PRACTICE



The publication "Addressing Conflict-Related Sexual Violence – An Analytical Inventory of Peacekeeping Practice in Conflict" developed by UNIFEM, United Nations Department of Peacekeeping Operations, UN Action against Sexual Violence with support from Australia can be downloaded at: http://www.unifem.org/materials/item_detail.php?ProductID=172

More information about what the Australian Government is doing to implement Resolution 1325 through international development assistance is in a new publication "Women, Peace and Security: AusAID's implementation of United Nations Security Council Resolution 1325" which can be read online or downloaded as an interactive pdf.

negotiations and in post conflict reconstruction. In East Timor, Australia and UN agencies are funding a gender resource centre which offers leadership training to encourage women to play a bigger role in the electoral process, particularly as candidates and training members of the East Timor Parliament to make the national budget more sensitive to the needs of women.

With AusAID support, the International Rescue Committee (IRC) in Northern Iraq is enhancing the protection of women and girls by improving the way violence against women is addressed and responded to in the community. This work involves improving the response of police and community

organisations that provide services to women survivors of violence. Local communities are also encouraged to discuss and re-evaluate their traditional attitudes.

AusAID is determined to help our developing country partners implement Resolution 1325. Australia must play a role in adequately protecting women and girls during war, and ensure that women to have a key role in conflict resolution and peacebuilding.

1. UN Police, 2010, Global Effort – Increasing the number of female police officers, retrieved 17 November 2010, <http://www.un.org/en/peacekeeping/sites/police/initiatives/globaleffort.shtml>

 Australian Government
AusAID



Women, Peace and Security
AusAID's implementation of United Nations
Security Council Resolution 1325

www.ausaid.gov.au

PRINT CLOSE NEXT PAGE

The 7th Australasian Women and Policing Conference



Police and Community: Making It Happen!

**Hotel Grand Chancellor, Hobart
21 - 24 August 2011**

Register on-line at www.acwap.com.au

Please join us!

The Australasian Council of Women and Policing invites you to the Seventh Australasian Women and Policing conference being held at the Hotel Grand Chancellor in Hobart from 21 to 24 August 2011.

The theme of the 2011 conference is: Police and Community: Making it Happen! It will explore how policing and community are connected and how policing done well can contribute to strong resilient communities. Areas of focus will include young women, the cyber community, and the wider Pacific community.

Police and Community: Making It Happen!

This conference is about the impact policing can have on the communities it serves and will explore how some of the innovative policing responses to communities can improve policing for women.

Women are active in their local and global communities but their capacity to engage and participate in those communities can be limited by violence, cyber bullying, and a lack of respect of the contribution women can make. There is much that policing can do to make sure that half the population - women and girls - participate in their various communities.

Young women in particular are an area that policing struggles to deal with. The apparent increase in reported violence and crime by young women; their increased victimisation as gender based violence remains unacceptably high and the use and abuse of technology to exploit and degrade women will be among the issues that will be explored by practitioners, researchers and activists.

Police, researchers, advocates, policy makers and practitioners from policing, law enforcement, criminal justice and emergency service areas are encouraged to consider contributing a paper to the conference.

Conference Themes

The streams for the 2011 conference are:

- serving and uniting the community – the policing perspective on women and community engagement
- policing and young women – young women as victims, offenders, and as the future of policing
- women influencing organisations - leadership making a difference
- women and the cyber community
- policing diversity in the community
- Pacific communities - women and policing in the Pacific
- hate crimes and emerging trends in policing the community
- policing gender based violence

Who Should Attend?

All women and men who are interested in improving policing and the criminal justice system for women are invited to this conference.

Women working in male dominated workplaces will also find it particularly valuable. Policy makers, police, law enforcement officers, senior police and law enforcement management, researchers, human rights activists, and women's services are encouraged to attend this important event.

About the 2011 Conference

This will be the seventh conference in the Australasian Women and Policing series. It will provide an opportunity to share the innovations, challenges and successes of how policing is changing and is responding to women in the community and to women in policing.

This conference will hear from the practitioners who are changing policing and criminal justice, and how the police and the community are making it happen!

The Program

The conference opens on Sunday evening with the Welcome Reception. This is a great chance to catch up, meet other delegates and be entertained.

The Monday and Tuesday sessions will focus on the key themes of the conference with some of Australia's best known experts, critics and practitioners discussing and interacting with participants about how we can improve policing for women.

A range of international speakers will also be participating, and as they are confirmed, the program will be updated. Keynote presentations, concurrent sessions, panels and poster papers will be informative and cover a diverse range of topics.

Policing for women covers a wide range of topics and perspectives and is important to both women and men in policing and the community. This is not a conference just for women, but for everyone who wants to improve policing for women.

Hobart the Host City

Hobart combines a mix of historic charm and culture, shaped and defined by natural surrounds. From the mountain backdrop to the sparkle of the Derwent River, a visit to Hobart isn't complete without a stroll through Tasmania's number one lifestyle precinct; Salamanca Place Constitution Dock, the finishing line of the Sydney to Hobart yacht race is adjacent to Salamanca Place.

Hobart was founded in 1804 by Colonel David Collins and is the second oldest city in Australia. It has many fine examples of Georgian and Victorian architecture, including Salamanca Place which has a terrace of warehouses dating back to the whaling days of the 1830's. Nearby Battery Point, the original seamen's quarters of the city and Macquarie and Davey Street offer more than 60 buildings classified by the National Trust.

A scenic 90 minute drive along Tasmania's southern coast passes through the historical site of Port Arthur whilst taking in views of the pristine waters of Bruny Island.

The Conference Venue

Hotel Grand Chancellor is located at 1 Davey Street, overlooking Constitution Dock and taking in the panoramic views of Mount Wellington. The venue is conveniently situated adjacent to the business and shopping district, and easy walking distance to Salamanca Place and the variety of restaurants that can be found along the wharf.

Program Overview (the full program can be viewed at www.acwap.com.au)

| Sunday 21 August | Monday 22 August | Tuesday 23 August | Wednesday 24 August |
|------------------------|--|---|--|
| | Opening Plenary | Plenary: <i>Policing for Women</i> Prof. Margaret Beare | Plenary: <i>Networks</i> |
| | Morning Tea | | |
| | Plenary: <i>Keynote Speaker</i> Dr Dorothy Schultz | Concurrent Sessions | Hypothetical: <i>Police and Community:</i> <i>Making it Happen for Women</i> |
| Registration Desk Open | Lunch | | |
| | Concurrent Sessions | Concurrent Sessions | |
| | Afternoon Tea | | |
| Welcome Reception | Concurrent Sessions | Concurrent Sessions | |
| | | 2011 Excellence in Policing Awards Dinner | |

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

Call for Papers

Papers are invited for presentations that address any of the conference themes and explore how improving policing for women is happening. Proposals are welcome from practitioners, researchers, activists and policy makers.

If you would like to present a paper at the 2011 Police and Community: Making It Happen conference, please forward a 100 word abstract and short biography to conference@acwap.com.au by **28 February 2011**.

The abstract submission form is available from www.acwap.com.au or can be requested via email to conference@acwap.com.au or calling 02 6292 9000.

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

Excellence in Policing Awards

The conference dinner will incorporate the 13th Annual Excellence in Policing Awards presentations. Since 1999, the Council has presented these prestigious awards to the women and men who are making a real difference to policing.

One ticket to the Awards Dinner is included in your registration fee. Additional tickets to the Awards presentation are available, and friends, colleagues and family are welcome to join conference participants at the Awards Dinner.

For more information about how to nominate someone who has made a real difference to policing, visit the Council's website www.acwap.com.au.

Keeping Informed

The Council's website www.acwap.com.au will be kept up to date as the topics and speakers are finalised. Stay informed of developments and join our email list. Just email the council on conference@acwap.com.au.

Administration Enquiries

Conference Co-ordinators
PO Box 139, Calwell ACT 2905
Phone: 02 6292 9000 Fax: 02 6292 9002
Email: conference@confco.com.au

Program and Sponsorship Enquiries

Australasian Council of Women and Policing
PO Box 1485, Woden ACT 2606
Email: inquiry@acwap.com.au
Website: www.acwap.com.au

Registration Fees

ACWAP Members

| | |
|----------------------------------|----------|
| Early bird (by 28 February 2011) | \$770.00 |
| Standard (by 15 July 2011) | \$880.00 |
| Late (after 15 July 2011) | \$990.00 |

Non-ACWAP Members

| | |
|----------------------------------|-----------|
| Early bird (by 28 February 2011) | \$880.00 |
| Standard (by 15 July 2011) | \$990.00 |
| Late (after 15 July 2011) | \$1100.00 |

Full Registration Includes

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

Day Registration

ACWAP members

| | |
|---------------------------|------------------|
| Early (by 15 July 2011) | \$300.00 per day |
| Late (after 15 July 2011) | \$350.00 per day |

Non-ACWAP members

| | |
|---------------------------|------------------|
| Early (by 15 July 2011) | \$350.00 per day |
| Late (after 15 July 2011) | \$400.00 per day |

Day Registration Includes

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

Cancellation Policy

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

Conference Co-ordinators
PO Box 139, CALWELL ACT 2905
Facsimile (02) 6292 9002
E-mail conference@confco.com.au

An administration charge of \$110.00 will be made to any participant cancelling before 15 July 2011. After 15 July 2011 the full registration fee will apply to all cancellations. However, if you are unable to attend, substitutes are welcome at no additional cost. Conference Co-ordinators will confirm receipt of your alteration or cancellation in writing.

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

Social Functions

Welcome Reception

Sunday 21 August 2011 5.30pm – 7.30pm

No charge for full registered delegates

\$40.00 per person for day delegates and guests

ACWAP Excellence in Policing Awards Dinner

Tuesday 23 August 2011, 7.00pm – 11.00pm

The conference dinner will incorporate the 2011 Annual Excellence in Policing Awards presentations. Since 1999, the Council has presented these prestigious awards to the women and men who are making a real difference to policing.

No charge for full registered delegates

\$135.00 per person for day delegates and guests

Accommodation

To book your accommodation at the rates listed below complete the appropriate section of the registration form. Bookings are subject to availability and should be made prior to Friday 15 July 2011.

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

NOTE: Your credit card details are required to guarantee your room. Neither the Conference Co-ordinators nor the hotel will make any charges against your credit card, unless you fail to give at least 21 days notice in writing of your cancellation or if less than 21 days prior to arrival your booking is reduced or cancelled, in which case full payment will be required unless the room(s) can be resold. Full payment of your account will be required at the time of your departure.

Hotel Grand Chancellor

1 Davey Street, Hobart

The venue for the conference, Hotel Grand Chancellor overlooks the picturesque Constitution Dock, is adjacent to the CBD and is a 5 min walk to Salamanca Place. The hotel features a fully equipped gym, an indoor heated pool, a restaurant and bar. Rooms are equipped with tea and coffee making facilities, mini bar, broad band internet connection, iron and ironing board.

- Mountain View Standard
Single/Twin/Double \$200 per room per night
- Harbour View Standard
Single/Twin/Double \$235 per room per night

Hotel Collins

58 Collins Street, Hobart

Located within a 5 minute walk from the Conference Venue, the rooms feature mini bar, broadband internet access, iron and ironing board. The apartments are equipped with kitchenettes and include tea and coffee making facilities.

- Queen Room Single/Double \$165 per room per night
- One Bedroom Apartments \$209 per apartment per night
- Two Bedroom Apartments \$369 per apartment per night

The Old Woolstore

1 Macquarie St, Hobart

Located just one block from the Conference venue this property is a great value for money option. All rooms are equipped with iron, ironing board, kitchenette and a work desk with high speed internet port.

- Studio Apartment \$174 per apartment per night
- Two Bedroom Apartments \$285 per apartment per night

REGISTRATION FORM

The 7th Australasian Women and Policing Conference

Police and Community: Making It Happen!

Hotel Grand Chancellor, Hobart

21-24 August 2011

For more than one delegate please photocopy

Return to: Conference Co-ordinators, PO Box 139 Calwell ACT 2905 AUSTRALIA

Phone +61 2 6292 9000 Facsimile +61 2 6292 9002 Email conference@confco.com.au

Register online at www.acwap.com.au

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

Title

First Name

Surname/Family name

Organisation

Mailing Address

City State Postcode Country

Phone Fax

Email.....

Name for Badge.....

Privacy Disclosure

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

Conference Registration

ACWAP Member - Full Registration Fees: Early (payment received by 28/02/11) \$770.00 ☐

Standard (payment received by 15/07/11) \$880.00 ☐

Late (payment received after 15/07/11) \$990.00 ☐

ACWAP Member – Day Registration (per day) Early (payment received by 15/07/11) \$300.00 ☐

Late (payment received after 15/07/11) \$350.00 ☐

Day(s) attending ☐ Monday ☐ Tuesday ☐ Wednesday

Non-ACWAP Member - Full Registration Fees: Early (payment received by 28/02/11) \$880.00 ☐

Standard (payment received by 15/07/11) \$990.00 ☐

Late (payment received after 15/07/11) \$1100.00 ☐

Non-Member – Day Registration (per day) Early (payment received by 15/07/11) \$350.00 ☐

Late (payment received after 15/07/11) \$400.00 ☐

Day(s) attending ☐ Monday ☐ Tuesday ☐ Wednesday

Special Requirements (e.g. dietary)

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REGISTRATION FORM CONTINUED

Social Functions

Welcome Reception (Sunday 21 August 2011)

One ticket to the Welcome Reception is included in the full registration fee and you can purchase additional tickets for guests.

Full registrants: I will be attending ☐ Yes ☐ No
Number of tickets for day delegates or guests@ \$40.00 each Total \$

Excellence in Policing Awards Conference Dinner (Tuesday 23 August 2011)

One ticket to the Awards Dinner is included in the full registration fee and you can purchase additional tickets for guests.

Full registrants: I will be attending ☐ Yes ☐ No
Number of tickets for day delegates or guests@ \$135.00 each Total \$

Registration and Social Function Payment Details

NOTE: Credit Card payment is not available for this conference

- ☐ I have transacted an Electronic Funds Transfer to the ACWAP Account. My payment reference is
(Bank: Commonwealth, Branch: Canberra City, BSB:062 919, Account Number:1023 5880)
- ☐ I am forwarding a cheque made payable to ACWAP
- ☐ Please issue an invoice (invoices are automatically issued on receipt of registration)
- ☐ I am faxing my registration, payment will follow

Accommodation

PLEASE NOTE: Your credit card details are required to guarantee your room. Neither the Conference Co-ordinators nor the hotel will make any charges against your credit card, unless you fail to give at least 21 days notice in writing of your cancellation. If less than 21 days prior to arrival your booking is reduced or cancelled, full payment will be required unless the room(s) can be resold. Full payment of your account will be required at the time of your departure.

| | | | | |
|-------------------------------|--------------------|---|--|--|
| Hotel Grand Chancellor | Mountain View Room | <input type="checkbox"/> Single \$200.00 | <input type="checkbox"/> Twin \$200.00 | <input type="checkbox"/> Double \$200.00 |
| | Harbour View Room | <input type="checkbox"/> Single \$235.00 | <input type="checkbox"/> Twin \$235.00 | <input type="checkbox"/> Double \$235.00 |
| Hotel Collins | Queen Room | <input type="checkbox"/> Single \$165.00 | <input type="checkbox"/> NA | <input type="checkbox"/> Double \$165.00 |
| | One Bedroom Apt | <input type="checkbox"/> Single \$209.00 | <input type="checkbox"/> NA | <input type="checkbox"/> Double \$209.00 |
| | | <input type="checkbox"/> Two Bedroom Apt \$369.00 | Number of people sharing | |
| The Old Woolstore | Studio | <input type="checkbox"/> Single \$174.00 | <input type="checkbox"/> NA | <input type="checkbox"/> Double \$174.00 |
| | | <input type="checkbox"/> Two Bedroom Apt \$285.00 | Number of people sharing | |

Date of Arrival.....Date of Departure.....

Estimated time of arrival.....Sharing with (if applicable)

Special Requirements

Credit Card Guarantee for Accommodation

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

☐ Mastercard ☐ Visa ☐ American Express

Card Number

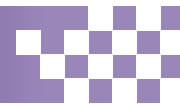
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Card Holders NameSignature.....

Expiry DateIs this a corporate card? YES/NO

RETURN TO:

Conference Co-ordinators - ACWAP Conference
PO Box 139, Calwell ACT 2905 OR Fax (02) 6292 9002
ACWAP ABN 35 250 062 539



NEW SOUTH WALES POLICE FORCE SPOKESWOMEN'S NETWORK



"NETWORKING IS AN ESSENTIAL PART OF BUILDING WEALTH"

– ARMSTRONG WILLIAMS

THE AUTHOR: INSPECTOR LYN KAESLER, Chairperson Spokewomen's Network

Lyn Kaesler is a Commissioned Officer in the NSW Police Force with 25 years experience in all facets of policing including General Duties, plainclothes Anti-Theft Squad, Detectives, Education & Development Officer, Traffic, Venue Commander at the Sydney 2000 Olympics, Commander of a Target Action Group addressing drugs, Project work and operational Duty Officer. She holds a Graduate Certificate in Applied Management and a Diploma in Applied Policing. She is a current committee member of ACWAP and has been an Executive Member of the Spokeswomen's Network in NSW for three years and is the current Chairperson.

"THE CURRENCY OF REAL NETWORKING IS NOT GREED BUT GENEROSITY"

– KEITH FERRAZZI

ABSTRACT

Women's networks have been in existence for many years and some of the more common examples exist within communities as mothers & babies groups, sporting groups, women's guilds and associations, P&C committees within schools and local church groups. The power and influence of networks can be seen in business, government and politics where friendships and relationships are often used for individual gain and personal ego. However, true networking is about building relationships and friendships, building trust, and tapping into the experiences of others whilst supporting others by sharing your own experiences, and in this way establishing positive associations with people. The NSW Police Spokeswomen's Network was born out of compliance with State Government policy but over 30 years has evolved into a constructive, focused and dedicated team of women determined to improve the experiences that women have in policing in New South Wales.

INTRODUCTION

The NSWPF Spokeswomen's Network was established under the guidelines set out by the Dept. of Premier and Cabinet (DPC).

The philosophy behind the program was to provide women building their careers with the opportunity to develop



Corporate Spokesperson for Women in Policing – Assistant Commissioner Carlene York APM. Spokeswomen's Network Chairperson 2010 – Inspector Lyn Kaesler.

their skills, learn about their agency, meet like-minded women and promote women's work and career needs.

Since 1977, the Spokeswomen's Program has raised women's public sector profile, developed women's career opportunities and improved agencies' skills and management expertise.

Since its inception the Program has sought to make the public sector work

better for women by:

- Improving women's learning and development opportunities and career paths
- Increasing women's representation in management and senior positions
- Increasing women's participation in non-traditional occupations
- Attracting women to, and retaining women in, public sector careers



Commissioners Perpetual Award 2009. Winner – A/Sgt Sue Kady and Commissioner Andrew Scipione.

- Maintaining women's representation across the sector
- Through the program, spokeswomen have developed their skills, confidence and networks. They have also had the opportunity to learn about and promote:
 - Women's employment issues
 - Professional networks
 - On-the-job learning and formal training
 - Team work among women
 - Participation in agency and inter-agency Spokeswomen's events and activities
 - Structured network opportunities across and beyond the agency
 - Participation in policy development and implementation

Personal benefits to the Spokeswomen and their agency come in the form of:

- Encouragement to reach their potential
- Building of positive morale
- Re-invigorated staff who are more likely to remain in the organisation
- Ability to organise and participate in learning and development activities in a cost effective way

MOVING FROM GOVERNMENT PROGRAM TO AGENCY PROGRAM

During 2004/2005 the NSW State Government conducted a review of the Spokeswomen's Program that had been administered for other government agencies at a central point in the DPC. As a result of the review the DPC decided in 2008 that it would no longer centrally administer Spokeswomen's Programs. The review concluded that the Programs worked best if they were customised by the agencies to meet the specific needs

of their female workforces.

For over 20 years the NSW Police Force had been running its Spokeswomen's Program independently of the DPC and had established the Program under the direction of a Corporate Spokesperson for Women in Policing in the early 1990s. Since 1990 a succession of senior women in NSW Police have held the position of Corporate Spokesperson. Some of these include Assistant Commissioners Christine Nixon, Lee Shearer and Carlene York and Superintendents Lola Scott and Kim McGee.

Under their guidance, direction and leadership the Spokeswomen's Network has grown into a body truly representative of women in the workplace. The current Network is a blend of civilian and sworn officers representing every business unit and command in the organisation.

The Spokeswomen's Network is supported by the Commissioner of Police and his senior Executive Team. Executive Team members attend general meetings, the biennial conference and the AGM of the Network to reinforce support, provide information and consider requests made by the Network committee members.

Over the past 10 years the Spokeswomen's Network has expanded by attracting enthusiastic and competent women who have taken the concept to a very professional level. These women have achieved the development of a Strategic Plan and Charter for the Network and have worked hard to electronically capture the history, processes, procedures and achievements of the group.

The Spokeswomen's Network now shares a partnership with the

Workplace Equity Unit (WEU) with WEU providing administrative support to the group. The network is financed by the Commissioner via a budget given to the WEU of which the Spokeswomen's Network is allocated a portion. This is a recurrent budget and ensures that programs and activities can be financed.

At present there are 18 positions on the Network and these are structured so that each spokeswoman has responsibility to approximately 400 women in the area they represent. In larger areas where 800 women work, 2 spokeswomen represent that area.

WHAT DO SPOKESWOMEN DO?

In New South Wales the Spokeswomen have a variety of activities that they are involved in. Predominantly they:

- Network and consult with women employees
 - Share information about employment and other issues
 - Coordinate & manage the Spokeswomen's budget
 - Plan, promote and deliver training / development opportunities
- Some of the very specific activities of the Spokeswomen are:
- Planning and delivering a biennial conference
 - Planning and delivering localised Development Days
 - Assisting WEU to deliver Women in Policing breakfasts and lunches featuring professional motivational guest speakers
 - Attending the Police College to speak with female students to promote the existence of the Spokeswomen's Network and to talk about the "Fitting In or Standing Out" booklet
 - Deliver an International Women's Day event each year (8th March)
 - Create and circulate a bi-monthly newsletter for women
 - Involvement in the "Fitted for Work" program - a community service that seeks to prepare and clothe women who are attempting to return to work
 - Participation in an e-Mentoring Program for women coordinated by DPC
 - Attendance at workshops and seminars conducted by other women's networks and groups
 - Participate in & organise Senior Women's Network dinners
 - Promote awards for women – in particular the Commissioners Perpetual Award for the Advancement of Women in Policing and the Australasian Council of Women and Policing (ACWAP) annual awards



- Maintain an intranet site for Women in Policing
- Submit articles promoting women in the *Police Monthly* internal magazine
- Supporting and attending ACWAP conferences
- Submitting articles to the ACWAP magazine

SKILLS THAT SPOKESWOMEN ACQUIRE IN THEIR ROLE

Involvement with the Network opens up a range of opportunities for women in the organisation. It exposes them to:

- Public Speaking – at meetings, development days, biennial conference and talking to female students at the Police College. Spokeswomen are encouraged to step forward and build their skills in this area. At conference they introduce themselves and guest speakers and this involves fronting an audience of 400 people
- Finance – the network has an executive position of Treasurer and this role allows the person to develop skills in managing a budget and gaining some corporate knowledge of the Finance system
- Minute taking – allows the Secretary to develop skills in listening and accurately capturing the information and actions of each meeting
- Meetings – expose spokeswomen to formal structure, procedures and processes that are common to most groups or committees in and out of policing
- Networks – building and understanding the value of networks and contacts. Spokeswomen learn how to make contact and share experiences with like-minded women
- Planning and organisation – in delivering a development day the spokeswomen must first survey the women they represent and then plan a development day tailored to the identified needs. This includes co-ordinating a venue, speakers, agenda, catering, resource materials and finance. They also prepare a formal evaluation of the day
- Corporate Knowledge – spokeswomen actively get involved with areas of the organisation that they would not generally interact with. Sections like Internal Customer Services (Finance), Corporate Design (Posters, booklets), Public Affairs (*Police Monthly* magazine articles), Workplace Equity Unit (HR Policy and workplace disputes). They also get the chance to find out about one another and roles performed by uniformed and civilian employees



Spokeswomen's Network Conference – 2008.

- Teamwork – Spokeswomen are given individual tasks and joint tasks and learn the value of drawing on experience and other peoples skill sets to achieve a successful outcome

HOW THE NETWORK IS ELECTED

Each year an Annual General Meeting is held in December where interested parties can nominate for Executive positions or committee positions on the Spokeswomen's Network. Traditionally the Executive positions have been filled by existing Spokeswomen after spending some time observing and participating in the Network.

The newly elected Chairperson takes carriage of the meeting after elections and welcomes all new members. The AGM also ratifies any new members to the network who joined during the year as temporary members. The new committee usually takes over in the February of the following year when they hold their first meeting.

Spokeswomen are elected for two years with the option to remain for a third year. Their initial nomination has to be supported by their Commander and they are selected by the existing Network committee members based on their approved nomination/application. Existing members assess applications keeping in mind the need to offer development opportunities to inexperienced applicants, to maintain a mix of sworn and civilian members and to keep rank and corporate knowledge amongst their membership.

If a Spokeswoman is transferred during her time on the Network she must resign her position unless a representative



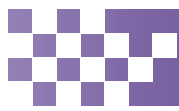
Spokeswoman vacancy exists in the area to which she is being transferred.

The position of Spokeswoman is voluntary and does not attract any specialist allowance. It is usually performed in addition to normal duties.

INDUCTION

"THEY MAY IN THE FUTURE INDUCT PEOPLE WHO DESERVE IT MORE THAN I, BUT THEY WILL NEVER INDUCT ANYONE WHO APPRECIATES THIS HONOUR MORE THAN I"
– BOB BARKER

Becoming a Spokeswoman is an exciting and challenging step. Networks can open and close doors of opportunity in your private and work lives. A contact can be your introduction into a specific area or field or provide you with valuable information for a job opportunity, promotion or direction to take on a particular issue. My experiences over the last three years have been some of the most rewarding and satisfying highlights in my career and it



has been an honour to be a Spokeswoman.

New committee members to our Network receive an Induction Package and further induction takes place at their first meeting where they are introduced to all of the members, introduced to the Intranet site and its contents and to the contents of a shared drive dedicated to the Spokeswomen (where we store all of our records and history).

Each year the current Executive Members are encouraged to prepare a handover report for the information and guidance of newly elected Executive Members. This ensures that the operation of the Network can continue quite seamlessly into the new year with direction, focus and a good foundation.

This induction process can take a day or half day but is vital in setting in place strong and comfortable working relationships. We leave "rank" at the door and ensure that each Spokeswoman has a name plate reflective of this policy. This policy gives a guide to how things should be done and it has to be reinforced by actions each time the group meets.

GETTING THE NETWORK TOGETHER...ITS ALL ABOUT SUPPORT

One of the challenges of any successful Network is making sure that its members can meet face to face on a regular basis and engage in formal conversation and informal conversation around the coffee machine!!

With the support of a highly ranked Corporate Spokesperson for Women in Policing, the Network in NSW has been able to secure that support. Once selected the Corporate Spokesperson issues a formal acceptance letter to the applicant and their Commander setting out the expectations and responsibilities of both the applicant and their Commander. We then encourage the new member to meet with their Commander and brief them on how they will be able to assist the Commander during their term of office.

The Network conducts quarterly meetings over 2 days in the Sydney CBD in February, May, August and November. The AGM is in December. Spokeswomen travel from all over the State for these meetings with travel and accommodation paid for by the Region that they represent. In busy years we sometimes conduct Interim Meetings (1 day) to resolve issues or finalise actions but do not expect all of the rural representatives to attend.

To keep the support going each Spokeswoman is encouraged to invite their direct Commander and Region Commander to any event that they are holding in their area. The biennial conference creates the opportunity to invite all of the Commissioners Executive Team and all of the Assistant Commissioners to attend. This is a showcase event for the Spokeswomen and is a practical example of the professionalism and competence of the Network.

A highly ranked Corporate Spokesperson (Assistant Commissioner) has allowed the Network to have a dialogue with a senior officer who then meets regularly with the Commissioner and Deputy Commissioners. This connection has then opened the door for the Deputy Commissioners to attend Spokeswomen meetings to meet committee members and present information and to attend the AGM.

OUTCOMES AND RECORDS

One of the important lessons learned over the years of the NSW Spokeswomen's Network is the importance of keeping records, creating and maintaining structure and being able to report achievements in a meaningful way.

of the event and surveys have been standardised so that consistent information can be collected from the women in the field that they represent.

Spokeswomen also prepare individual Action Lists that give a short dot point account of the activities that they have been completing in between meetings. These lists support information for an annual report where all of the activities of the Network are captured and presented to the Deputy Commissioner for Field Operations.

Observers like to know what is being achieved by a committee or network and why a Spokeswomen's Network needs to exist. Overcoming perception, lack of information and misinformation about the Network remains a challenge that will continue to be addressed by the group through its Publicity Officer and activities that it conducts.

THE IMPORTANCE OF RAISING AWARENESS AND MARKETING

For the last 2 years our Network has focused on having a committee member dedicated to being the Publicity Officer for the group. This officer has written articles for our internal



International Women's Day Breakfast 2010.

Various groups of Spokeswomen have been able to introduce an Intranet site, a Charter, a Strategic Plan, working protocols between themselves and WEU, an action report listing the achievements that have met their stated objectives in the Strategic Plan and preparation of information for the NSW Police Force Annual Report.

Templates for evaluating Development Days and other events have been developed so that Spokeswomen can effectively capture the success

magazine, designed posters, purchased compendiums for our Spokeswomen and offered suggestions for marketing items. At present our Network takes pens, stress balls and water bottles to events that we conduct and we give them away to the participants. We have sent out our posters to every business unit in the organisation but realize that we cannot ensure that every poster is displayed. We cannot influence where they are



SPOKESWOMEN'S NETWORK

Our vision

We envision an open and just working environment in which women share their talents and voices equally in management and policy making to improve the quality of policing as a profession.

What we do

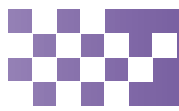
- Encourage the development of career opportunities for all women in the organisation
- Co-ordinate development activities at a local level
- Support women seeking promotions
- Promote general awareness of concerns relating to women within the workplace
- Act as a reference point and provide support to all women in the organisation
- Work towards breaking down attitudinal barriers to equal employment opportunities
- Influence policy relating to women
- Develop an informal/formal communication network

For more information on the Spokeswomen's Network and details of your local representative go to:

Intranet site: [http://intranet.police.nsw.gov.au/strategy and knowledge maps/women in policing/spokeswomen's network](http://intranet.police.nsw.gov.au/strategy%20and%20knowledge%20maps/women%20in%20policing/spokeswomen's%20network)

Email: #SPOKESWOMEN

Your local Spokeswomen's Network Representative is:



displayed either, although we try to give them to women who have attended our events and ask them to champion our cause in the workplace.

We have developed our own logo (a circular wheel with the female symbol at the bottom of it) and our own colours (purple, green & white) and we ensure that they are displayed on everything that we do – whether it is an agenda or a ‘with compliments’ slip, we take the opportunity to market. We put our photo on anything we send to the women that we represent, so that they get to know our faces and will hopefully approach us at events that we both attend.

We have forged a good relationship with the editor of our Police magazine and this medium prints all of our articles with logos and with purple or green titles and framing so that they are immediately recognisable as being Women in Policing articles. We have tried to get some sort of publicity in every magazine produced and have achieved publicity in 9 editions last year. Some of the editions included Spokeswomen Profile articles so that women could learn a little bit about committee members.

We have established a bi-monthly newsletter and this is sent out by each of the Spokeswomen directly to women that they represent. We have specific email distribution lists for this purpose.

The biennial conference has allowed us to spend money on generic banners (large) and banner bugs (transportable smaller banners) that advertise our Network and can be used as a feature at Development Days, conferences and other events.

At grass roots level our Spokeswomen present to and speak with Student Police at our Police College in the week prior to their graduation. The presentation gives them an insight into and information about the Network as well as preparing them for real life as a female police officer. Students are able to ask questions and tap into the experiences of our Spokeswomen and commence a relationship that hopefully benefits both parties.

GIVING SOMETHING BACK TO THE COMMUNITY

As Spokeswomen we have become acutely aware of women's issues within the organisation and the experiences of women in the community who come into contact with our organisation. We have forged relationships with some amazing women in the community and have good working relationships with other networks.

We have some amazing Spokeswomen within who have identified worthy causes in the community and encouraged our group to support those causes.

“One of the challenges of any successful Network is making sure that its members can meet face to face on a regular basis and engage in formal conversation and informal conversation around the coffee machine!!”

One such cause is the Fitted for Work program with which we have been associated for the past two years. Fitted for Work is a volunteer based organisation committed to helping long term unemployed and disadvantaged women obtain work, maintain employment and ultimately achieve financial independence. They do this by working with women to improve their presentation and interview skills, running workshops in career, personal and financial management and supplying business standard clothing and accessories so that they can return to employment with confidence. Our Network supports Fitted for Work by coordinating the collection of clothing, shoes and accessories from women in our organisation and transporting them to their offices.

We also support charities with fund-raising from our biennial conference. The Network seeks gifts and prizes from sponsors and raffles them to raise money. In 2008 proceeds of the raffle were donated to the Breast Cancer Institute of Australia and in 2010 monies will go to a homeless older women's refuge run by St Vincent de Paul.

Individual Spokeswomen have also supported Rotary Awards, attended schools to speak with students and participated in other Government programs like “Girl Savvy” to prepare Year 10 and 11 high schools students with life skills.

GIVING AND SHARING EXPERIENCES

One of the crucial activities of our Network, apart from delivering our biennial conference is providing professional development opportunities for sworn and civilian employees in our organisation. Each of the Spokeswomen is encouraged to submit a proposal to

conduct a Development Day for the women that they represent. On average two development days are conducted per calendar year and are supported by

all available Spokeswomen. The agenda for the day is dictated by the needs of the women they are representing and allows scope for speakers from within and external to the organisation.

The Development Days have become a vehicle for Spokeswomen to exercise their planning and organisation skills, their public speaking abilities and to market the Network. The focus is on the development of those who attend, but there is opportunity for individual style and the personality of the Spokeswoman to shine through. Most often the women who attend want access to senior police officers who can relate their work and life experiences and who make themselves available for question time. Most attendees want to know the “how to” involved in job applications, interviews, work/life balance and a variety of other subjects. These sessions often normalise a lot of situations and experiences that women have been reluctant to talk about and it allows them to share experiences and coping strategies.

The biennial conference, development days and Women in Policing events that are conducted by our Spokeswomen deliver professional development in line with the objective in our Corporate Plan.

OUR ACTIVITIES IN DETAIL...

Biennial Conference

The biennial conference is the showpiece of professional development offered by the Spokeswomen's Network. It is a major event attracting over 400 participants and approximately 150 or more persons on the reserve list each time it is conducted.

The network draws funding for this event from the Women in Policing budget, split over two financial year budgets to pay for venue hire and



Fitted for Work – 2009.



catering for the 400 attendees. All other monies are raised by private sponsorship of the event by a number of corporate sponsors (Police Credit Union, Hellweg International Pty Ltd, White Lady Funerals, Britax Automotive Equipment, Pacific Data Systems, Police Association of NSW, Maxxia and Sutton Motors Arncliffe). A number of minor sponsors provide donations of goods for the conference bags.

The conference provides an opportunity for the Network to plan, organise, coordinate and conduct a professional event that brings together high quality speakers from around the State and the Country. It also showcases the Commissioner's Perpetual Award for the Advancement of Women in Policing with a formal presentation to gold and silver recipients by the Commissioner. The event is attended by the Minister for Police who is afforded the opportunity to open the event and witness this organisation's commitment to women.

Last year was a conference year and the event was conducted on the 22nd October, 2010 at the Dockside Convention Centre, Darling Harbour. Spokeswomen were assigned the following tasks for the event: Guest management, program design and production, management of volunteers in policing, banner design and production, venue management, gift management, sponsorship management, development of a PowerPoint presentation loops, coordinating and running audio visual equipment, registration processes, VIP management, publicity, stage management and fundraising duties.

Each of the jobs provided an opportunity for the individual to develop themselves in a skill they don't usually perform at work and the chance to organise a major event outside of their regular job description.

Evaluation of the event over the past four years confirms that the conference is an impact event that has the result of motivating and inspiring the delegates who attend. Speakers have provided rare and valuable insight into life experiences that have shaped their careers and given them strength in challenging times. The variety of speakers has also afforded women in this job a chance to understand that many of the issues and concerns that confront them are shared across other organisations and workplaces.

Student Information Days at the Police College

Sworn members of the Network participate in information days for female student police officers in the week prior to their graduation. The original concept for this was developed by Sergeant Donna Bruce whilst she was at the Goulburn College and also acting in the position of assistant to the Corporate Spokesperson for Women in Policing.

Since its inception the Spokeswomen have taken over the responsibility of speaking to female students and preparing them for life as a police officer. The presentation given has been developed to provide information regarding organisational structures, the role of the Spokeswomen, useful contacts

in the organisation and real life experiences of policewomen 'in-the-job'.

The formal presentation addresses promotion, career aspirations, creating the right first impression, building and retaining reputation and the dangers of social media (Twitter and Facebook). It is an interactive session and the audience are encouraged to ask questions and draw on the experiences of the Spokeswomen presenting the session.

Spokeswomen also hand out a booklet produced by ACWAP and entitled "Fitting in or Standing Out". The book gives an account of some real life experiences by women in policing and some of the strategies they have used to cope with those experiences. The book also details a number of different networks and contacts that might be useful to new female officers.

Spokeswomen's Newsletter

The concept of a newsletter to communicate information amongst Spokeswomen is not a new one. In 2010 the Spokeswomen's Network has updated and extended this approach, issuing a newsletter to all of the sworn and unsworn employees that they represent by personalised email.

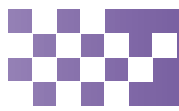
The newsletter is produced on a bi-monthly basis and delivers key messages in an abbreviated format. Distribution of the newsletter relies on individual spokeswomen accessing email lists for their areas and taking responsibility for sending the email out. The email lists are updated every two months by WEU obtaining information from the SAP system regarding the location of women in the organisation. Spokeswomen use the edited information in the spreadsheets to maintain a current list of persons they represent in their email distribution lists.

The newsletters have allowed information distributed on NEMESIS (our Statewide messaging system) and issues from Spokeswomen's meetings to be advised and circulated to women in the workplace. The newsletters also provide them with the name and contact details of their Spokeswoman and links to information on the Women in Policing intranet site.

Newsletters were issued in February, May, July, September and November last year.

Police Weekly/Monthly Articles for 2010

Through an elected Publicity Officer for the Spokeswomen's Network we have been able to produce a number



of articles providing information about the Women in Policing program and future activities of the program, articles that have raised awareness about the profession of policing from a female perspective, articles raising awareness regarding the role of the Spokeswomen's Network and profile articles identifying Spokeswomen in the workplace.

The intent of the publicity has been to profile the Spokeswomen's Network, its links with the Women in Policing program and its corporate function in supporting women in the workplace. The publicity has also targeted and promoted development opportunities that exist for women so that they can take advantage of meeting with like-minded persons, establish and strengthen networks and build individual resilience through the exchange of experiences and information.

Awards

The Spokeswomen's Network actively involves itself in the promotion of the Commissioner's Perpetual Award for the Advancement of Women in Policing (CPAAW) and the Australasian Council of Women and Policing (ACWAP) Awards.

The Commissioner's Perpetual Award for the Advancement of Women in Policing (CPAAW) was established in 2006 to acknowledge and showcase NSW Police Force efforts and achievements in elevating the standing of women, and particularly to increase women's representation in the NSWPF and improve their experiences of work – their career paths, their professional networks, their right to work in harassment and discrimination free workplaces and their opportunities to work flexibly.

The presentation of the CPAAW gold and silver awards is coordinated as part of the biennial conference to promote work that is being done for women in the organisation and in the community.

The spokeswomen are tasked with identifying potential candidates for the awards and also assisting employees to nominate those candidates.

Their active involvement in this process has ensured that high quality nominations are put forward for both processes.

Women in Policing Events/Women in Policing Program

The partnership between the WEU and the Spokeswomen's Network has resulted in the effective delivery of two Women in Policing events under the Women in

Policing Program. The WEU has limited resources to deliver the events and calls on the 'man-power' of Network members to carry out various tasks in the lead up to the event as well as on the day.

In the past year the partnership has delivered an International Women's Day event and a 'Women in Policing' event. Similar to the development days conducted by Spokeswomen, these days provide an opportunity for women to gather and exchange experiences, ideas and information. The events last year have utilised the services of professional key note speakers who have provided insight into the world outside policing. Speakers have included Margaret Taylor from the Bega Community Action Group, Natalie Newman (a former police officer and ovarian cancer survivor) and Janine Shepherd (a winter Olympics athlete) who had her life turned upside down by a motor vehicle accident.

The events have also been a way in which the Spokeswomen can promote their services by formally presenting information to executives of the organisation and employees attending the event.

Development Days

Development Days are the responsibility of the individual spokeswomen to conduct. On average members of the Network are able to conduct two such days annually. The number conducted is very much dictated by a limited budget allocated for this activity.

Spokeswomen do encourage their local business units and Regional Commands to assist in the financial support of these events, but if funding is not forthcoming they are financed entirely from the Spokeswomen's Network portion of the Women in Policing budget. This funding pays for catering, administrative costs (certificates, folders, handouts etc.), venue hire, speakers and speaker gifts.

Prior to conducting a Development Day, Spokeswomen are tasked with surveying the women they represent and then providing them with an agenda of guest speakers who address the issues, areas of interest and concerns of the attendees. The development days are an opportunity to promote the internal HR policies of the organisation, the leadership programs available, the internal business units available to support women and a number of very accomplished police and public servants working within the organisation. Many of the keynote addresses have left women inspired and reinvigorated as

they offer the opportunity to exchange information and experiences that build capacity and resilience in individuals.

The development days are well attended by Public Servants and this type of development often fills the award requirements to provide training and development that is not otherwise offered in their workplace.

In 2010 the State Crime Command (SCC) and Specialist Area spokeswomen conducted development days. They were ably supported in this task by other spokeswomen who were able to attend their allocated day. Financial support was given by the Commander of SCC and individual Commanders of Specialist units, including the Deputy Commissioner for Specialist Areas. This additional funding allowed for approximately 100 delegates to attend each development day and payment to be made to engage professional, high calibre speakers for these two events.

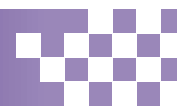
Each development day is evaluated with a standardised evaluation form so that accurate and consistent feedback is achieved. The evaluations are then used to reflect upon and improve future events.

CONCLUSION

From humble beginnings the NSWPF Spokeswomen's Network has evolved dramatically and established itself as the most successful and robust Network across all of the State Government agencies.

The Network has an ongoing interest and concern in maintaining its presence and involvement in Women in Policing events and activities in this State. It moves forward with a sense of pride and achievement, but also with the knowledge that there is more to do. In the coming years it looks forward to an involvement in planning for an ACWAP Conference in 2015 that will coincide with 100 years of Policewomen in NSW. The Network has also targeted the development and implementation of a formal mentoring program and to undertake research into what women in the work force (within NSWPF) want, what makes them stay in this job, what makes them leave this job and the importance of pursuing rank versus job satisfaction and work/life balance.

The Network has established that it is both relevant and necessary to the ongoing support of women in policing in this State and that it can make a valuable contribution by supporting objectives in the Corporate Plan. We look forward to the work it can achieve in the next few years...



GENDER EQUITY

IN AUSTRALIAN AND NEW ZEALAND POLICING:

A FIVE YEAR REVIEW 2003-2008



This article appears courtesy of the Australasian Institute of Policing Inc. (AiPol) and with permission of the authors.

INTRODUCTION

The following is a summary report¹ on the status of women in Australian and New Zealand Policing. The research was carried out across 2009 and into 2010, and involved two separate methods of data collection.

Study 1 involved collecting data from police annual reports from 2003/4 to 2007/8 on the numbers of male and female officers at all ranks and information on gender equity issues and initiatives.

Study 2 involved writing to the directors of all the police human resource management sections seeking the following information:

1. Male and female application and recruitment numbers for each year from 2003/4 to 2007/8.
2. Male and female promotion application and promotion numbers for each year from 2003/4 to 2007/8.
3. Complaint or incident data, by gender, in relation to sex discrimination and/or sexual harassment, and the form of resolution, for each year from 2003/4 to 2007/8.
4. Male and female separation numbers by gender and reason for separating for each year from 2003/4 to 2007/8.
5. Male and female rates of deployment across sections (e.g., general duties, detectives, specialist squads, administration) for each year from 2003/4 to 2007/8.
6. Any regular or special reports, such as EEO management plans and reports or internal non-confidential reports on gender issues.

The letters of request for Study 2 were sent in April 2009 to nine police departments: New Zealand, the Australian Federal Police, the Northern Territory, Western Australia, South Australia, Tasmania, Victoria, New South Wales and Queensland. All departments except Victoria provided data by January 2010.

STUDY 1

Table 1 shows the percentages of women police in all departments in 2003-4 and 2007-8. The total for Australia for 2007-8 was 25.3%, an increase of 1.75% over the five year period or a 0.3% per annum increase on average. There was, however, considerable variation between departments, with NSW having the highest percentage at 34.00% and Western Australia having the lowest percentage at 19.73%. Changes over time were also variable, with the largest increase of 4.54% in Victoria and the AFP reducing in numbers by -2.29%. In New Zealand there was a 1.5% increase from 15.6% to 17.10%. The overall trends for the two countries are shown in Figure 1 and rank ordered in Figure 2.

Table 1: Sworn Female Officers, Australia and New Zealand

| Jurisdiction | 2003-2004 % Women Police | 2007-2008 % Women Police | % Change |
|------------------------|--------------------------------|--------------------------------|--------------------------|
| AFP | 24.29 | 22.00 | -2.29 |
| NSW | 33.00 | 34.00 | +1.00 |
| NT | 29.00 | 28.20 | -0.80 |
| QPS | 21.81 | 25.10 | +3.29 |
| SA | 22.91 | 24.20 | +1.29 |
| Tas | 22.81 | 26.04 | +3.23 |
| Vic | 18.60 | 23.14 | +4.54 |
| WA | 16.00 | 19.73 | +3.73 |
| Australia Total | 23.60 | 25.30 | +1.75^a |
| NZ | 15.6 | 17.10 | +1.50^b |

Figure 1. Sworn female police officers, Australia and NZ, 2003/2004-2007/2008

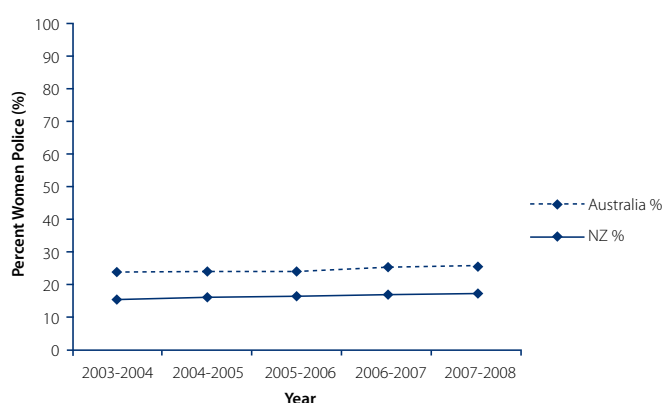
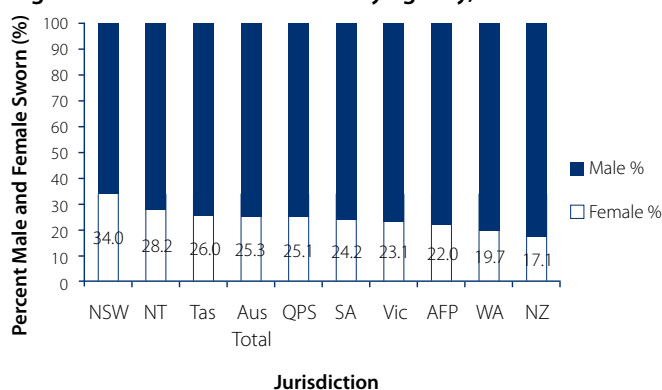


Figure 2. Sworn female officers by agency, 2007/2008



¹ This paper is a summary only. To be published in full as: Prenzler, T; Fleming, J and King, A (2011) 'Gender Equity policy in Australian and New Zealand Policing: A Five Year Review' International Journal of Police Science and Management, forthcoming. WEBSITE: <http://www.vathek.com/ijpsm/home.php>



Figure 3 shows the percentages of female recruits in 2007-8 for those departments that include this figure in their annual report. Marked variations are apparent between, on the one hand, Tasmania with 42.0% and Victoria with 40.0% and, on the other hand, the Northern Territory with 17.9% and New Zealand with 23.9%. Five year trends for recruits are shown for five departments in Figure 4. The trend lines fluctuate but with a small downward trend overall.

Figure 3. Female police recruits, five Australian states and NZ 2007/2008

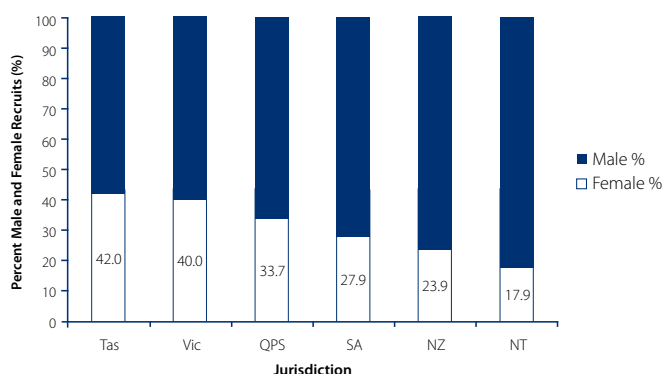


Figure 4. Female recruits 2003/2004-2007/2008 (available data)

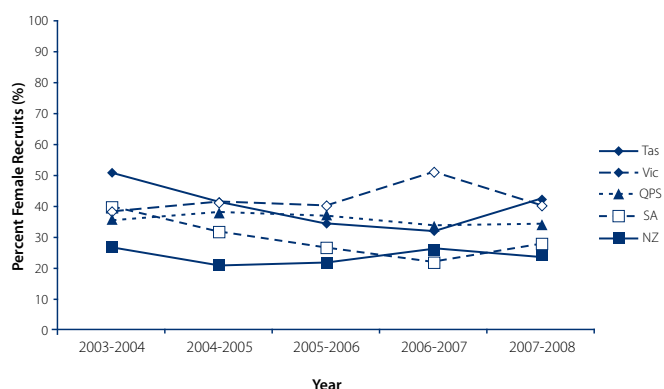


Table 2 reports the female recruit percentages for 2003-4 and 2007-8 for the five departments. Again, considerable variation is apparent. There was a -11.95% decline in South Australia and a 2.00% increase in Victoria, with an overall decline of -5.70% for the four jurisdictions where data were available. In New Zealand, there was a -2.70% decline.

Table 2: Percent Female Recruits (Available Data)

| Jurisdiction | 2003-2004 % Female | 2007-2008 % Female | % Change |
|------------------------------|-----------------------|-----------------------|----------|
| QPS | 35.70 | 33.70 | -2.00 |
| SA | 39.86 | 27.91 | -11.95 |
| Tas | 50.79 | 42.03 | -8.76 |
| Vic | 38.00 | 40.00 | +2.00 |
| Australia Total ^a | 41.09 | 35.91 | -5.18 |
| NZ | 26.60 | 23.90 | -2.70 |

^a QPS, SA, Tas and Vic.

Tables 3-10 summarise the percentage of females in major rank categories for all Australian departments and New Zealand in 2003-4 and 2007-8. The results are again mixed, but with a clear upward direction in most cases.

Table 3: Percent Female by Rank (Northern Territory Police)

| Rank | 2003-2004 % Female | 2007-2008 % Female | % Change |
|--|-----------------------|-----------------------|----------|
| Executive and Commissioned Officers ^a | 16.33% | 21.43% | +5.10% |
| Non-Commissioned Officers ^b | 9.36% | 22.86% | +13.50% |
| Constables and Recruits ^c | 22.34% | 21.24% | -1.10% |

^a Commissioner, Deputy Commissioner, Assistant Commissioner, Commander, Superintendent.

^b Senior Sergeant, Brevet Senior Sergeant, Sergeant, Brevet Sergeant.

^c Senior Constable, Constable, Recruit Constable.

Table 4: Percent Female by Rank (Victoria Police)

| Rank | 2003-2004 % Female | 2007-2008 % Female | % Change |
|--|-----------------------|-----------------------|----------|
| Executive Officers ^a | 9.09% | 18.18% | +9.09% |
| Commissioned Officers ^b | 3.64% | 5.19% | +1.55% |
| Non-Commissioned Officers ^c | 6.54% | 8.80% | +2.27% |
| Constables ^d | 17.85% | 27.67% | +9.83% |
| Recruits in Training | 41.67% | 40.12% | -1.55% |

^a Commissioner, Deputy Commissioner, Assistant Commissioner

^b Commander, Chief Superintendent, Superintendent, Chief Inspector, Inspector

^c Senior Sergeant, Sergeant

^d Senior Constable, Constable

Table 5: Percent Female by Rank (Queensland Police)

| Rank | 2003-2004 % Female | 2007-2008 % Female | % Change |
|--|-----------------------|-----------------------|----------|
| Executive Officers ^a | 6.67% | 13.33% | +6.67% |
| Commissioned Officers ^b | 6.29% | 5.65% | -0.64% |
| Non-Commissioned Officers ^c | 9.73% | 13.77% | +4.04% |
| Constables ^d | 27.47% | 30.99% | +3.52% |
| Recruits in Training | 35.67% | 33.66% | -2.01% |

^a Commissioner, Deputy Commissioner, Assistant Commissioner

^b Chief Superintendent, Superintendent, Inspector

^c Senior Sergeant, Sergeant

^d Senior Constable, Constable

Table 6: Percent Female by Rank (New South Wales Police)

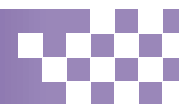
| Rank | 2003-2004 % Female | 2007-2008 % Female | % Change |
|--|-----------------------|-----------------------|----------|
| Executive Officers ^a | 0.00% | Unknown | Unknown |
| Commissioned Officers ^b | 8.74% | Unknown | Unknown |
| Non-Commissioned Officers ^c | 12.81% | Unknown | Unknown |
| Constables ^d | 28.23% | Unknown | Unknown |
| Recruits in Training | Unknown | Unknown | Unknown |

^a Commissioner, Deputy Commissioner, Assistant Commissioner

^b Chief Superintendent, Superintendent, Inspector

^c Senior Sergeant, Sergeant

^d Senior Constable, Constable

**Table 7: Percent Female by Rank (South Australia Police)**

| Rank | 2003-2004 % Female | 2007-2008 % Female | % Change |
|--|-----------------------|-----------------------|-------------|
| Executive Officers ^a | 16.67% | 22.22% | +5.56% |
| Commissioned Officers ^b | 4.76% | 9.63% | +4.87% |
| Non-Commissioned Officers ^c | 7.29% | 11.27% | +3.99% |
| Constables ^d | 26.74% | 29.55% | +2.80% |
| Cadets | 37.21% | 31.01% | -6.20% |
| External Secondments | 11.11% | 0.00% | -11.11% |

^aCommissioner, Deputy Commissioner, Assistant Commissioner^bCommander, Chief Superintendent, Superintendent, Chief Inspector, Inspector^cSenior Sergeant First Class, Senior Sergeant, Sergeant, Brevet Sergeant^dSenior Constable First Class, Senior Constable, Constable, Probationary Constable, Community Constable**Table 8: Percent Female by Rank (Western Australia Police)**

| Rank | 2003-2004 % Female | 2007-2008 % Female | % Change |
|------------------------------------|-----------------------|-----------------------|-------------|
| Senior Executive | 0.00% | 10.00% | +10.00% |
| Police Officers ^a | 15.74% | 19.66% | +3.93% |
| Aboriginal Police Liaison Officers | 28.80% | 33.33% | +4.53% |

^aCommissioned Officers, Sergeants, Senior Constables, Constables, Recruits/DEAT in Training**Table 9: Percent Female by Rank (New Zealand Police)**

| Rank | 2003-2004 % Female | 2007-2008 % Female | % Change |
|--|-----------------------|-----------------------|-------------|
| Executive Officers ^a | 0.00% | 0.00% | +0.00% |
| Commissioned Officers ^b | 7.08% | 5.15% | -1.93% |
| Non-Commissioned Officers ^c | 6.02% | 9.23% | +3.21% |
| Constables ^d | 18.17% | 19.61% | +1.45% |
| Recruits | 26.61% | 23.87% | -2.74% |

^aCommissioner, Deputy Commissioner, Assistant Commissioner^bSuperintendent, Inspector^cSenior Sergeant, Sergeant^dConstable, Matron, Temporary Constable**Table 10: Percent Female by Rank (Australian Federal Police)**

| Rank | 2003-2004 % Female | 2007-2008 % Female | % Change |
|--------------------------|-----------------------|-----------------------|-------------|
| Band 1 | 0.00% | 0.00% | +0.00% |
| Band 2 | 27.68% | 22.03% | -5.65% |
| Band 3 | 30.04% | 23.69% | -6.35% |
| Band 4 | 26.60% | 24.49% | -2.11% |
| Band 5 | 30.17% | 21.33% | -8.84% |
| Band 6 | 20.43% | 24.32% | +3.89% |
| Band 7 | 20.40% | 20.41% | +0.01% |
| Band 8 | 20.41% | 15.69% | -4.72% |
| Band 9 | 14.79% | 15.47% | +0.68% |
| Senior Executive Service | 14.81% | 12.24% | -2.57% |

| | | | |
|--------------------------|-------|-------|-------|
| Statutory Office Holders | 0.00% | 0.00% | 0.00% |
| Casual | 0.00% | 0.00% | 0.00% |

The above listed ranks are salary bands for the AFP workforce, including sworn officers only.

STUDY 2

The following reports data supplied by responding police departments. Not all the data supplied are reported.

1. Application

Only three departments provided total male and female application and recruitment rates from 2003/4 to 2007/8. These are shown in Table 11. There were significantly less women recruits than applicants in the NT (-4.35%) and significantly more female recruits than applicants in Tasmania (+5.28%).

Table 11: Applicants and Recruits Over 5 Years (2003-2004 to 2007-2008)

| Jurisdiction | NT | Tas | WA |
|----------------|---------------|---------------|---------------|
| % F Applicants | 23.68% (635) | 31.92% (544) | 24.67% (1669) |
| % M Applicants | 76.32% (2047) | 68.08% (1160) | 75.32% (5095) |
| % F Recruits | 19.33% (92) | 37.20% (154) | 25.88% (469) |
| % M Recruits | 80.67% (384) | 62.80% (260) | 74.12% (1343) |
| Percent Change | -4.35% | +5.28% | +1.21% |
| χ^2 | $p < .05$ | $p < .05$ | NS |

NT figures do not include ACPOs and Auxiliary (only Constables and above). NSW and NZ provided the % F recruits over 5 years, but not the % F applicants over 5 years, and so were not able to be included in the above table.

2. Promotion

Table 12 shows male and female promotion application and promotion numbers combined for each year from 2003/4 to 2007/8 from three departments. Significantly more females were successful in their applications in NSW (+4.67%) and Tasmania (+8.57%).

Table 12: Promotions and Applications for Promotion Over 5 Years (2003-2004 to 2007-2008)

| Jurisdiction | NSW | Tas ^a | WA |
|------------------|-----------------|------------------|---------------|
| % F Applications | 11.70% (2548) | 8.30% (63) | 9.45% (444) |
| % M Applications | 88.30% (19,221) | 91.70% (696) | 90.55% (4255) |
| % F Promotions | 16.37% (520) | 16.87% (14) | 11.05% (102) |
| % M Promotions | 83.63% (2656) | 83.13% (69) | 88.95% (821) |
| Percent Change | +4.67% | +8.57% | +1.60% |
| χ^2 | $p < .01$ | $p < .01$ | NS |

Data for Tasmania cover 4.5 years (from 1/01/2004).

3. Sex discrimination and sexual harassment

Departments supplied data on this topic in very different forms. Tables 13-21 report these data separately for each department.



Overall, they indicate relatively small numbers of formal complaints or notifications, with the large majority being made by women. Limited information was available on the resolution of complaints. Available information also tended to be vague. Where apparent, most cases were 'resolved' with an apology, informally or with no action taken.

Table 13: Tasmania: Discrimination and/or Harassment Complaints Over 5 Years (2003-2004 to 2007-2008)

| | |
|---|----------|
| Total complaints made and resolved | 9 |
| Total harassment claims | 6 |
| Total discrimination claims | 1 |
| Total harassment/discrimination claims | 2 |
| Number of female complainants across all complaints | 15 |
| Percent of total complaints against females | 11.11% |

All complaints were resolved in some way. All complainants were female. Two complaints involved 4 female complainants, one complaint involved 5 female complainants, and two complaints involved 1 female complainant.

Table 14: Tasmania Discrimination and/or Harassment Complaints Outcomes Over 5 Years (2003-2004 to 2007-2008)

| | |
|---------------------------------------|------------------|
| Outcome | Frequency |
| Apology | 4 |
| Discussion and apology | 1 |
| Voluntary apology | 1 |
| Refresher on Access and Equity Policy | 2 |
| Counselling | 3 |
| Reprimand | 1 |
| Transfer of respondent | 3 |

Four of the 9 total complaints involved a combination of 2 responses; one of the 9 total complaints involved a combination of 3 responses.

Table 15: QPS Discrimination and/or Harassment Complaints Over 5 Years (2003-2004 to 2007-2008)

| | |
|--|--|
| Total number of sex discrimination complaints received by the Equity and Diversity Unit (EDU) from females | 20 (average of 7.19% of total complaints to the EDU over 5 years) |
| Total number of sexual harassment complaints received by the Equity and Diversity Unit (EDU) from females | 58 (average of 20.86% of total complaints to the EDU over 5 years) |
| Total discrimination/ harassment complaints from females | 78 |

These complaints represent an average of 69.80% of the total number of complaints received by the Equity and Diversity Unit (EDU) over the 5 year period (this figure was calculated by averaging % values provided by QPS, no raw data for total complaints was provided).

Table 16: QPS Discrimination and/or Harassment Complaints: Preferred Resolution Option Indicated by Complainant Over 5 Years (2003-2004 to 2007-2008)

| | |
|--------------------|------------------|
| Outcome | Frequency |
| No action | 32 |
| Self action | 6 |
| Manager assistance | 18 |

| | |
|--|----|
| Mediation | 5 |
| Formal complaint | 15 |
| Grievance | 2 |
| External resolution | 2 |
| Total preferred resolution options indicated | 80 |

There were an additional 2 preferred options provided in 2005/2006 (i.e. there were 15 harassment and discrimination claims for that year, but 17 preferred resolution options listed).

Table 17: NSW: Sexual Assault and Sexual Harassment Complaints Over 5 Years (2003-2004 to 2007-2008)

| | |
|--|----|
| Total internal sexual assault/ harassment complainants | 25 |
|--|----|

Table 18: NT Discrimination/Harassment Complaints Over 5 Years (2003-2004 to 2007-2008)

| | |
|---|----------|
| Total complaints made | 3 |
| Complainant was Constable or higher | 2 |
| Complainant was an Aboriginal Police Community Officer (ACPO) | 0 |
| Complainant was an auxiliary | 0 |
| Complainant was a recruit | 1 |

Information provided by the NT Police indicated that many issues are resolved at the work unit level and do not come to the attention of any of the alternate mechanisms. Data provided includes complaints that have come through the Equity and Diversity framework or through an external mechanism. All complaints were classed as informal, and all complainants were female. There was one complaint in 2006/2007 and two complaints in 2007/2008. There were no complaints made from 2003/2004 to 2005/2006.

Table 19: WA Discrimination and/or Harassment Complaints and Resolutions Over 5 Years (2003-2004 to 2007-2008)

| | |
|-----------------------|---|
| Total complaints made | 3 |
| Total respondents | 6 |

There were two female Constable complainants and one male Constable complainant. All were sexual harassment cases. There was one complaint in each of the years 2004, 2006, and 2007. Five of the respondents were specified as being males (ranging from Senior Constables to Senior Sergeant). One respondent was identified as an Inspector, however the gender was not known. One complaint involved 4 respondents.

Table 20: WA Discrimination and/or Harassment Complaints: Resolutions Over 5 Years (2003-2004 to 2007-2008)

| | |
|--|------------------|
| Outcome | Frequency |
| Equal Opportunity Commission (EOC) conciliation conference outcomes sought by complainant and agreed to by WAPOL which are subject of a Deed of Release. Outcomes: return to work program, provided with mentor, letter of apology from COP, and financial compensation. | 1 |
| EOC conciliation attended, financial compensation requested but complaint later discontinued by complainant. | 1 |
| Matters referred both by EOC and self referred prior to hearing. Discontinued by complainant. | 1 |

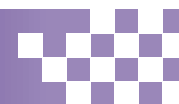


Table 21: NZ Harassment of Females: Complaints Over 5 Years (2003-2004 to 2007-2008)

| Year | Number of complaints |
|--------------------------|----------------------|
| 2003-2004 | 15 |
| 2004-2005 | 8 |
| 2005-2006 | 11 |
| 2006-2007 | 10 |
| 2007-2008 | 6 |
| Total for 5 years | 50 |

All of these incidents were in relation to harassment of females and were resolved to an agreed outcome.

4. Separations

Data on separations were also supplied in very different forms. Tables 22-30 report these data separately for each department. Total sworn officer numbers for the period are included if they were supplied. In very general terms, the tables indicate female separation rates were below the proportion of serving women but men were more likely to retire while females were more likely to resign.

Table 22: NT Female Separations Over 5 Years (2003-2004 to 2007-2008)

| | % F | % M |
|--|--------------|--------------|
| Total sworn officers | 21.31 | 78.69 |
| All separations | 14.92 | 85.08 |
| Voluntary separations | 18.34 | 81.66 |
| Involuntary separations (retire, dismiss, death) | 3.03 | 96.97 |

Figures do not include ACPOs and Auxiliary (only Constables and above). Top 5 reasons for separation (for male and female officers): "Spend more time with family", "Career change", "Locality", "Take up duties with other policing jurisdictions", and "Lack of family support in the NT".

Table 23: Tasmania Female Separations Over 5 Years (2003-2004 to 2007-2008)

| | % F | % M |
|------------------------------|--------------|--------------|
| Total sworn officers | 24.51 | 75.49 |
| All separations ^a | 22.44 | 77.56 |
| Retirement | 30.95 | 69.05 |
| Resignation ^b | 5.95 | 94.05 |
| Dismissal ^a | 0.00 | 100.00 |
| Death | 0.00 | 100.00 |

^a"Dismissal" and "Death" combined only account for 1.95% of the total separations over 5 years.

^bExcludes 3 dismissals in 2003-2004, as it was unknown whether these were male or female police officers.

^cTop reason for resignation (overall, M and F) in 2007-2008: "Alternative careers" (24% F, with a total of 21 male and female officers leaving). The 4 reasons with the highest proportion of female officers separating in 2007-2008 were: "Family commitments" (100% F, 3 F officers), "Travel" (100% F, 1 F officer), "Moved interstate for family reasons" (67% F, 4 F officers), and "Investigation" (13% F, 1 F officer). Another 5 reasons for resignation in 2007-2008 were provided, but did not include any female officers. These included "Undertaking small business opportunities" (5 M), "Career with Australian Defence Force" (2 M), "Career with the Australian Federal Police" (7 M), "To undertake personal development" (1 M), and "To undertake study at university" (1 M).

Table 24: QPS Female Separations Over 5 Years (2004 to 2008)

| | % F | % M |
|-----------------|-------|-------|
| All separations | 24.83 | 75.17 |

Due to the fact that reported figures for reason of separation included staff and recruits (not just sworn police), no other data are available.

Table 25: NSW Female Separations Over 5 Years (2003-2004 to 2007-2008)

| | % F | % M |
|--|--------|--------|
| All separations | 17.86 | 82.14 |
| Resignation - Study | 100.00 | 0.00 |
| Resignation - Travel | 50.00 | 50.00 |
| Resignation - Family/ Domestic | 38.89 | 61.11 |
| Resignation - Move Overseas/Interstate | 37.50 | 62.50 |
| Resignation - Ill Health | 33.33 | 66.67 |
| Transfer to Another Government Body | 33.33 | 66.67 |
| Resignation - Other Career | 27.84 | 72.16 |
| Resignation - Not specified | 26.43 | 73.57 |
| Resignation - Job Dissatisfaction | 25.00 | 75.00 |
| Death | 15.00 | 85.00 |
| Medically unfit | 13.96 | 86.04 |
| Removed - Section 181D | 11.54 | 88.46 |
| Medical board (H.O.D) | 10.71 | 89.29 |
| Dismissed | 10.20 | 89.80 |
| Resignation - Other Police Service | 10.00 | 90.00 |
| Medical board (NOT H.O.D) | 8.57 | 91.43 |
| Optional retire (55 and over) | 2.33 | 97.67 |
| Annulment of appointment | 0.00 | 100.00 |
| Did not commence employment | 0.00 | 100.00 |
| Disengagement (50-55) | 0.00 | 100.00 |
| Resignation - Work Conditions | 0.00 | 100.00 |
| Retirement Mandatory Age | 0.00 | 100.00 |
| Termination of Contract | 0.00 | 100.00 |

23 reasons for separation over 5 years, ordered from the highest proportion female to lowest proportion female. The reason for separation with the highest frequency overall (as well as the highest frequency of females), was "Resignation – Not specified" (1150 M, 304 F). "Resignation – Study" and "Resignation – Travel" included only 1 female officer in each category. "Death" accounts for 1.10% of the total separations (40 total over 5 years), and "Dismissed" accounts for 1.35% of the total separations (49 total over 5 years).

Table 26: WA Female Separations Over 5 Years (2003-2004 to 2007-2008)

| | % F | % M |
|-----------------------------|--------------|--------------|
| Total sworn officers | 18.28 | 81.72 |
| All separations | 15.25 | 84.75 |
| Resignation | 18.34 | 81.66 |



| | | |
|-------------------------|-------|--------|
| Retired medically unfit | 10.29 | 89.71 |
| Retired | 0.55 | 99.45 |
| Redundancy ^a | 0.00 | 100.00 |
| Deceased ^a | 0.000 | 100.00 |

The table lists five of six possible reasons for separation. There was no information provided regarding the breakdown of "Dismissals" by gender (accounting for 39 officers, 2.56% of the total separations over 5 years).

^aRedundancy" and "Deceased" categories combined account for 1.31% of the total separations over 5 years (1 male redundancy and 19 male deaths).

Table 27: SA Female Separations Over 5 Years (2003-2004 to 2007-2008)

| | % F | % M |
|-----------------------------|--------------|--------------|
| Total sworn officers | 22.16 | 77.84 |
| All separations | | |
| Dismissal ^a | 50.00 | 42.86 |
| Resignation | 31.84 | 68.16 |
| Death ^b | 20.00 | 80.00 |
| Invalidity | 13.21 | 86.79 |
| Age retirement | 3.10 | 96.90 |

^aWhile "Dismissal" represents the highest proportion of F separations, it only accounts for 0.92% of the total number of separations (8 total over 5 years).

^b"Death" accounts for 1.72% of the total number of separations (15 total over 5 years).

Table 28: AFP Female Separations Over 5 Years (2003-2004 to 2007-2008)

| | % F | % M |
|-----------------------------|--------------|--------------|
| Total sworn officers | 22.16 | 77.84 |
| All separations | 30.36 | 69.64 |
| Early Term | 68.42 | 31.58 |
| Invol Redund | 42.86 | 57.14 |
| End Contract | 42.70 | 57.30 |
| Perm Tfr to APS | 40.00 | 60.00 |
| Other | 30.99 | 69.01 |
| Resignation | 30.10 | 69.90 |
| Move other Agency | 25.76 | 74.24 |
| Retirement | 22.02 | 77.98 |
| Invalidity | 20.00 | 80.00 |
| Deceased | 17.65 | 82.35 |
| Tfr to AFP SAP | 17.65 | 82.35 |
| Vol Redund | 14.71 | 85.29 |
| Dismissal | 8.33 | 91.67 |
| Bonafide Redun | 0.00 | 100.00 |

14 reasons for separation over 5 years, ordered from the highest proportion female to lowest proportion female. "Deceased" accounts for 0.8% of the total separations, while "Dismissal" accounts for 1.13% of the total separations. There was only 1 "Bonafide Redundancy" over 5 years.

Table 29: NZ Female Separations Over 2008-2009

| | % F | % M |
|-----------------|-------|-------|
| All separations | 18.00 | 82.00 |

NZ attrition rates from 2003-2008 have shown no significant difference between genders, with female attrition rates slightly lower than male. At 30 June 2009, these rates were 2.2% F and 2.6% M.

5. Deployment

Data on deployment were also supplied in very different forms. Tables 31-35 report these data separately for each department. Overall, the available figures indicate a fairly wide distribution of males and females across a range of duty types with only a few cases of high levels of female representation in traditional female roles, such as 'DV & VSLO', or low levels of female representation in other areas, such as in 'tactical operations', 'duty officer', 'corporate service' and 'counter terrorism and state protection'.

Table 30: NSW Profile of Female Deployment in 2007-2008: Selected Examples

| Role | % F | % M |
|-----------------------------|--------------|--------------|
| Total sworn officers | 26.37 | 73.63 |
| Crime manager | 6.02 | 93.98 |
| Crime prevention | 55.56 | 44.44 |
| Criminal investigation | 26.11 | 73.89 |
| Duty officer | 6.85 | 93.15 |
| DV & VSLO | 69.05 | 30.95 |
| Tactical operations | 1.75 | 98.25 |
| Training | 44.59 | 55.41 |

Table 31: NT Profile of Female Deployment Over 5 Years (2003-2004 to 2007-2008)

| Role | % F | % M |
|-----------------------------|--------------|--------------|
| Total sworn officers | 21.31 | 78.69 |
| Operations service | 19.59 | 80.41 |
| Crime and support service | 24.69 | 75.31 |
| Human resources service | 21.03 | 78.97 |
| Corporate service | 8.33 | 91.67 |
| Other | 28.57 | 71.43 |

Table 32: WA Profile of Female Deployment Over 5 Years (2003-2004 to 2007-2008)

| Role | % F | % M |
|---|--------------|--------------|
| Total sworn officers | 18.28 | 81.72 |
| Administration | 21.86 | 78.14 |
| Corruption prevention and investigation | 15.73 | 84.27 |
| Counter terrorism and state protection | 9.40 | 90.60 |
| Metropolitan support | 19.03 | 80.97 |
| North metropolitan region | 19.06 | 80.94 |
| Regional WA region | 16.80 | 83.20 |
| South metropolitan region | 20.70 | 79.30 |
| Specialist crime | 12.52 | 87.48 |
| State intelligence | 31.21 | 68.79 |
| Traffic and operations | 15.83 | 84.17 |



Table 33: SA Profile of Female Deployment Over 5 Years (2003-2004 to 2007-2008)

| Rank | % F | % M |
|--|--------------|--------------|
| Total sworn officers | 23.67 | 76.33 |
| Executive Officers ^a | 18.42 | 81.58 |
| Commissioned Officers ^b | 6.60 | 93.40 |
| Non-Commissioned Officers ^c | 9.72 | 90.28 |
| Constables ^d | 28.84 | 71.16 |
| Cadets | 31.72 | 68.28 |
| External Secondments | 7.14 | 92.86 |

^aCommissioner, Deputy Commissioner, Assistant Commissioner

^bCommander, Chief Superintendent, Superintendent, Chief Inspector, Inspector

^cSenior Sergeant First Class, Senior Sergeant, Sergeant, Brevet Sergeant

^dSenior Constable First Class, Senior Constable, Constable, Probationary Constable, Community Constable

Table 34: NZ Profile of Female Deployment (as at 30 June 2009)

| Role | % F | % M |
|----------------------------|-------|-------|
| General Duties | 16.50 | 83.50 |
| Investigations (CIB) | 18.60 | 81.40 |
| Road Policing | 13.70 | 86.30 |
| Area Commander/OC Stations | 6.60 | 93.40 |
| Community | 15.20 | 84.80 |
| Dog Section | 1.40 | 98.60 |
| Forensics/SOCO | 14.00 | 86.00 |
| Intelligence | 31.10 | 68.90 |
| Overseas Deployment | 18.90 | 81.10 |
| Prosecutions | 8.60 | 91.40 |
| Specialist Teams | 8.30 | 91.70 |
| Surveillance | 6.50 | 93.50 |
| Protection Squads | 14.00 | 86.00 |
| Youth | 31.60 | 68.40 |

CONCLUSIONS

The findings from this study were interpreted as follows:

1. Data were very mixed and often not suited for analysis related to gender important variables.
2. All departments should collect the requested data routinely for diagnostic purposes.
3. Overall, the data show steady small increases in the proportion of female officers.
4. Women are also moving up the ranks at varying rates in most cases.
5. Western Australia and Victoria are slowly catching up to the other departments after systemic discrimination in the 1990s.
6. In Australia, female recruits are stuck around one-third, and in decline in most departments where data are available.
7. Although women are not separating at a higher rate overall than men they are often resigning at a higher rate than men.
8. There is insufficient information about why women are resigning. 'Family reasons' is an explanation that needs to be investigated.
9. With recruitment stuck at one third, and possibly declining, and high resignation rates, the proportion of women in Australian policing should peak at one-third around 2020 and then decline.
10. There is a prima facie case for affirmative action.
11. There is an urgent need for better diagnostic data
12. The progress of women in policing should be monitored and fostered by a national agency.

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