



The Journal for

WOMEN

AND POLICING 

ISSUE NO. 29 SPRING 2011

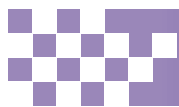


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Front Cover:

Flag Bearers proudly represent their jurisdictions at the official opening of the 7th Conference of Women and Policing in Hobart, August 2011.

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PRESIDENT'S *report*

Carlene York APM President

The seventh Australasian Women and Policing conference was held in Hobart, Tasmania in August 2011 and by any assessment, was a resounding success. From the official opening by the Governor General, Her Excellency Ms Quentin Bryce AC CVO, through to the closing plenary, delegate feedback and engagement was overwhelmingly positive. Importantly, the discussions and activities continuing from the conference confirm the Australasian Council of Women and Policing (ACWAP) remaining relevant and beneficial to community and policing focus on improving policing services.

The theme of the 2011 conference was Police and Community: Making it Happen! With community policing appropriately remaining as a central focal point for police and public policy development throughout Australasia, the 2011 Women and Policing conference provided rich and fruitful discussion on what this means and importantly, how women and policing can and does contribute to the discussion and policy development.

Her Excellency the Governor General's conference address included reference to the opportunity presented to contemporary women in policing; including opportunity of building on the progress achieved by remarkable women in leadership such as former Victoria Police Commissioner Christine Nixon. With a workplace demographic profile indicating female police staffing (sworn and unsworn) in Australia having increased to 32.6% for 2010-2011, a lower percentage of sworn women police (around 25%) and disproportionately low number of women police in senior management roles serves as a current reminder as to where and what opportunities do in fact exist.

As previously reported in this Journal, the value of women to the economy, to business and to the wider community cannot be ignored. Her Excellency the Governor General's views on improved gender equity in boards and executive management are clearly supported by the business advantage realised through improved gender equity. Put quite simply, companies with women on their boards clearly out perform those that do not. Importantly, this is world wide and in no way limited to Australasia.

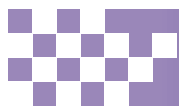
Recurrent expenditure on community policing services across Australia was approximately \$8.9 billion (or \$395 per person)



"I would like to extend my sincere thanks to all who attended and contributed to the 2011 conference."

in 2010-11. Police agencies in Australia alone employed 66,514 staff for this same period. The presentations from the conference key-note speakers, Professors Dorothy Schulz and Margaret Beare, provided further support and international context to the opening by Her Excellency Quentin Bryce and to the opportunity that exists here and now for women and policing.

I would like to extend my sincere thanks to all who attended and contributed to the 2011 conference. I would also like to thank the indefatigable Helen McDermott for her passion and ongoing efforts and thank our senior police including Commissioner Ken Lay (VicPol), Deputy Commissioner Cath Burn (NSW) and Acting Deputy Commissioner Lucinda Nolan (VicPol) for their visible support for women and policing.



NOTE FROM THE

editor

Philip Green Editor

The 2011 autumn edition of your journal was direct mailed to a majority of police stations throughout Australia and New Zealand with far improved access for over 70,000 police staff in Australia and New Zealand alone. The impact of this improved circulation and reader access has been significant and elevated ACWAP, quite literally, to the international stage.

Ms. Helen McDermott is a valued ACWAP life-member and a tireless supporter of both the council and associated women's rights groups. In November 2011, as an ACWAP representative, Helen addressed a conference hosted by Gender Responsive Policing in the Islamic World themed 'Enhancing women's role in policing' in Islamabad, Pakistan. Full details on the conference including Helen's address can be found at <http://www.grpiw.org/>. An edited extract of Helen's address will be published in the 2012 spring edition of the Journal.

In addition, your last Journal invited comments, invitations and discussion from police jurisdictions and community groups as far away as Britain, the United States, Canada and several European countries. Importantly, the journal prompted discussion in Australasia and the Pacific. Aside from being an achievement about which ACWAP members might rightly feel proud, this increased activity is a timely and powerful reminder of how this Journal, the annual awards and the biennial women in policing conference might be used to improve discussion and debate around ACWAP goals and the advantages to be won from improving police services around women and policing.

This edition boasts an expanded Committee membership that provides representation for most Australasian jurisdictions. Similarly, policing jurisdictions now have clearly identified



representatives to assist with improved coordination of discussions and activities relevant to women and policing – including improved opportunity for ACWAP to capture your views. As I commented in the last edition, your views, comments and input will drive the direction, shape and content of this Journal and will hopefully do so in line with the development of common policing services in Australasia.

I encourage your input and your contributions. The ACWAP Committee stand ready and able to channel your input which will hopefully see our shared vision on improved police services by and for women progress. I look forward for news, events and ideas to share with our Australasian and our international policing community.

“The impact of this improved circulation and reader access has been significant and elevated ACWAP, quite literally, to the international stage.”

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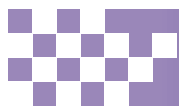
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**CARLENE YORK APM
NEW SOUTH WALES**

Carlene York APM is the Assistant Commissioner for New South Wales' Northern Region and is based in Newcastle. Carlene has had an extensive police career that includes significant achievements in Forensic Services. Carlene is the current President of ACWAP and a strong supporter of women's networks.

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**LYN KAESLER
NEW SOUTH WALES**

Lyn joined NSW Police Force in 1985 and has a diverse history. Her career highlight was working as a Venue Commander at the Sydney 2000 Olympics.

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**JENNY PAVLOU
VICTORIA**

Jenny is a Senior Manager and Lawyer with Victoria Police. Jenny is currently attached to the State Emergencies and Security Department, where she leads a large team in the area of firearms and private security licensing. She displays great pride in being a member of Victoria Police and making a difference – both for her team and the community.

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**PHILIP GREEN
VICTORIA**

Philip Green is the current ACWAP Journal Editor and an active committee member. Phil has more than 25 years police experience including work in general duties, investigations and corporate roles including Equity and Conflict Resolution. Phil is the Operations Inspector for Victoria's Transit Safety Division based in Melbourne.

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**HELEN McDERMOTT
AUSTRALIAN
CAPITAL TERRITORY**

Helen McDermott is one of the founding members of the Australasian Council of Women and Policing. She was the inaugural secretary in addition to being a past President and Vice President. Helen was a policy advisor with the AFP until 1999 and worked in the Office of the Status of Women/ Office for Women for more than ten years.

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**LEANNE LOMAS
AUSTRALIAN
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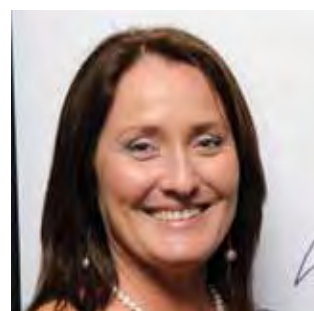
Sergeant Leanne Lomas has worked in the AFP for 29 years across a variety of business areas. Leanne is currently attached to the AFP's International Deployment Group based in Canberra. She is an active member of the AFP's Women's Network, a AFP representative to the Pacific Islands Chiefs of Police Women's Advisory Network (PICPWAN).

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**DENBY-LEA EARDLEY
NEW SOUTH WALES**

Denby Eardley is a Detective Inspector with the NSW Police Force. She has been a Police Officer for 24 years and is the Human Resource Manager (HRM) for the Central Metropolitan Region. Denby has been a part of the NSW Police Spokeswomens Network for the past five years and has been with the ACWAP Committee for the past four years.

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**KIM EATON
QUEENSLAND**

Kim Eaton worked with Queensland Police Service before joining Australian Customs Service in 2007. Kim is currently on leave from Customs and working in Papua New Guinea (PNG) as an advisor to the Law and Justice Sector on violence against women.

Kim has extensive experience in policing gender-based violence.
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SIMONE VAN DER SLUYS WESTERN AUSTRALIA

After starting with WA Pol in 1995, Simone worked as a Detective for more than 10 years before joining the Joondalup Police Academy as the Strategic Co-coordinator for the Executive Committee for Women (ECW). Simone is responsible for developing the direction of ECW with a focus on leading change in the key area of Women in Leadership. In 2001 she was awarded WA Police Officer of the Year. Simone is married and the busy working mother of two young children.

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MICHELLE PLUMPTON TASMANIA

Sergeant Michelle Plumpton is currently attached to TasPol's Business Improvement Unit. Michelle was an active member of the Tasmania Police Women's Consultative Committee from 2001-2007 and has been a member of the ACWAP Management Committee since 2007. Michelle is happily married to David – also a TasPol member.

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SUSAN HARWOOD WESTERN AUSTRALIA

Susan Harwood PhD is an independent researcher and gender equity strategist. In 2005, Susan developed and delivered ACWAP's Women Leading Change, a leadership development program for women in policing and women in their communities. Susan has delivered leadership workshops to participants at ACWAP's national and international conferences.

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LISA McMEEKEN VICTORIA

Lisa McMeeken is the current ACWAP Secretary and has been involved with the committee since 2007.

Lisa is a superintendent with the Victoria Police Ethical Standards Department. She has extensive experience working with sexual assault, child abuse and domestic violence as a practitioner, trainer and in policy development. Outside of policing Lisa has performed volunteer work for the Women's Legal Service and has been a board member for the Women's Domestic Violence Crisis Service Vic.

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KYLIE COADY SOUTH AUSTRALIA

Kylie has nine years of state and federal policing experience, with a significant time spent in country postings. She is currently a serving Federal Agent at the Australian Federal Police, Adelaide Office.

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LYNN ROWSELL QUEENSLAND

Having worked in the Queensland Police Service for more than 32 years in a variety of positions, Lynn is currently working as a Human Resources Officer attached to Employee Wellbeing. As a part of her role, Lynn is also the State Coordinator of the QPS Women's Network.

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INGRID KUSTER VICTORIA

Ingrid Kuster is the current ACWAP Treasurer. She is a Superintendent with the Australian Federal Police and is based in Canberra. She has been a member of the AFP for 29 years and is currently the Coordinator of Operations at Melbourne Airport.

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Carol is the Manager for the New Zealand Police Equity and Diversity area. This area is responsible for diversity issues with a particular focus on gender equity.

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**DOROTHY McPHAIL
NEW ZEALAND**

Dorothy McPhail is a Detective Sergeant based in Christchurch. She is currently working on an Organised Crime Unit. She has been a member of New Zealand Police for 26 years and has been involved with police women's networks both at a local and national level.

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**DEBBIE PLATZ APM
QUEENSLAND**

Superintendent Debbie Platz APM has enjoyed a 25-year career with Queensland Police Service and has had a varied career, which has included the areas of prosecutions, child protection and criminal investigation. Debbie's police career has included overseas and inter-jurisdiction travel and she is a Vincent Fairfax Ethics in Leadership recipient.

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**SANDI-LEE BRADLEY
NORTHERN TERRITORY**

Sandi-Lee joined NT Police in 1997 and worked general duties at Katherine and Darwin police stations before specialising in Prosecutions. Sandi-Lee was Promoted to the Officer in Charge of Darwin Police Prosecutions in May 2010. She has been a member of the ACWAP Committee since attending the conference in Perth in 2009.

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**GRAHAM KENT
VICTORIA**

Graham has over 36 years in policing and enjoyed a diverse career including senior management, specialist investigation, general duties and corporate roles. Graham has an interest in Industrial Relations and has worked for the Victorian Branch of the Police Federation. Graham is a current Visiting Fellow at the AIPM in Manly.

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**KATARINA CARROLL
APM
QUEENSLAND**

ACWAP Vice-President. Assistant Commissioner Carroll joined QPS in 1983 and since Nov 2010 has been the A/C for the Far Northern Region of Queensland. Katarina was awarded the Australian Police Medal in 2008. She is the senior police manager for a significant part of Queensland and managed the police response to Tropical Cyclone Yasi in 2011.

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**BETTY GREEN
NEW SOUTH WALES**

Betty is a well respected advocate who has worked in the women's sector for 26 years. A key focus of her work is domestic violence including counselling, support and group work. She is a co founder of NSW Domestic Violence Committee Coalition and has been instrumental in implementing the NSW domestic violence death review team. Betty is a current member of NSW Premier's Council for Preventing Violence Against Women.

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**JULIE CLARK
QUEENSLAND**

Dr Julie Clark is a lecturer in the School of Human Services and Social Work at Griffith University (Logan campus). Her PhD focussed on the experience of siblings of long-term missing people. Julie is widely published and holds recognised expertise in a number of fields including missing people, loss and grief, child protection, children and young people and ethics and complaint management.

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**JOANNE HOWARD
SOUTH AUSTRALIA**

Senior Sergeant Howard is the State Coordinator for SAPOL's Crime Prevention Coordination Section and has 16 years policing experience including general duties, communications, criminal investigations, corporate projects and crime prevention. Joanne has a Masters in Investigative Psychology (criminal behaviours) from the UK and wide experience with international policing.

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NSW police delegates gather to celebrate the Excellence in Policing Awards held in Hobart in August 2011. Assistant Commissioner and ACWAP President Carlene York pictured sixth from left front row.

THE 13TH AUSTRALASIAN COUNCIL OF WOMEN AND POLICE **EXCELLENCE** **IN POLICING** AWARDS

The 13th Australasian Council of Women and Police Excellence in Policing Awards was celebrated during the August 2011 conference and recognised a number of outstanding men and women who have contributed to policing and the community. The categories for the awards align to the core ACWAP objectives to

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

The awards recognise the excellence that is being developed and that currently exists throughout Australasia to ensure that women's concerns and needs are properly taken into account and addressed by policing.

MOST OUTSTANDING FEMALE ADMINISTRATOR

The 2011 most outstanding administrator is Inspector Virginia Nelson, Queensland Police Service.



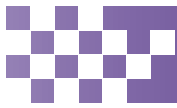
Inspector Virginia Nelson has 20 years policing experience and recently undertook extensive planning and negotiation together with cultivating

strategic partnerships to ensure successful implementation of coronial changes within the policing service.

Virginia researched and drafted future directions statements for her program and has planned and coordinated a Future Priorities planning forum which has enhanced the long term capacity of the area to meet service delivery needs.

Virginia has mentored many members and has successfully lobbied QPS senior management to have more women relieve in key positions. As a result, all women senior sergeants from this area performed higher duties as acting inspector. Virginia now actively contributes to the QPS Senior Women's Forum.

The police region in which Virginia works has Queensland's highest concentration of major and significant



projects - predominantly in mining and infrastructure. Each of these projects is valued at more than \$1 billion with some as high as \$15 billion. Virginia has developed over 80 documents, including Terms of Reference (TOR) and Environmental Impact Statements (EIS) relative to these projects and as a consequence, the police service is now able to project future resource and service delivery needs.

Inspector Virginia Nelson has passion, attention to detail and precision. She is recognised as an outstanding woman administrator.

BRAVERY AWARD SPONSORED BY HELLWEG

The 2011 Bravery Award recipient is Sergeant Samantha Barlow, New South Wales Police Force



Sergeant Samantha Barlow is an outstanding individual and respected police sergeant who has overcome exceptional circumstances. In 2009 she was viciously attacked by a drug-affected criminal on her way to work. Despite fighting back and trying to fend off her attacker, Samantha was bashed unconscious after being struck repeatedly with a brick to the head, skull and face. The offender dragged her limp and seemingly lifeless body into a nearby park before robbing her of \$200 and her police identification. Bleeding and unconscious, Samantha was left to die in the park.

Regaining consciousness, she crawled to a bus shelter where she was found by colleagues. Emergency service personnel gave her little hope of surviving her horrific injuries. She was placed in an induced coma on life support for 12 days and spent more than a month in the Intensive Care Unit. Samantha has shown bravery, courage and immense strength to not only survive but to return to her career in policing. In doing so, she has survived an excruciating 22-month recovery and she has inspired an entire police force.

The impact of Samantha's struggle has been far reaching as it is not only a story of personal courage but one of dedication, commitment and loyalty to her family and her profession. Her strength, character and achievements have made her a role model for all police. Not content with simply returning to work in policing, Samantha has also taken on the challenge of representing women in the workplace. She has been nominated for the Pride of Australia Award in two categories – Courage and Inspiration. She participated in the Police Olympics where she received eight silver medals in swimming events. Her mantra is "Never never never give up".

EXCELLENCE IN POLICING IN THE ASIA PACIFIC REGION SPONSORED BY THE ARC CENTRE OF EXCELLENCE IN POLICING AND SECURITY

The 2011 recipient of the Excellence in Policing in the Asia Pacific region is the PNG Sexual Offences Interagency Working Group



In 2008 key players from three government departments recognised the need for a collaborative and determined response in order to improve the outcomes for the women, men and children of the community they serve. It is hard to condense the exceptional body of work that the PNG Sexual Offences Interagency Working Group has achieved in a short space of time.

The Working Group has developed key policies, delivered training and significantly improved the way in which law enforcement, government agencies and NGOs respond to victims of sexual offending in Papua New Guinea. The community is a clear beneficiary of the improvements that have been made. The Sexual Offences Interagency Working Group is recognised for improving and promoting cooperation and coordination of services to sexual assault victims in Papua New Guinea.

EXCELLENCE IN RESEARCH ON IMPROVING POLICING FOR WOMEN – SPONSORED BY AUSTRALASIAN INSTITUTE OF POLICING (AIPOL)

The 2011 recipient of the Excellence in Research on Improving Policing for Women is Sheena Fleming.



Sheena Fleming recently completed research which analysed policy and practice in the Queensland Police Service. Her work included surveying indigenous women police about their work experiences and applying the outcomes to current workplace practice and trends.

Sheena's honours dissertation - Factors Impeding the Recruitment and Retention of Indigenous Women Police Officers – focuses on experiences in recruitment and training as well as deployment, promotion and the promotion system, and closely examines the importance of appropriate work-life balance. Sheena's research and findings will contribute to policing agencies better understanding issues impacting on indigenous women police and will hopefully assist with future policy improvements by and for Australasian policing agencies.

EXCELLENCE IN POLICING FOR WOMEN INITIATIVE

The 2011 recipient of Excellence in Policing for Women Initiative is Senior Sergeant Mark Whitnall, Queensland Police Service.



Senior Sergeant Mark Whitnall is passionate about building relationships that deliver justice for women. Over several years, Mark has contributed significantly to a Queensland regional domestic violence service and has educated police on the complexities of domestic violence and the need for early intervention.

Mark has contributed to a wide range of domestic violence and community policing initiatives during 25 years of policing. His actions have united police and other agencies to improve and better coordinate their responses to domestic violence victims. He is courageous and ready to do battle to ensure the best outcomes for the Cairns Regional Domestic Violence Service and for his community.

Mark Whitnall is recognised for being dedicated to building safer communities. Mark has made a significant difference for victims of domestic and family violence in Far North Queensland.

MOST OUTSTANDING FEMALE INVESTIGATOR - SPONSORED BY COUNTRYWIDE AUSTRAL

The recipient of the 2011 Most Outstanding Female Investigator Award is Acting Detective Inspector Karyn Murphy, Queensland Police Service.



Inspector Karyn Murphy is a dedicated, motivated and inspirational investigator. She inspires and empowers her team to deliver results. She has demonstrated vision and perseverance in being the first woman to lead the Queensland Police Service Armed Hold-up Unit. Her appointment to this position followed the fallout from a Crime and Misconduct Commission investigation which resulted in some staff from the Hold-up Unit being moved. With a team of six members, Karyn conducted a state-wide review of more than 300 unsolved armed robbery offences, with several being cleared. Under her leadership, the crime clearance rate for the Hold-up Unit rose to 94 per cent in 2009.

Karyn Murphy has ensured a significant reduction in armed hold-ups through the delivery of training to police and the community. The Armed Hold Up Unit now boasts that more than half its investigators are women. Karyn is an outstanding investigator who inspires all women to achieve a high level of success in their work and personal life.

She is recognised for being the first female to lead the Queensland Police Armed Hold-up Unit. She has enhanced the profile and professionalism of women investigators in policing.

MOST OUTSTANDING FEMALE PRACTITIONER AWARD - SPONSORED BY COUNTRYWIDE AUSTRAL

The recipient of the 2011 Most outstanding Female Practitioner Award is Senior Constable Audrey Jones, Victoria Police.



Senior Constable Jones manages the Maroondah Local Area Command Services Register to ensure senior citizens are safe and feel safe in their homes and in the community. The City of Maroondah is a local government area in greater Melbourne's eastern corridor and houses a high number of retired and elderly citizens.

Audrey is a capable, empathetic and determined practitioner who manages a team of 24 volunteers to provide support, advocacy and safety information and safety services to over 700 senior citizens. This includes 552 women. Audrey is highly regarded by the community and is providing a service to some of its most vulnerable members.

Audrey Jones is described as professional, highly capable and having "electric" energy for her clients. She is recognised for connecting the community through practical care and supporting senior citizens, thereby improving the service that the local police can provide.

MOST OUTSTANDING FEMALE LEADER - SPONSORED BY THE AFL

The 2011 Most Outstanding Female Leader is Inspector Gillian Wilson, Victoria Police.



Gill Wilson is recognised as an outstanding mentor and leader. She has risen through the ranks of policing to her current position of inspector, working in operational and community policing roles before finding her niche in intelligence. She drives a culture of information sharing and identifies value in the contribution of all.

Gill engages with the intelligence community on a personal, local, state and national level and encourages those around her to understand the big picture while producing detailed and accurate products which have significant impact.

In February 2009, when Victoria was devastated by the Black Saturday bushfires, Gill was called upon to contribute her expertise to the ensuing enquiry. Throughout the operation of the Royal Commission, she consistently demonstrated an unwavering commitment to Victoria Police, her colleagues, her staff and significantly, to the Victorian community.

She is recognised as the Most Outstanding Female Leader for her innovative and dedicated commitment to intelligence-led policing. Gillian leads from the front and is recognised for producing outstanding results.

THE BEV LAWSON MEMORIAL AWARD - AWARD SUPPORT FROM THE CAIRNS CONVENTION CENTRE

The Bev Lawson is the Council's most prestigious Award and recognises the most outstanding woman who has been first in any policing or law enforcement activity or support service.



The award is in honour of the ground-breaking achievements of the late Bev Lawson who, as Deputy Commissioner with NSW Police, was Australia's most senior woman in policing until her untimely death in 1998.

The recipient of the 2011 Bev Lawson Memorial Award is Sergeant Jodie Pearson, Western Australia Police.



Sergeant Jodie Pearson joined policing in 1988 and worked in various general duties roles before moving into the field of tactical intelligence. In 1999 she successfully completed the national counter terrorism basic bomb technician course which 'lit the fuse' for her current specialist career in policing.

In 2000, Jodie contributed to the NSW police bomb response capability during the Olympic Games. In 2001 she was nationally accredited as a 'number one bomb technician'. She has been engaged by the AFP and other jurisdictions to deliver training on numerous bomb technician courses.

In 2007, Jodie coordinated the police bomb response and planning for the APEC visit and she is a senior instructor for the National Counter Terrorism committee bomb response team leaders course.

She is an outstanding role model for other female police officers through her professionalism and leadership skills in a male dominated working environment. She is recognised as one of the most senior and proficient bomb technicians in the Australian bomb response capability today.

THE AUDREY FAGAN MEMORIAL AWARD

At the time of her death, Assistant Commissioner Audrey Fagan APM was the ACT's Chief Police Officer. This award honours the memory of Audrey Fagan, whose death on April 20, 2007, was untimely and tragic. The Audrey Fagan Memorial Award recognises outstanding women who have shown exceptional qualities as a mentors, role models and leaders of men and women in policing and law enforcement.

The recipient of the 2011 Audrey Fagan Memorial Award is Deputy Commissioner General Sokunthea Un, Cambodian National Police.



General Sokunthea Un has risen to an executive rank in the Cambodian National Police where as little as five years ago, gender equality was unheard

of and the working conditions for female police were concerning and foreign to Australasian experience. A Cambodian saying translates that 'the man is gold and the woman is cloth that can be thrown away, torn or burnt'. Women and children are treated poorly, with large amounts of domestic violence and sex crimes. The average police officer earns less than \$100 a month.

Some years ago General Sokunthea Un led a police operation (rescuing children from prostitution) which upset the wrong people. Soon after, she was demoted. She fought her way back to the top using her incredible ability to lead, reason and liaison. She has used her position of influence to help other women become leaders in the Cambodian National Police.

In 2008, Sokunthea Un was appointed as the first chair of a Gender Working Group (GWG). In three years she has successfully developed and enacted a number of plans with supporting activities that are improving gender equality in this police service where women comprise just four per cent of the workforce.

She has more than 30 years policing experience and is described as a mentor, role model and true leader of women and men. Her ability to think strategically, apply logic and influence others are some of her greatest strengths.

General Sokunthea Un is recognised with the prestigious Audrey Fagan award through being the first female Deputy Commissioner General of the Cambodian National Police. She is a natural born leader guided by her passion to make the workplace better for all female officers in the CNP.





The Governor General officially opened the 7th Conference of Women and Policing. Front row from left, Talei Bentley, Professor Dorothy Schulz, Sergeant Michelle Plumpton (TasPol), Commissioner Darren Hine (TasPol), Her Excellency Quentin Bryce AC CVO, Assistant Commissioner Carlene York (NSW), Deputy Commissioner Cath Burn (NSW), Chief Commissioner Ken Lay (VicPol), Executive Director Greg Italiano (WAPol), Inspector Philip Green (VicPol); and Superintendent Lisa McMeeken (VicPol). Assistant Commissioner Katarina Carroll (Qld Pol) pictured directly behind Deputy Commissioner Cath Burn.

OPENING CEREMONY





7th Women and Policing Conference – Hobart Tasmania, August 21-24, 2011

Flag Bearers and Flag Presentation

Australian Capital Territory
Australian Federal Police
New South Wales
New Zealand
Northern Territory
Queensland
South Australia
Tasmania
Victoria
Western Australia
Cambodia
Federated States
Kiribati
Nauru
Palau
Papua New Guinea
Samoa
Solomon Islands
Tonga
Tuvalu
United States of America
Vanuatu



FLAG BEARER IN PROFILE

Constable Mona El-Helwani from Victoria Police

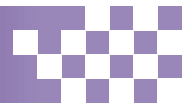
The flag ceremony remains a popular and much discussed part of the conference opening ceremonies. Flag Bearers are proud to represent their jurisdiction. Constable Mona El-Helwani (VicPol) told of her pride in presenting Victoria Police at Hobart in August 2011.

Mona El-Helwani graduated from the Victoria Police Academy on May 27, 2011 and is continuing her training in the Whittlesea Local Area Command. Originally from Sydney, Mona and her husband moved to Victoria in 1994 where they later built the home they now share with four healthy and active children aged between 12 and 16.

Mona has a diverse work history including office administration and project management with a specific interest in employment and job placement. Fluent in both English and Arabic, Mona previously worked in an employment services position in

the Hume Council area of Melbourne where she had an extensive client list of people from Lebanese and Arabic-speaking background. This experience grounded Mona's ambition to work with the community.

Mona is one of ten siblings and remains close to her parents and family. She describes her May 2011 graduation from the Victoria Police Academy as a highlight which she remembers with pride and accomplishment. Mona is enjoying her time on the job and excited about gaining more experience in this extraordinary career.



CONFERENCE AWARDS AND DINNER





'THE BELL, THE BOOK AND THE LIGHT'

CONFERENCE EVALUATION WAS OVERWHELMINGLY POSITIVE AND AT TIMES EMOTIONAL. SEVERAL DELEGATES WERE CLEARLY MOVED BY THE PRESENTATION GIVEN BY SERGEANT ALLY HOWARD, SENIOR SERGEANT JANE WELSH AND INSPECTOR DEB ROBERTSON:

Conference testimonials were sometimes raw and heartfelt. This feedback was sent following Ally's presentation. (The photo at the podium is Sgt Ally Howard) The author is a serving Victoria Police member (identity withheld) who shared his reaction to Ally's presentation.



On Tuesday the 22nd of August I attended the Australasian Council of Women and Policing Conference in Hobart Tasmania (ACWAP). The conference was the seventh of its kind and brings policewomen together from all over Australasia.

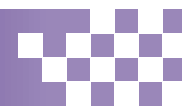
At the conference I had the pleasure of attending a presentation conducted by Sergeant Ally Howard with respect to a situation she had endured for a period of more than 10 years. During this presentation Sergeant Howard gave the audience an insight into what I would class as one of the worst cases of workplace bullying and sexual harassment I have ever had the displeasure of hearing.

The presentation was informative, moving, confronting and inspirational. Sergeant Howard showed courage, tenacity and determination way above anything I had ever heard before. As a police member with over 21 years

experience I was at times ashamed to have policed more than that time knowing that to a lesser extent I had seen behaviour like this exhibited in workplaces I had served in and had never had the courage to challenge it, that I had an opportunity to improve workplace culture for women and failed to make a difference.

I can however say that in the future I will never tolerate anything like this behaviour as a result of what I now understand through Sergeant Howard's presentation. She is a credit to herself, an inspiration to police, both women and men, throughout our organisation and a credit to the People Department, which has someone of her ability and credibility teaching our people.

Well done Ally and thank you so much for having the courage to share your story with us. I hope many more police members get the chance to learn from what you had to go through.



Remote and rural

Women and policing in isolated areas

PCSC Karla Place

Thursday Island Criminal Investigation Branch

Three and a half years ago I decided that a change was as good as a holiday and applied for a transfer to Thursday Island or TI as it is more commonly known. At that stage I had no idea where TI was and figured it was just off the coast of Cairns. It wasn't until I actually looked at a map of Queensland, how remote this place actually was. If you look at the northernmost point of the Australian mainland and keep going some, you'll eventually find yourself on TI.

Thursday Island Police Division encompasses all of the islands off the tip of Cape York, including the Torres Strait Islands, with the exception of Horn Island policing division. The boundary of the division goes to within three kilometres of the Papua New Guinea coastline. There are almost 8000 people residing on 38 islands, with almost half of them living on Thursday Island itself.

Thursday Island police station has approximately 30 staff scattered throughout CIB, CPIU, Water Police, Intel, Cross Cultural Liaison and General Duties. Of these 30 there are about 10 women, not a bad ratio for a small place. The outer islands have Community Police Officers employed by the local councils. It is the CPO's job to report incidents which occur to state police either by telephone and/or fax. Community police wear state uniforms but each Island generally has its own epaulettes. The Cross Cultural Liaison Officer conducts training days in relation to crime scene preservation, domestic violence and first response actions to aid QPS officers when investigating matters.

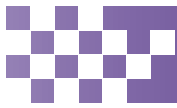


The history of TI is as diverse and interesting as the people that live here. From Captain Cook sailing through the Straits in 1770, to 1880 when Thursday Island acted as the defence centre for Australia. The Green Hill Fort is one of the most intact 19th century forts remaining in Australia today.

TI is a two hour flight from Cairns. Qantas operates two flights per day in and out of Horn Island, TI is a short ferry trip from Horn Island. We have one major store, much like an IGA but with even higher prices. There are three pubs, three restaurants, a TAB, bakery, bank, hairdresser, hospital and post office just to name a few. There is a barge service which operates twice a week bringing in fresh fruit and vegetables from Cairns. You can always tell the day before the barge arrives as the fruit and veg section is all but empty.

Policing within the Torres Straits is a very different from policing in a regional centre or even other remote communities. The TI division encompasses three groupings of outer islands. These groupings contain 13 inhabited major islands. As a result, when incidents occur, logistically it is a lot harder to respond. The Thursday Island water police have a 22m catamaran 'William Conroy' that can sleep 10 and conducts regular patrols through these outer islands. Presently the QPS airwing has an office on Horn Island with a BN2 Islander aircraft stationed here. It's a small eight-seater plane that can also be used in search and rescues (SAR).

The Thursday Island Division encompasses the largest covered SAR area in the state. Thursday Island Water Police respond to approximately three SARs per week and often require



assistance from all available staff. Recently a light plane went down in bad weather and the SAR lasted for more than four days. Officers were utilised as 'spotters' in helicopters, fixed wing aircraft and water police vessels conducting grid pattern searches for the missing plane. We have been unable to locate the lost plane or pilot.

Due to the number of islands we police it is not uncommon to use multiple forms of transport to simply get to an island before the investigation even begins. For example in a typical day I would catch the ferry from Thursday Island to Horn Island where the airport is, then fly from Horn Island to Saibai Island, which is the furthest Island from TI. If the job occurred on Dauan Island I would then need to catch another ferry from Saibai Island to Dauan Island as there is no airstrip there. The longest trip takes about an hour by plane and almost eight hours by police vessel.

Saibai Island is part of the protected zone which allows Torres Strait Islanders and coastal people of Papua New Guinea to carry on their traditional way of life. Papua New Guinea nationals travel across via dinghy most days using a 'Prior Notice' under the Torres Strait Treaty agreement. This allows PNG nationals into Australia without a passport or visa for 'traditional activities' such as the local market. You can pick up a woven basket or mat, traditional carving or, my favourite, \$5 mud crabs. This agreement allows approximately 25,000 people each year to travel either way.

We work closely with numerous other government agencies including the Federal Police, Australian Customs Service, AQIS, Immigration, Defence and Fisheries. In CIB we often deal with

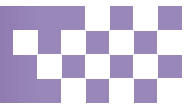
offenders from Papua New Guinea committing offences whilst in Australia. The charging and prosecution of these people involve contact with their embassy, immigration officers and local council on the island. It is almost impossible to place them on bail as they simply get into their dinghies and head back to PNG, never to be seen again.

The experience I've received in the last three years could not compare to city policing. With just a handful of staff available, often jobs are done from start to finish with only one or two officers. We are not fortunate enough to have a crime scene officer on the Island which means we do all of our own photographs and swabs of crime scenes ourselves. Our closest SOC office is a two hour flight away.

I have relieved in the Northern Peninsula area of Bamaga and assisted rangers to remove a rogue crocodile from a popular boat ramp, something most people would never do in an entire career. I regularly see turtles, dugongs, sharks and whales swimming through the warm waters of the Torres Strait.

TI's Green Hill Fort still has non-operational cannons in place today. Every year the ANZAC day dawn service is held on the hill. It is an extremely moving experience to see the machine gun fire into the distance and watch the sun rise as the bugle plays 'The Last Post'. During the afternoons, Green Hill Fort is a popular place to take a picnic rug and just watch the pink and orange sunset sink into the ocean.

The police family spends Remembrance Day at the Thursday Island cemetery where we hold a dawn service beside the grave site of the late Senior Constable William Conroy.



Registered 202, he was killed in the line of duty on July 2, 1895. The Thursday Island water police maintain the upkeep of his grave to this day.

Socially TI is great. There are a high number of government employees including doctors, nurses and teachers who regularly get together at various functions being held around the island. The joint defence facility often holds functions and fundraisers including the annual ANZAC day celebrations which always involves the famous game of 'two-up'. Recently it also hosted the QPS organised fundraiser for the late Detective Senior Constable Damien Leeding.

Most Sundays you can sit and have a drink at the 'Torres Hotel' and listen to the acoustic sounds of 'Seaman Dan'. Seaman Dan is a local celebrity around here with six albums to his name and two ARIAs to show for them.

The Thursday Island Social Club is one of only three licensed police establishments in Queensland. The famous '278' bar holds a liquor licence to operate most days of the week. It has been known to be frequented by members of the community all the way through to the Commissioner himself. The '278' bar got its name after the social

club received payments of \$2.78 per prisoner meal provided many, many years ago.

Not far from Thursday Island is Friday Island. Friday Island has a working cultured pearl farm which offers a demonstration and authentic Japanese style lunch. A great way to spend a Sunday afternoon is with a group of friends, sitting under the man-made huts and overlooking the crystal blue ocean.

There is definitely a downside to living on a remote island. The obvious one is that there is no road to allow you to simply drive away for a couple of days. The cost of living is higher and the variety and choice in the local supermarket is very basic. The limited number of restaurants restricts the cuisine choices we have and we have a vet who only visits the island once a month. Probably the worst, is the cost of flights to get off the island at short notice. Flights cost anywhere between \$300 and \$400 one-way. The pros definitely outweigh the cons. I wouldn't have stayed this long otherwise.

I fly in helicopters and planes, travel to remote islands in police vessels, watch beautiful sunsets and meet amazing people every day. The best part of it all though, is I actually get paid to do this.





Experiences in PORMPURA AW



Miranda Cristaldi

Constable 21685, Pormpuraaw Police

My name is Miranda Cristaldi. I attended the Townsville Police Academy in 2006 and was inducted on May 2, 2007. I was confirmed a year later after completing my first year in Cairns and sent to Mossman, Far Northern Region, for a tenure of three years. In early February 2011, I expressed an interest in a six month rotation through the Cape (Cape York Peninsula) and as quick as a flash I was on a plane to Pormpuraaw. Pormpuraaw has only four police officers and Leanne Rissman is another female officer who also works here in the community.

Where is Pormpuraaw you might ask? Pormpuraaw was originally named Edward River – an aboriginal mission established in 1938 by the Anglican Church. The name of the mission changed to Pormpuraaw in 1987. The Pormpuraaw Division is approx 4500km and is in a very remote part of Far North

Queensland. Pormpuraaw is on the west coast of Cape York Peninsula and halfway between Karumba and Weipa and lies between the Aurukun community in the north and Kowanyama in the south. Both Aurukun and Kowanyama are also aboriginal communities. The closest police station is Kowanyama which is approx 130km away and inaccessible in the wet season.

Pormpuraaw Police Station has within the last two years been upgraded to a four officer station. The police station has a Toyota 4WD Landcruiser troop carrier and a police vessel.

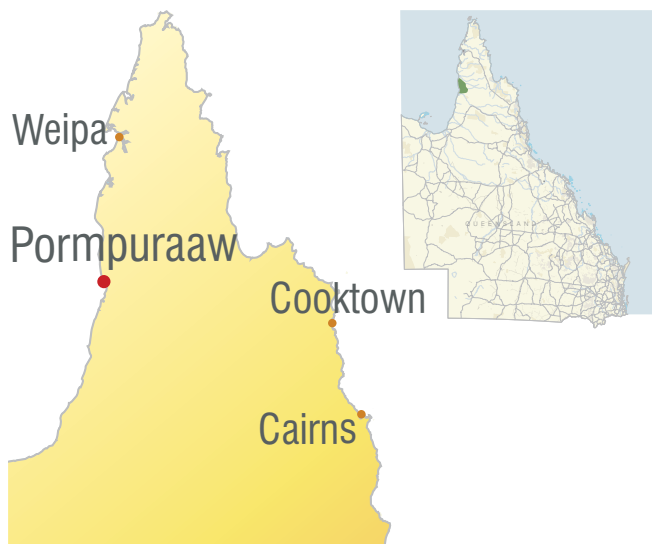
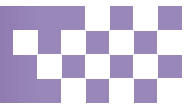
Pormpuraaw has about 700 local aboriginal people. There are two traditional clans in the area: the Thaayore people are traditionally from the Pormpuraaw area and the areas east and south and the Munghan clan is traditionally from the north. Traditional language is still used and English would be considered

by most to be their second language.

Since 1987 Pormpuraaw is within a Deed of Grant Trust – DOGIT – area which is a trust established in Queensland to administer former reserves and missions. This is governed by the local aboriginal council and allows them to pass by-laws, etc. The area has an alcohol management plan law which consists of a zero alcohol carriage within the community boundaries.

The trip via road to Cairns is 650km, an eight-hour drive by 4WD, and is only passable in the dry season. The wet season is usually from November to April and the only way in or out during the wet season is by plane.

There is a small airport that caters for four flights a week and they are outrageously expensive. They vary from the 'cheap flights' at \$250 to the most expensive flights at \$500 each way to Cairns. The Royal Flying Doctor Service flies in once a week with the



doctor and paediatrician, who stay for about three days. A dentist attends the community on two to three month visits. Vets come to town every three to six months. I usually buy essential items in bulk when visiting Cairns for my dog. If there is an emergency with your animal there is the expensive task of booking it on a Skytrans flight and sending it to Cairns for treatment.

The town consists of police station, Jobfind, Centrelink, medical clinic, primary school, aged care centre, justice centre, post office, IGA store, council, corner store and the Canteen. The Canteen is called the Pormpuraaw Sports Club and is licensed Monday to Friday from 5.30pm-9.00pm. There are an allocated six midstrength beers and three light beers to each person.

There is a weekly supply of fresh fruit, vegetables, bread and milk, which arrives on a truck once a week in the dry and by plane in the wet. A barge,



utilised in the wet season depending on demand, comes once a month. Groceries are very expensive and during the dry season we try to buy in bulk from Cairns if we have the opportunity to drive out on our recreation leave. If you don't have this luxury there is the freight company Carpentaria Freights which comes up regularly in the dry season by road and, depending on demand, once a month by barge in the wet season. Main groceries like milk and bread are government-subsidised. The town water supply is not of drinking quality and the only drinkable water is from a rain water tank or purchased. The electricity in Pormpuraaw is powered by power cards; these cards are purchased from the post office for \$20 each and swiped through your residence's power board for your pre-paid electricity. It is relatively expensive when running air conditioners, which are essential up here.

A typical day policing in Pormpuraaw would consist of office work such as licensing and registrations, attending meetings, conducting patrols and liaising with the community. We attend mostly disturbances and domestic violence situations mainly due to sly grog being brought into town. Due to the remoteness of Pormpuraaw we wear

many hats – search and rescue, SES, fire department, RACQ, just to name a few.

Working in Pormpuraaw we have a great group of government and non-government workers including nursing staff, teaching staff, main roads staff, tradies and canteen staff. Everyone gets along well and tries to socialise as much as possible. We usually meet on a Friday night at the Pormpuraaw Sports Club (Canteen) and have a few beers together.

There are minimal things to do in Pormpuraaw and you have to like your own company in order to survive this place and not go around the bend. If you are lucky enough to have a vehicle, tinnie and some fishing gear there are a lot of fishing spots that can be visited on days off and lots of barramundi and mud crabs to be caught.

There is a camping ground with a caravan park about two hours' drive from Pormpuraaw called Musgrave, which is out of the DOGIT, so it is able to sell alcohol and it has beautifully cooked meals.

On one of our days off in Pormpuraaw Leanne and I were lucky enough to be invited to visit the crocodile farm and observe the croc farmers at feeding time. The crocodile farm is a breeding farm where the juvenile crocs are sold for their

meat and leather. We were able to hatch the baby crocs from their eggs and go with the farmers and watch them feeding the adult crocs. The farmers drive into the feeding area in a tray back ute and, with us standing in the back, feed the dinosaurs by throwing bits of wild pig out the back of the tray. It's an amazing sight and awesome experience!

When I first joined the job I wanted to come to the Cape to work, just to simply experience the different way of living and policing. Being here has been such an experience. Pormpuraaw is a beautiful area. The different wildlife, scenery, sunsets and sunrises are a sight to behold. The community as a whole is an amazing place and the locals are very friendly and we are very much part of that community.

Every area has its moments in policing and this place is the same but most of the time it is quite a pleasure to be working here. Cape police work is not for everyone but for those people who are interested I would recommend it simply for the experience. I have made lifelong friends and experienced things on the job that would not happen in mainstream policing. I have no immediate plans for my policing future but do know that I like the small station policing and am considering moving onto another Cape station to start my next adventure.



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Country POLICING

SHORTLY FOLLOWING HER GRADUATION FROM QUEENSLAND'S POLICE ACADEMY IN 2007, CONSTABLE BARBAGALLO WAS INTRODUCED TO REMOTE AND RURAL POLICING – AT WINTON STATION WEST OF LONGREACH AND NEAR BLADENBURG NATIONAL PARK. THIS IS HER STORY.

Santina Barbagallo joined the Queensland Police Service (QPS) after being inspired by her Justice lecturer, ex-prosecutions Sergeant Kev Smith, in 2006. Santina graduated from the academy in 2007, ending up out west. She is currently a general duties officer in the township of Winton in the Central District.

"I recall on my first day the Commissioner of Police arrived and I was thrown into the deep end with, of all things, arranging a morning tea."

Santina is currently the longest serving female at the Winton Station, nearly completing her full three-year tenure and she wouldn't have it any other way.

"I've always lived on the coast I recall being nervous at relocating to the Central District, but now I feel incredibly enriched for all the added experiences I've been given."

Santina has completed many courses since arriving in 2009 including LIDAR, BAS, rifle and liquor investigation. She also shares the role of women's network representative for the district.

"I enjoy being kept busy, and have managed to complete the Constable Development Program (CDP) in amongst general duties work, on-call shifts and designated training days. I cannot stress enough to any officer thinking about a change that he or she really should consider going country. I enjoy many benefits the Service offers police in country postings. The best thing is that anyone willing to relocate can enjoy the same perks."

Santina also likes the fact that you get to handle the entire investigation from the initial call-out to court day.

"One of the benefits of country policing is court day, which occurs four times a year, so your documents are always ready. On those pre-elected days officers are often called upon to assist the attending police prosecutor and act as Court Orderly."

Santina highlights the fact that a small station makes officers very self-sufficient, even down to processing paperwork like issued traffic tickets, weapons licensing documents, risk based management and pay returns, which are usually handled by

senior officers or administration staff at larger stations.

"This job really varies from day to day, as it does in other police stations. Two weeks ago, on my day off, I was re-called to duty for assistance with a triple deck cattle truck roll over 130km west of Winton. Being the only officer trained to use our Station rifle; along with loose injured beasts, causing a hazard to traffic on the Landsborough Highway, my job was to safely euthanise and record all stock put down."

Santina tells of another job she attended, where a twin engine plane crashed on a large remote cattle property, north of Winton. The plane crash was a fatality and she was left to guard the scene overnight.

"Being left in the dark, with no phone reception or police radio, is a part of country norm. I recall being ever so grateful when the next officer arrived at 7.30am to relieve me. I think that job was approximately a 15 hour shift."

"We also get numerous high profile visitors travelling through. So far, Premier Anna Bligh, Governor-General Quentin Bryce, the LNP Leader and our emergency service member Betty Kiernan have been here. This allows me to act in a quasi-personal-protection role. Our visitors passing by usually come to see our new Dinosaur Centre; there truly is never a dull moment with country policing."





From violence to coercive control: renaming men's abuse of women

A report by Stephen Fisher

White Ribbon Research Series – No.3

The White Ribbon Campaign is the largest global male-led movement to stop men's violence against women. It engages and enables men and boys to lead this social change. In Australia, White Ribbon is an organisation that works to prevent violence by changing attitudes and behaviours. The prevention work is driven through social marketing, Ambassadors and initiatives with communities, schools, universities, sporting codes and workplaces.

The White Ribbon Policy Research Series is intended to:

- present contemporary evidence on violence against women and its prevention
- investigate and report on new developments in prevention locally, nationally and internationally and
- identify policy and programming issues and provide options for improved prevention strategies and services.

The White Ribbon Policy Research Series is directed by an expert reference group comprising academic, policy and service experts. At least two reports will be published each year and available from the White Ribbon website at www.whiteribbon.org.au

Title: From Violence to Coercive Control: Renaming Men's Abuse of Women.

Author: Stephen Fisher. White Ribbon Research Series – Preventing Men's Violence Against Women, Publication No. 3.

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Social problems are understood and responded to in terms of how they are named. This naming has direct consequences for those experiencing the issue and those responsible for finding a solution. Naming an issue includes the words that are used to describe a particular social problem; in this case men's violence against women.

The choice of words is always a political, value-laden decision and based on theoretical premises. There are a number of troubling consequences of this naming process. For example, issues can be named in a way that:

- a) minimises the seriousness of the problem
- b) makes the issue fit the solution already decided upon
- c) allows some action on the issue but avoids doing anything that might challenge the benefits of power holders

d) makes it appear abstract so that it is hard to know exactly what one is for or against or

- e) provides equal weight to conflicting views, thereby invoking doubt in the public about what is actually happening.¹

For any organisation that places emphasis on awareness raising it is crucial that there is a clear sense of awareness of what and awareness to what ends. When we are told that men should 'end their silence', and start 'speaking out' what exactly should they be talking about in terms of violence prevention?

In the emotional and contested area of men's violence against women there has been a long, complex and often covert struggle over how to name this issue. To name men's violence against women in a way that reflects the complex nature and dynamics of the violence, including the relationship and social context in which a

man perpetrates this violence, there are a number of key points that men involved in men's violence prevention should understand. These include the following:

- a) violence is gendered
- b) violence is primarily a social and structural problem, not an individual or medical one
- c) violence involves processes of coercive control rather than only acts causing physical injury
- d) men's physical violence against women is a crime
- e) perpetrators act in dynamic and strategic ways.

Each of these points can be best addressed by taking a profeminist stance on men's violence against women. Such a stance "... acknowledges the gendered nature of this violence; addresses the complex nature of power, status and inequality between women and men



in our society; and is committed to eliminating both this violence and its impact to improve the lives of women and children.” (Costello 2005).

GENDERING VIOLENCE

Most terms used to describe the types of violence women experience hide the everyday reality for many women throughout the world that the perpetrators of this violence against women, and indeed even against other men, *are men*. Gender-neutral language is continually used; for example, family violence, domestic violence, intimate partner violence, violence in the home, sexual assault, and community-based violence. Each of these terms masks the reality that the overwhelming majority of these forms of violence are gendered, that is, they are perpetrated by men upon women. Even when the issue is gendered by referring to *violence against women*, the gender of the perpetrator is often omitted. However, there is also a ‘slippage’ that occurs sometimes when men’s violence against women is named. While men’s violence against women is named, there is often a more general call to oppose all forms of violence, whoever is the victim or perpetrator, thereby undermining gendered understandings. For example men speaking out publicly have been heard to say, “I am against violence against women. I believe all women, *and indeed all students, deserve the right to feel safe and secure on university campuses and move about freely without the threat of violence.*” This is not to argue against challenging all forms of violence. However, we need to be conscious that in emphasising all forms of violence, we unintentionally may undermine our focus on men’s violence against women.

Such a slippage occurs because there is a reluctance to recognise that men’s violence against women happens because individual men are supported to perpetrate this violence by the social context of gendered inequalities in a patriarchal society. Ignoring these inequalities is both a symptom and outcome of seeing men’s violence against women primarily as a medical or individual issue.

MEDICALISING OR INDIVIDUALISING VIOLENCE

Many of the ways that men’s violence against women is commonly presented either implicitly or explicitly reinforce the idea that there is something wrong with the perpetrator (and sometimes the family

or even the victim) that needs addressing. It is said that he may have a problem with anger, alcohol, communication skills, conflict resolution, childhood trauma, or even have ‘sexist attitudes’.

This way of naming the problem results in solutions that diagnose these perpetrators with some kind of ‘disorder’ or ‘problem’ and then devise a therapeutic intervention to ‘fix’ them. Thus we now have a whole service system dedicated to providing ‘behaviour change’ programs for men to work on their issues. In this way, strangely, violent male perpetrators become equal clients of the government’s service system as their female victims; which explains why we can see publications that refer to ‘the needs of those affected by family violence’.

While we do need to shift and challenge the sexist beliefs of men, simply suggesting that we could one by one retrain each Australian man to think differently keeps the focus on individuals. Rather, we must recognise that such attitudes are supported and reinforced in two important ways. Firstly our dominant culture and everyday social norms support men’s superiority and women’s inferiority. Secondly it is not necessarily the case that men are merely ill-informed. There are distinct advantages for men to continue to hold and act on these beliefs, not the least of which is control over women. So while violence may be perpetrated by individuals this is done within the context of wider social norms.

VIOLENCE AS CRIMINAL

Naming men’s violence as an individual problem can ignore the fact that much of men’s violence against women involves criminal acts. While it is true that there are a range of controlling strategies used by men against women that are not strictly illegal, it is still the case that many are – for example assault, sexual assault, stalking, and breaches of intervention orders. Too often our justice or service system, and community members, disregard the criminal nature of these actions. Imagine the community outrage likely if other types of crime were addressed in the same way as male violence against women, such as in this hypothetical adaptation of a men’s violence against women promotional brochure:

“Rod’s change of behaviour after participating in the program has encouraged him and the local bottle shop manager (a former victim of a hold up where Rod used a sawn-off shotgun) to undertake the trust skills program together as they feel it also will help them move on.

Rod was referred to the program when he called crimhelp mensline which provides advice to men on a range of felonies including armed robbery, drug trafficking and car theft.”

I have only changed the type of crime here and even though men’s violence against women is far more dangerous and damaging, most of us would be outraged to consider the idea of supporting armed robbers in such a way which denies the criminality of their violence. However, this approach is commonplace in Australia today. It is partly the denial of such violence as a crime that helps maintain the abuse and degradation of women and supports men who feel safe in the knowledge that they are more than likely going to get away with it.

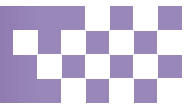
Even programs and campaigns attempting to reduce men’s violence against women often do not recognise its criminality, and instead refer to it as merely ‘unacceptable’.

While it is important that men’s physical violence against women is appropriately responded to as a crime, this approach on its own has a number of shortcomings. Focusing only on isolated incidents of assault does not help reduce the abuse and degradation experienced by women.

AVOIDING THE NARROW FOCUS ON PHYSICAL INCIDENTS

Another key problem has arisen through the imprecise use of the term ‘violence’ to describe men’s abuse of women. While there has been some recognition that the term encompasses more than physical harmful acts and may refer to things such as emotional, sexual, financial and spiritual violence, the problem is that whenever people say “violence against women” the risk is that they are primarily referring to physical acts that cause bodily injury.

There are two immediate issues with focusing only on the physical forms of violence. First, it has allowed an argument of gender symmetry: that is the argument that women are just as likely to hit men as the reverse. There is now a website devoted to promoting this view in Australia. While there is evidence of women using physical violence, often this can be understood in terms of self-defence. But to argue over the facts about who uses physical violence against whom most often misses the key issue of the way that women experience violence from men as a tool of control or entrapment.



Second, the focus on physical acts allows a distinction to be made between good and bad men. For example, some people may say that most well-meaning men do not perpetrate physical or sexual violence against women. This allows men to believe that if they are not hitting women, then they are not violent and are not the target of violence prevention efforts. In fact many women victims report that they feel most trapped and fearful when the frequency of physical violence *decreases*.

People who work with both victims and perpetrators are aware that violence is one tool among many that the perpetrator uses to gain greater power in the relationship in order to deter or require specific actions from women, win arguments, or demonstrate their dominance. The term *coercive control* usefully describes a whole pattern of strategies employed by a man against a woman. Such strategies occur in an ongoing, even relentless pattern including isolation, intimidation, belittling, humiliation, threats, withholding of necessary resources such as money or transportation, and abuse of the children, other relatives, or even pets. The result for most women is an experience of *entrapment*, of having every aspect of their life controlled. Evan Stark (2009) argues that men's violence against women is best understood as analogous to a form of hostage taking rather than an assault incident.

When violence is understood within this way, even relatively minor acts of physical abuse, for example, a slap on the knee or an arm pinch, can have the impact of reinforcing the woman's trapped state. In fact, rather mundane types of harm are often employed routinely and strategically by perpetrators as they are less likely to be detected by onlookers, authorities, friends and family and make it harder for the woman to seek help or escape.

Focusing only on physical acts of violence also obscures the main means men use to establish control by the micro regulation of everyday behaviours associated with stereotypic female roles, such as how women dress, cook, clean, socialise, care for their children, or perform sexually.

In this way it becomes clearer that men's violence against women is a much more complex issue than often thought. A picture emerges that individual



perpetrators are not deviant or simply possess inappropriate attitudes but that their actions are strategic and supported by broader inequalities between men and women throughout our society.

RECOGNISING THE DYNAMIC AND STRATEGIC ACTIONS OF THE PERPETRATOR

So men's violence against women is not simply the action of a bad (or mad) man losing his temper and hitting his 'loved-one'. The issue is not one of men simply needing to develop more respect for women. It is true that perpetrators have little respect for women but the central issue is their desire for control over women rather than their lack of respect. The issue is one of systematic power inequalities and a society that supports men's entitlement to a range of gender privileges.

Therefore, it is important to recognise that men who seek to coercively control women do so because the range of benefits are high and the risks, of being caught or stopped, are low. The benefits to men are great: he is more likely to be serviced, have food prepared for him, have the house cleaned, have children prevented from disturbing him, have sex on demand. He is likely to gain material benefits, including money and other resources. He can keep her under control to prevent any risk she may have affairs or seek support from friends or family.

Men use a range of techniques to achieve coercive control. One of the most valuable and commonly used techniques is the disguise. This means that men will behave and present one way when abusing the woman in private

(a terroriser), and very differently when in public, at work or socialising (a charmer). This ability to put on a disguise not only prevents people detecting his abuse but also acts to confuse and isolate the woman further. She thinks, 'maybe there's something wrong with me because he's acting so nice with them.' In fact in social situations he is cleverly able to act both as a respectable member of society while sending secret intimidating signals to the woman that only she will understand. For example, in this American example even a sweatshirt can be a weapon:

Cheryl was the star pitcher for her factory softball team. After several innings when she pitched well, her boyfriend, Jason, would come onto the field and offer Cheryl her sweatshirt, saying, "Darling, you're cold. Why don't you put this on?" To the dismay of her teammates, Cheryl would "fall apart." Cheryl's teammates interpreted Jason's gesture as caring. But to Cheryl, the message was that she had violated an agreement not to make him jealous. The sweatshirt was his warning that, because of her infraction, she would have to cover up her arms after he beat her. Cheryl's "mistake" was to draw attention to herself by striking out the opposing batters. She quickly corrected this fault by falling apart. She was also too frightened to pitch well. (Stark 2009, p.229)

The particularly private nature of such 'cleverness' makes it very hard for many of us even to detect men's violence against women. Even worse, some men are able to express attitudes supportive of gender equality and respect for women while continuing to perpetrate abuse. Many well-intentioned education programs



make the mistake of assuming that positive attitude change is the best sign of success. Instead we need to be careful to use measures that are indicative of improvements in women's real safety and rights resulting from men's actual daily relations with women.

Going along with such strategic thinking is the ability men have to justify or minimise the harm of their actions. As a result even the learning from a well-structured and engaged session on men's violence against women can have unintended consequences: "... after an hour-long session, one of the male participants thanked the facilitator and said: 'It is very helpful to talk about rape. Some men here have raped women. By talking about it, men won't feel bad about what they have done.'" (EngenderHealth 2002).

The dominant sense of manhood in Australia is built on the idea of being tough, in control, competitive and smart. Coercive control is the logical outcome of enacting this unfortunately commonplace form of masculinity.

Therefore, men who are committed to supporting this important work must continuously strive to listen to and read the work of feminists who have worked tirelessly for decades for gender equality.

OPPORTUNITIES FOR EFFECTIVE ADVOCACY

Recognising the complexity of men's violence against women and naming it more accurately gives men who advocate for women's rights for freedom and safety a much clearer focus for action. Speaking out now can move from a vague call to action to specifically:

- a) ensuring that all work clearly names the gender of both the perpetrator and victim of violence
- b) challenging explanations or responses that tend to medicalise or individualise the issue
- c) recognising the criminality of much of men's violence against women
- d) providing a more accurate and broader understanding that violence is one strategy of coercive control

e) pointing out the strategic and covert ways that perpetrators disguise their actions.

Finally, a proper understanding of men's violence against women is important for effective action.

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1. See, for example, Merchants of Doubt: How a Handful of Scientists Obscured the Truth on Issues from Tobacco Smoke to Global Warming, by Naomi Oreskes and Erik M. Conway.

White Ribbon Day update

On White Ribbon Day, held each year on November 25, the Australian Minister for the Status of Women highlighted the importance of community engagement as part of the National Plan to Reduce Violence against Women and their Children 2010-2022. The Federal Government has so far spent \$86 million in support of the plan. Minister Ellis spoke at a White Ribbon event in Adelaide where she commented that "We need to come together – men and women – to support the victims of violence and importantly, to say loud and clear that violence against women is not something that we will tolerate in Australia."

The Australasian Council of Women and Policing (ACWAP) supports the work being done by White Ribbon and encourages support for the National Plan.

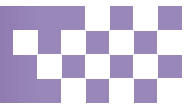
A copy of the *National Plan to Reduce Violence against Women and their Children 2010-2022* is available from www.fahcsia.gov.au



Australia's campaign to stop violence against women

White Ribbon





FROM THE *Pacific*

The Australian Agency for International Development (AusAID) granted funding assistance of \$7,800 (AUD) to sponsor participants from Papua New Guinea attending the 2011 ACWAP Conference "Making it Happen – Police and Community". The nominees were from the Office of the Public Prosecutor (OPP) and the Royal Papua New Guinea Constabulary (RPNGC). These delegates have been part of a team working to improve the coordination between the police, the OPP and the Department of Health (DoH) in responding to victims of sexual abuse in PNG. The nominated delegates included:

Mr Nicholas Miviri - Deputy Public Prosecutor (unable to attend)

Ms Tracy Ganaii – Senior State Prosecutor
Detective Sergeant Tinol Pakiapon –
Royal Papua New Guinea Constabulary

Detective Sergeant Tinol Pakiapon and Senior State Prosecutor Tracy Ganaii wrote a joint presentation entitled 'PNG's Response to Family and Sexual Violence, Integrated Law and Justice Sector Response'. Their session provided an overview of the critical roles that the Law and Justice Sector plays in preventing and responding to sexual abuse and discussed the activities of the Sexual Offences Interagency Working Group. Since 2008, the

working group has aimed to improve the coordination between the police, the OPP and the DoH. The information provided by the PNG delegates enabled the conference participants to gain an understanding of the restrictions and hurdles facing PNG in the area of sexual violence and the work currently being undertaken to combat this.

Conference feedback indicated that the PNG session was well received, informative and enabled conference delegates to gain a perspective on the experiences and challenges faced by the Law and Justice Sector in PNG. Conference delegates indicated that they benefited from learning of the cultural differences and policing responses from the Pacific. They found the attendance of the PNG and other Pacific delegates as an opportunity to gain a global perspective on the struggles of government agencies like the police and courts in the interest of protecting women and children. Many commented on the grounding effect attending this session had given them upon reflection of the challenges faced and indicated the need for continued support to the Pacific nations in particular PNG.

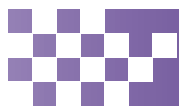
The PNG delegates said that they felt that they benefited personally and professionally from attending the many diverse sessions at the conference and from meeting and talking to other delegates.



Both Sgt Pakiapon and Ms Ganaii made the most of the opportunity to increase their knowledge of the work currently being undertaken in Australia and to network with those in parallel occupations.

ACWAP acknowledges the important Government support that allowed for PNG inclusion at the conference and looks forward to further relationship building.





Pacific Islands Tongan police officer first woman to coordinate RAMSI Pacific Island contingent



NUKU'ALOFA, TONGA: CHIEF INSPECTOR PELELATITA FE'AO (40) OF THE TONGA POLICE HAS BEEN SELECTED BY THE REGIONAL ASSISTANCE MISSION TO THE SOLOMON ISLANDS (RAMSI) AS THEIR NEW COORDINATOR OF THE PACIFIC ISLANDS CONTINGENTS IN HONIARA.

Acting Police Commissioner Taniela Faletau, announced today, October 11, 2011 that Chief Inspector Fe'ao is not only the first Tongan police officer to take up the important job at RAMSI but she is also the first woman police officer from the Pacific Islands to be selected to the position.

"Her new appointment reflects on the credibility and recognition of professionalism of the Tonga Police," he said.

Chief Inspector Fe'ao is expected to take up her new post in Honiara at the end of the year [2011] and will initially be deployed for one year with option for renewal for another year.

Chief Inspector Fe'ao told Matangi Tonga Online that she was very happy with her selection under RAMSI. It was not only a great opportunity for her to develop personally as a police officer in the Pacific but she would also showcase what the Tonga Police could bring to a regional mission such as RAMSI, in terms of skills and experience.

She said that she applied for the job together with other police officers from the Pacific Islands who are participating in RAMSI. Although she has never been deployed under RAMSI she has 16 years of experience in the Tonga Police where she is currently the Manager of Policy and Planning.

COORDINATOR

Chief Inspector Fe'ao will replace a Papua New Guinean police officer as Coordinator of the Pacific Island Contingent, a job that helps to develop understanding of the contribution Pacific Island Nations make to RAMSI's Participating Police Force.

There are 15 Pacific countries serving under RAMSI, including Australia, New Zealand, Cook Islands, Micronesia, Kiribati, Marshall Islands, Nauru, Niue, Palau, Papua New Guinea, Samoa, Tuvalu, Vanuatu and Tonga.

RAMSI police's main job is to provide support for the enforcement of law and order in the Solomon Islands, but a key focus now is to primarily develop the Royal Solomon Islands Police Force's capacity to stand strongly and independently.

On October 1, Tonga Police deployed its 11th contingent to RAMSI consisting of five police officers. They underwent six weeks pre-deployment training in Canberra before being deployed to Honiara.

Tonga has been supporting RAMSI since it was first set up in 2003 in response to help settle civil unrest in the Solomons.

*Article courtesy of Matangi Tonga Online
(www.matangitonga.to)
http://www.matangitonga.to/article/spnews/pacificislands/20111010_tonga_ramsi.shtml*



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EMERGENCY SERVICE WOMEN

in Profile

CAPTAIN JULIE JONES - RECOGNITION FROM WAYNE WESTON, ASSISTANT COMMISSIONER QFRS FNR. SINCE JOINING THE QLD FIRE & RESCUE SERVICE CARDWELL AUXILIARY TEAM IN 2004, JULIE JONES HAS SHOWN OUTSTANDING QUALITIES CULMINATING WITH HER BEING APPOINTED CAPTAIN OF THE CARDWELL TEAM IN 2007.



Since

Julie's appointment as Captain, her leadership and management abilities have continued to develop in all aspects of QFRS business and in her general activities.

These qualities and abilities were very evident prior to, during and after the Tropical Cyclone Yasi event that devastated the Cardwell township. Julie provided very strong leadership to her team and the local community at all times. In fact, Julie became the main contact for all services that came to the Cardwell township in the first few days of recovery following the passing of tropical cyclone Yasi.

Julie led the recovery in Cardwell at a number of levels - not only from a QFRS focus. Julie set up a Fire Control Centre at the Cardwell Fire Station and continued for many weeks to coordinate the recovery effort from the station.

Julie's efforts in supporting her team and the Cardwell community were significant and if not for her strong, determined and dedicated leadership, things may have not gone so well.

Julie also provides significant support to QFRS and other auxiliary stations throughout the region. Activities such as training, community education, temporary fire fighting, recruit instructor, representing the QFRS community forums are all areas where Julie excels.

Add to this the emergency response activities that the Cardwell team undertakes in incidents such as motor vehicle accidents, ship fires, structural fires, "hazmat" incidents and community assistance. Julie provides a strong and supportive lead at all times.

She certainly has been an asset to the Cardwell auxiliary team and to the QFRS in general since joining and I am sure will continue to pursue her professional development and passion for the fire service for many years to come.

Congratulations to Julie for the well deserved recognition in relation to women in the workforce.

PROFILE

After growing up in a family of strong women dedicated to community safety, it's no wonder Julie Jones found herself as an Auxiliary Captain with the Queensland Fire and Rescue Service.

Julie's grandmother served in the Lower Silver Valley Rural Fire Service and her mother was the Cardwell Auxiliary Captain for 17 years. At 22 years of age, Julie began her career as a CFS volunteer in South Australia. After moving to Cardwell in 2004 Julie started as a firefighter with the Cardwell Fire and Rescue Service, moved into the role of Lieutenant for two years before becoming the Fire Captain in 2007.

Since being involved with the Service, Julie has become passionate about education and leadership. Teaching people to become firefighters is why she originally entered the training sector. Julie's main drive comes from leading her crew through difficult incidents to achieve the best possible outcome.

Julie loves working with the community and the camaraderie that forms when a team works together to reach an outcome, and whilst there are aspects of the job that are physically and mentally demanding, those "hard parts" and "barriers" are the challenges she faces and enjoys.

Julie has achieved so much, from raising a daughter and receiving an Australia Day Award, to leading her team through disasters such as the Tilt Train incident in 2008 and Cyclone Yasi in 2011.

What is your current role/profession?

Auxiliary Captain, Queensland Fire and Rescue Service.

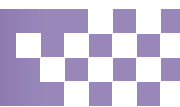
How long have you been in that role/profession?

Three years.

What is your passion (your job, volunteering)?

Education & Leadership. Teaching people to become fire-fighters is why I originally entered into the training sector.

continued on page 33



Pacific Nations Senior Women's visit to Queensland Police Service



Front row (from left) Superintendent Deb Platz, Chief Inspector Sylvia Reu, Assistant Commissioner Katarina Carroll, Deputy Commissioner Ross Barnett, Superintendent Gwen Ratu, Deputy Commissioner Ian Stewart, Superintendent Anne McDonald, Superintendent Sina Enoka-Tafua and Senior Sergeant Helen Barnett.



THE QUEENSLAND POLICE SERVICE SENIOR WOMEN'S FORUM WAS HELD FROM OCTOBER 3-5, 2011. THE FORUM OFFERS PROFESSIONAL DEVELOPMENT, LEADERSHIP DEVELOPMENT AND NETWORKING OPPORTUNITIES FOR SENIOR OFFICERS WITHIN QUEENSLAND POLICE SERVICE.

With the theme, "Conquering Challenges, Creating Opportunities – Ability, Engagement and Aspiration to Rise and Succeed", the forum featured internationally and nationally recognised speakers including the Honourable Justice Margaret McMurdo, Mr Paul White, CEO, Brisbane Broncos and Ms Malathi Das, President-Elect LAWASIA, Singapore.

To further enhance the positive working relationship between the QPS and the Pacific nations police agencies, Commissioner Bob Atkinson invited the visiting Pacific region senior officers to attend the Pacific Nations Senior Women's Breakfast at Police Headquarters Brisbane, together with members

of the QPS Senior Executive, other QPS staff and representatives of the Australian Federal Police.

Helen McDermott from ACWAP was the Visiting Fellow at the Forum and provided a national insight into the issues discussed.

Acting Assistant Commissioner Gwen Ratu, Royal Solomon Islands Police, reflected positively on both the networking opportunities provided to the visiting officers during the Senior Women's Forum and also the opportunity to meet with the Commissioner and other Senior Executive Officers at the breakfast.

This year for the first time, the forum was expanded to invited delegates from other Queensland Government agencies. Also, with the support of the Australian Federal Police, seven senior female police officers from Vanuatu, Papua New Guinea, Tonga, Solomon Islands and Samoa attended.

Pacific nations officers in attendance included:

Acting Assistant Commissioner Gwen RATU, Royal Solomon Islands Police

Superintendent Sina ENOKA-TAFUA, Samoa Police, Prisons & Fire Services

Chief Inspector Sylvia REU, Royal Papua New Guinea Constabulary

Chief Inspector Sokopeti FALETAU, Tonga Police Service

Inspector Maryline GEORGE, Vanuatu Police Service

Inspector Joyce ANGORO, Royal Papua New Guinea Constabulary

Sergeant Claire RAMBU, Royal Papua New Guinea Constabulary



From left: Chief Inspector Sylvia Reu, Sergeant Leanne Lomas and Senior Sergeant Sam Purcell.

continued from page 31

Leading my crew through difficult incidents to achieve the best possible outcome as a team is perhaps what I am most passionate about.

What lead to your involvement in that field of work/volunteering?

The involvement of the women in my family before me, starting with my grandmother who served in the Lower Silver Valley Rural Fire Service, followed my mother who was the Cardwell Auxiliary Captain for 17 years in the Queensland Fire and Rescue Service. I grew up with strong women around me who were dedicated to community safety and it was something that I was almost destined to be a part of.

How long have you been involved in this work/volunteering?

Nearly 10 years. I was 22 years old when I began as a CFS volunteer in South Australia before moving to Cardwell in 2004. I started as a fire-fighter with the Cardwell Fire and Rescue Service,

moved into the role of Lieutenant for two years before becoming the Fire Captain in 2007.

What do you enjoy most about it?

Working with the community and the camaraderie that forms when a team works together to reach an outcome.

What do you feel you have contributed through this work?

I feel I have contributed most by being able to give the community what they need the most when they need it the most. Giving the most vulnerable a sense of security when it all seems hopeless and being able to actively help.

What has been the hardest part of undertaking this work or biggest barrier to being involved in this work?

I believe the biggest barriers are the ones you put on yourself. The Queensland Fire and Rescue service prides itself on equity and that is what I love about being

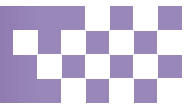
involved in this organisation. Whilst there are aspects of the job that are physically and mentally demanding, those “hard parts” and “barriers” are the challenges I enjoy the most.

What are your greatest achievements?

1. My daughter.
2. Being able to express myself and move up the ladder within an organisation of such importance.
3. Being able to lead my team through some of the biggest events such as the Tilt Train Incident in 2008 and Cyclone Yasi this year.
4. Receiving an Australia Day Award in 2011 for Dedication and Commitment to Achieving High Standards of Training through the Regional ARTEP Program, and other Regional Instruction Courses – Far Northern Region

What do you hope to be able to achieve in the future?

Whatever I want.



MAKING IT HAPPEN:

police and community

Assam, India: in the shadow of extremist violence



Dr. Sanjukta Parasor, IPS

Assam/Meghalaya: 2006, Superintendent of Police, District: Jorhat, Assam

Imagine a world where the policeman on duty is not sure if he will return to see his family at the end of the day. Imagine a world where a mother doesn't know if the security forces will kill her son in an encounter today. Imagine a world where a housewife doesn't know if a bomb will go off in the market place as she is buying onions in the evening. The common masses are poor, illiterate, underfed, living below the poverty line with no scope for improvement.

No developmental work has taken place, most roads are dilapidated, every monsoon the swollen rivers tear the embankments, flooding the village and damaging the crop, there is hardly any potable water, disease is rampant, help is far. Further details could be added to this list. This is the picture of a village which is in the line of extremist violence by way of providing the cadres to the insurgent group. This is the village where insurgent cadres take shelter. This is the village where security forces

conduct raids, search, ambush and other counter-insurgency operations. This is the village which hates the police and the government. This is the village which provides advance information to the extremists in case of force movement. This is perhaps the village where fierce encounters have taken place where policemen, extremists and common people alike have lost their lives at some point or the other. Assam, in the north east of India is home to scores of such villages.



Extremist organisations like United Liberation Front of Assam (ULFA), National Democratic Front of Bodoland (NDFB), Karbi National Liberation Force (KNLF) and a dozen others have held sway for more than three decades espousing various demands from secession to a separate state. Today with the peace process under way with most of the insurgent groups the situation has dramatically changed but much still remains to be done to alter the atmosphere of distrust that exists between the police and the civil society. The long years of conflict can be wiped out from public psyche only with the help of a robust and healthy model of community policing. This paper attempts to map the challenges faced by the police in dealing with the communities that are prone to extremist activity, enumerate the efforts already undertaken in Assam to build a healthy police-civil society relationship and also to suggest measures to be undertaken in the future for greater community participation in the policing process.

THE CHALLENGE:

Engaging the police and the community towards shared goals and productive results is an uphill task, more so in a region torn by extremist violence. The mainstay of this model of policing is the development of a partnership between the police and the stakeholders of the community so that it may find problem solving techniques that are best suited and agreeable to all. This is a process of several steps which involves makeovers in the police organisation as well as in the community. Once an agreement to set up a partnership is reached, organisational transformation has to take place. Only then will it lead to effective problem solving. Gone are the days when crime could be controlled by brute force as is the arrangement and understanding in most places of the country. Most crimes today have widespread ramification be they drug peddling, extremism, ethnic riots, vehicle theft. The goal of each and every police force is effective crime control which would lead to an improved quality of life. In this, the involvement of the community plays a significant and important role. Involvement leads to a more proactive strategy on the part of the police and it also allows for sharing of the responsibility to keep the neighborhood safe and secure.

A society that has seen insurgent activity for at least three decades is one which simply does not trust the police.

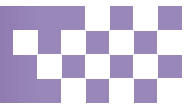
Villages across the length and breadth of the state and even small towns where there is popular support of such activity have been a bone of contention between the community and the security forces. At this juncture, it must be mentioned that Central Paramilitary Forces (CPMF) and the Indian Army also operate in counter-insurgency efforts in most districts of Assam to assist the local police. The use of these 'outside forces' have actually led to further mistrust in the minds of the people, so much so that there was a time when police officers from the rest of the country were posted here they had to face the ire of the common people. Not that local IPS or State Service police officers fare any better. There is a very common tendency, evident in all dealing with the public, to consider the police as something different from themselves, especially in the areas where extremist movements have overt or tacit support. This attitude of 'us versus them' persists even today. However, the lines have diluted in those villages/towns where community policing models have been accepted.

The unique problems faced by the police in insurgent affected areas of Assam are as follows:

- **Mistrust of the people:** To begin with the common people simply do not trust the police and the security forces. They believe that the police are only interested in harassing them, in arresting their boys, in creating havoc in their houses. Perhaps to an extent this may be true. Pressures are high on the forces to prove that their jurisdiction is free from extremist activity or in the least that insurgency is under control. In this bid most of the operations that take place like Cordon and Search (CASO), Ambush, Raid etc are of course intrusive into the lives of the people. If there is an encounter, then of course the investigation is also tough on the community. By the very nature of the job, the police have to be suspicious, inquisitive and probing of the people. This is obviously resented by the public. More so because whether by accident or design or by force they have either fed or given shelter to the insurgents or have stored their illegal arms or explosives. This creates a feeling of hostility among the community. They believe that the police is out to get them. Another peculiar psychological emotion the community has is of hatred. The police is essentially comprised of local Assamese officers

and men of various communities and tribes. The insurgents are also local Assamese boys of various communities and tribes. The community thus feels that a brother is hounding another brother. Of course the police is on the wrong side of it. Everyone believes the policeman is at fault. The insurgents obviously do not extort money from the villagers. And those of whom they do, are usually the disliked shop owner or petty government official. This lack of trust is a big hurdle that has to be overcome by the police.

- **Obstruction by common people:** As a corollary to the lack of trust, the police are faced with resistance and obstruction by the community in the discharge of their normal duties such as service of warrants, summons, arrests and interrogation in course of investigation of regular cases. There is always undue pressure on the police to hasten the process.
- **Law and order incidents:** There is also a tendency to have increased number of law and order incidents in these areas. Demonstrations, road blockades, rail blockades, non-cooperation, processions, sit-in strikes are the order of the day. More often than not, they turn violent frequently to the detriment of the police. These are people who, mind you, are angry and hostile to the forces for the supposed atrocities caused to them. Also they would like to protect the interests of their boys who have joined the insurgent outfits.
- **Large gap between government agencies and public:** These villages and areas also have a characteristic gap between all government agencies and the public. A gap that is hardly breached. Not just with the police, the people aren't aware of their legal, social, political and constitutional rights, and hence they do not have any inclination to be in touch with the civil government officials. This gap further increases their perceived indifference from the government leading to an increase in hostility.
- **Lack of faith in the government:** Villages affected by extremist violence and membership have, on the whole, a lack of faith in the governmental system. Less reporting of crime has been noticed in these areas; as is less demand for civic amenities. Both of these functions emanate from their need to 'sanitise' their area against militants and their harbors. If regular police cases are reported then the police would need to visit the place of occurrence, interrogate suspects, question



witnesses and there might inadvertently be some leakage of information about the extremists. Instead these people prefer to get their problems solved by the insurgents who find their village a safe harbor through mock courts. It has often been noticed that they provide advance warning to the extremists.

- Lack of developmental indicators: Usually there is a lack of developmental indicators such as roads, sanitation, water supply, schools, colleges, self help groups etc in these areas which are affected by extremist membership. One reason is also the fact that the insurgents who belong to that area make unreasonable demands to the contractors / builders who are entrusted with work there. It leads

THE WAY OUT SO FAR:

Given the nature of conflict that Assam Police has been facing so far in the last three decades a number of initiatives have been undertaken to improve policing and community policing has been one of the foremost. Friedmann¹ (1992:4) defines community policing as following

"Community policing is a policy and a strategy aimed at achieving more effective and efficient crime control, reduced fear of crime, improved quality of life, improved police services and police legitimacy, through a proactive reliance on community resources that seeks to change crime causing conditions. This assumes a need for greater accountability of police, greater public share in decision making, and greater concern for civil rights and liberties."

"While a permanent solution comes only from the political powers that be, it is needless to say that the police must make inroads into finding an effective solution. It is after all the police that have to face the major impact of the problem."

to siphoning of funds in the wrong direction. The lack of roads of course hits the police the most because on it depends the response time to any incident or crisis.

- Deception and danger: One of the biggest challenges posed by the police and security forces is the prevalence of threat of loss of their own lives in the insurgent prone areas. Danger lurks everywhere and one is not sure where the motivation lies for a seemingly common man to lure a police party into their midst with a view to aid the insurgent in their nefarious plan. Another part of the challenge is dealing with the victim community. In Assam the Hindi-speaking community and the alleged migrant population has been the target of most insurgent groups. These communities have a deep seated hatred for the police and the security forces that they see as ineffective in ensuring security of their lives and maintaining of peace and stability in their areas. This is one area of confidence building that the police have to undertake with the community.

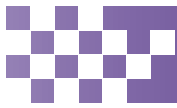
It is no doubt an uphill task, a path fraught with many doubts and misgivings. The initial attempts were peppered with resistance from both sides. The police could not quickly adapt out of the old system. Duties like prevention and detection of crime, investigation, maintenance of law and order had been mostly undertaken with brute force and application of strait-jacketed ideas. The community simply could not trust the police to do anything but extract forced compliance. Forging a working partnership with community institutions such as families, media, educational facilities, social and non-governmental organisations, neighborhood associations as key partners with the police was not an easy task. Two of the most successful and well known initiatives have been 'Project Prahari' by Shri Kuladhar Saikia, IPS and 'Project Aashwas' by Shri Bhaskar Jyoti Mahanta, IPS. Project Prahari was launched to prevent incidents of witch hunting in rural Assam, while Project Aashwas was launched to help the child

victims of insurgent violence. Children of those persons who have been killed in violence by extremists receive aid in education through this project of Assam Police.

In addition to Aashwas, there is a concerted effort to engage the community in all spheres by Assam Police. Stakeholders have been identified and the right questions have been asked. Assam Police is attempting to find out why crime occurs and is not just satisfied with statistics. This has led to discovery of a wealth of knowledge about the community and also to solutions that have today led to near permanent outcomes with regards to preventable crimes such as vehicle thefts, insurgency, witch-hunting etc. A thrust has been made into ensuring reformation of criminals. In this regard a specific policy for surrender of militants and their economic rehabilitation has been followed.

With any successful community policing strategy the following three aspects have to be addressed: a) intra-departmental changes, b) inter-agency coordination and c) community participation. In these aspects decentralisation plays a key role as does interaction, supervision, empowerment of lower rank officers, development of soft skills, coordination and assistance. A study of the needs and resources of the community and mapping of its crime pattern is also necessary. Each society has problems unique to it such as pattern of crime, nature of law and order problems as also the affected parties be it women or children. Successful community policing initiatives have to be sufficiently tailor-made to suit the exigencies of the time and place, or else the initiatives have to be sufficiently lax so that they may be adapted to the need of the hour.

In this regard there is a systematised manner of regular interaction through a new initiative called Community Liaison Group (CLG) and Nagarik Committees in the Urban Police Station areas. Members of the CLG are drawn from all walks of life: rickshaw-wallas, college professors, business-men all are included in it and a monthly meeting is held so that ideas may be exchanged freely. Besides these formal meetings, informal discussions are also encouraged. Beyond the purview of strictly policing issues cultural programs and exchanges are also made, especially during festival season.



Doubts, misgivings and problems of the community are sought to be addressed through this means. As regards the rural police stations a system of Village Defense Personnel (VDP) has been prevalent for a long time. This has been revived, invigorated and revamped so that the police get the help of the local public. The members of VDP actually work towards collection of information, guarding of the village at night and sometimes even effecting citizen arrest of criminals. They too have a formal system of monthly meetings which are attended to by the District Superintendent of Police and other senior officials. Above the police station level both the CLG and the VDP have a district level committee whose main objective is to advise, guide and steer the community policing effort into being more effective and successful.

WHAT ELSE – MAKING IT HAPPEN:

No doubt making it happen in a society torn apart by extremist violence for 30 years or so seems next to impossible. Impediments are huge and manifold. They cannot be overcome in one day. The odds are seemingly insurmountable. While a permanent solution comes only from the political powers that be, it is needless to say that the police must make inroads into finding an effective solution. It is after all the police that have to face the major impact of the problem. Assam Police today, after most groups have expressed their willingness to come for talks with the Indian Government, needs to build trust in those communities where there is still

some modicum of extremist violence left. Small isolated pockets here and there in the hinterland, which still feeds into the recruitment of the insurgent groups, have to be identified and their problems need to be addressed. There must be continued relations with those communities where the boys have returned to the mainstream for the incidence of recidivism in extremists is very high. The thrill of having an illegal weapon, the romanticisation of a martyr, the idea of a man who lives by his own rules is a lure that needs to be curtailed.

Perpetrators of violence must be identified and dealt with under the strictest provisions of law so that the victim communities feel more comfortable and secure. It is true that there is emergence of new crime patterns today, but a healthy dialogue that starts now shall go a long way. A number of militant outfits have entered into ceasefire agreement with the government and some outfits have now what is called a pro-talk faction. Former militants who were in hiding from the police and security forces are now in the midst of the community. The communities which were more sympathetic to their causes have actually welcomed them into their midst with warm open arms. This has been a dampener on the spirit of the police force. However now is the time that the police make its way into these communities or else the path will be lost forever. The only catch with the police is always in the question: how to be firm without seeming impolite, rough or rude. The police are after all, there to control crime. This is where training and

development of soft skills shall come in handy. These insurgents willy-nilly are in the midst of the community now. They have more access to their old shelters and safe harbors. They have quicker access to mobile phones which makes communication much easier. Recidivism is high and the lure of easy money through extortion is very bright. There is more need to involve the community at this stage. Rehabilitation into becoming fully functioning responsible adults is the need of the hour.

The solution lies in collaboration in sports, youth clubs, community liaison groups, citizen forums, women's groups and a speedy response to each and every crisis. Community outreach programs, regular visits to the affected villages, medical assistance programs, involving the local schools, colleges and other agencies are also essential to maintain a healthy and successful community policing effort. Yet, the actual solution lies perhaps in creation and achievement of a super-ordinate goal. Simply defined in psychology, super-ordinate goals are those that are achieved by the contribution and co-operation of two or more people or groups of people, who usually have individual goals that are normally in opposition to each other. What could be more apt than this definition in case of the police and the community? Crime control, prevention, detection and investigation bring the police in direct confrontation with the community at all times. The study by Sherif² (1954) on super-ordinate goal setting has proved that it can aid in formation of friendship across seemingly opposed group boundaries.

The super-ordinate goal in this case shall be the overall improvement of the community: a peaceful and comfortable existence, a life of safety and security. This is after all the ultimate objective of a nation-state whose most visible arm of government is the police.

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CONFERENCE

presentations



KEY-NOTE SPEECHES FROM MARGARET BEARE AND DOROTHY SCHULZ, AUGUST 2011 CONFERENCE.

DOROTHY SCHULZ

Dorothy Moses Schulz is Professor of Law, Police Studies, and Criminal Justice Administration at the John Jay College of Criminal Justice (City University of New York). She was the first woman captain to serve with the Metro-North Commuter Railroad Police Department and its predecessor department, the Conrail Police Department. She is the author of *From Social Worker to Crimefighter: Women in United States Municipal Policing* (Praeger, 1995), and has published widely on historical and current issues involving women in policing. She is a member of numerous police and academic associations, and has spoken at conferences of the International Association of Women Police, Women in Federal Law Enforcement, the National Centre for Women & Policing, the Senior Women Officers of Great Britain, and the Canadian Police College.

Making it Happen: Strategies for Personal Success

Dorothy M. Schulz, Ph.D.

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Although a historian by training and attitude, I have also had a full career in law enforcement. My theme focuses on professional success and how important it is not to allow your goals to be derailed by others. The presence – and wise words – of her Excellency, Governor-General Quentin Bryce, personifies this. Many women today still turn away from success because they are concerned about being “the first” “the only” – or even, “one of only a few.” Would Governor-General Bryce be sitting here today if she had given in to that fear? Would I be speaking to you today? Would many of you who have achieved rank or other signs of success in your agencies be sitting here if you had given in to such fears? I doubt it.

The Governor-General’s current position was not her first “first,” which is likely also true for many of you. One of the most interesting findings of my research into women police chiefs and sheriffs in the United States is that many of the most successful women worked in small police departments where they were the ONLY woman or one of few women throughout their careers. They were the first police officer, the first major case detective, the first sergeant – well, you get the point.

Of course, as more women enter law enforcement, that is less likely to be true, but for women my age – and without being disrespectful, the age of the Governor-General – being the first or the only was almost a given.

Now before I go on, I must explain what I mean by small police departments. In Australia, you have somewhere fewer than a dozen police services; in Great Britain, there are fewer than

60 agencies; in Canada there are around 100; but in the United States we have about 18,000 police agencies. Yes, it is breathtaking, but it reflects our history of keeping things local. Although those who watch TV know about the NYPD, the LAPD, the Chicago PD, Hawaii 5-0, and other large departments, about 75 per cent of our departments have fewer than 100 sworn officers. Most are not in the glamorous locations popularised by CSI. And most assign the largest percentage of their officers to uniformed patrol – what you call general police duties.

It is in these small, hidden-away agencies that most women – and most men – spend their law enforcement careers. Just as some of you may have been surprised to learn how many police agencies we have in the US, I was surprised – albeit pleasantly to learn that women make up 23 per cent overall of the members of the Australian police service. While this percentage is comparable to Great Britain, and somewhat similar to Canada, it is a larger percentage of women than in the United States, where women comprise about 15 per cent of sworn officers nationwide, with larger percentages in larger departments. Of course, because we have so many forces and about 700,000 police officers, the numbers may be larger, but the percentage is smaller. It would not surprise me if there were still departments in the US that have yet to hire their first female officer.

Some years ago colleagues and I were publicising the International Association of Women Police (IAWP) conference held in New York in 1987 – countless chiefs at a state chief meeting came to look at us as if we were

freaks. Are you really police officers they asked in wonderment, only to tell us how impossible it was to find women for their agencies. Most admitted they hadn’t looked very hard for women, were unaware that uniform manufacturers made trousers and bullet-proof vests in women’s sizes, and said it had never occurred to them that a maternity leave policy might assist in recruiting women during child-bearing years.

WHY ARE THESE THINGS IMPORTANT TODAY?

Women’s entry into policing – particularly in the heritage shared by Great Britain, the United States, Canada and Australia – was almost always fostered by demands from outside the police organisation, generally by women – to appoint women who could connect with their communities. Many of the early policewomen appointed between 1910 and 1920 had been social workers, settlement house workers, or Bible readers. They came almost always from what we today call the “helping professions” (Schulz, 1995). According to Patricia Higgs and Christie Bettess’ *To Walk a Fair Beat* (1987), South Australia’s first two policewomen, Kate Cocks and Annie Ross, appointed in 1915, were similar. These women were appointed to assist women and children in their interactions with the criminal justice system, most often to protect them from the harsh realities of crime, delinquency, and prostitution.

Many of our foremothers were amongst the first college-educated women in their countries and among a bare handful of college-educated employees of police agencies. Yet, few if any gave much thought to upward mobility.

Few were concerned with equality with their male colleagues – who they mostly saw as beneath them in social class, demeanor, and most other categories they considered important. Women's roles in police departments ebbed and flowed with outside economic considerations – declining during depressions when it was thought that jobs should be kept for men – and increasing during wars – when large numbers of working, unattached women frightened

establishment. Despite a rapid rise through the ranks, she was unable to become Britain's first female chief constable, retiring in 1992 as assistant chief constable of the Merseyside Police (Halford, 1993). She remained in public life, though, becoming a Labour member of the National Assembly for Wales from 1999 to 2003. More recently, in 2006, reinforcing her willingness to speak her mind, she joined the Conservative Party.

“Today’s women in law enforcement - women like you- may not all want to be chief constables, break the brass ceiling, or climb the greasy pole, but you are more likely to be far more career-oriented than earlier generations of police women.”

political establishments sufficiently to appoint policewomen who acted as censors, morals officers. In extreme cases such as Detroit during World War II, policewomen assisted authorities in undertaking sexually-transmitted disease tests on women who came into contact with the police.

By the 1950s, women wanted promotions—but still within sex-typed assignments, and most warned their more aggressive sisters against becoming “little men” and certainly not to consider swaggering around in uniforms with guns strapped to their hips.

By the 1960s, things had changed both here and in the U.S., but they were still nothing like today. Joyce Adeline Richardson, who spent 12 months training the first five women recruited into the Northern Territory Police Force as head of the Women Police Section, may not have shared many experiences with Theresa Melchionne, head of the New York City Police Department's Women Bureau at about the same time, but their language was similar. Both referred to their policewomen as “our girls.” Both tried to improve the status of women under their commands, but neither could have envisioned a Christine Nixon or the first generation of women chiefs of police in the U.S.

By the time Chief Nixon and her American peers appeared, women policed – at least in theory – on an equal basis with men. They performed general police duties and rarely worked with other women. They often, and here again Chief Nixon is typical, came from police families. They were also – again Chief Nixon was typical – far better educated than their male colleagues – a fact that remains true today. I was similarly typical in my own policing career; when I took over command of New York City's Grand Central Terminal for the Metro-North Railroad police, I had no women cops working for me, I was one of only a few employees with a college degree, and the only one with more than a BA.

Despite the similarities of so many of the women and probably because of their differences from the men they worked with, only a few were able to crack what I have called the brass ceiling and what you all seem to call the greasy pole; the title of Alison Halford's attempt to fight the British policing

Today's women in law enforcement – women like you – may not all want to be chief constables, break the brass ceiling, or climb the greasy pole, but you are likely to be far more career-oriented than earlier generations of policewomen. What can we learn from the battles fought by the high-achievers? (Schulz, 2004). Although women have made tremendous strides in law enforcement, there are still difficulties in achieving senior or executive positions and achieving the level of personal fulfillment required to connect with your peers and your communities.

In the 1970s and continuing to the present, many observers have noted not only the small numbers of women in many professions but also traits exhibited by those who are few among many. These traits taken together were termed tokenism by Rosabeth Kanter, (1977) whose work continues to be relevant to this day in all fields, whether business, law enforcement, politics (despite your having a female prime minister), and all areas except those in which women predominate.

In her study of a small number of women who worked in a large corporation, Kanter saw skewed sex ratios as critical to shaping the group dynamics. She defined skewed groups as those with a ratio of about 85 of the majority – or dominant group – to 15 percent of the minority – or the tokens.

The tokens, by virtue of their small number, always stood out and their performance was under closer scrutiny. When they did poorly, they were seen as fulfilling the view that they were not up to the tasks. When they did well, rather than change the overall perspective, they were seen as exceptions to the expectation of inadequacy. Still true today, isn't it?

Kanter determined that tokens, faced with high visibility, isolation, and problems assimilating into the group, faced performance pressures that the dominants did not face. She said these pressures forced women into stereotypical roles, some became the b-word, some became aggressive temptresses, and some acted as mothers and pets. Still true today, isn't it?

Testing Kanter's thesis among the first women

in Washington, DC, to be assigned to general police duties, Susan Martin divided the women into two archtypes – POLICEwomen and policeWOMEN. The stress on the wording tells you what you need to know. The POLICEwomen took their jobs seriously, wanted to patrol, and believed they could do the job—if not the same as the men – just as well as the men.

The policeWOMEN thought that notion absurd; they agreed with – and took advantage of – men's belief in their unsuitability to be patrol officers. They took inside jobs, handled traditional policewomen's duties, and became the office wives, mothers, and sisters of their male colleagues. Not too surprisingly, the two groups of women had little respect for one another. Possibly somewhat surprisingly – at least at first glance – the men preferred the policeWOMEN. Still true today, isn't it?

Today we also know why this was so. The traditional women caused no stress to the men. They did not force the men to question their beliefs about women's inability to perform equally with them. They also did lots of tasks that the men didn't want to do; they typed, they filed, they handled cases involving overwrought women and crying, sniveling children. They also created no threats to men's upward mobility. In a world such as policing, where it is difficult to move from one agency to another, one's progress up the greasy pole is dependent not only one's own ability but by the competition presented by others in the same rank. The policeWOMEN were perfect, they did the unpleasant jobs, they reinforced men's superiority, and they presented neither threat nor competition.

They also created hostility among the two groups of women, assuring that the deep division would keep women from asserting their power within the agency. Still true today, isn't it?

Unfortunately, the hostility continues to this day – often over policies meant to help women but that reinforce certain divisions. One of those, I'm told, is going on here over the introduction of part-time work. Seen in many countries – particularly by diversity advocates – as a way to help women maintain their careers – particularly during the child-bearing years or when their children are quite young – the policy to others smacks of either favouritism or condescension.

Interestingly, part-time work and job-sharing seems to work very well in the Scandinavian countries, where it is used often by men who either take a large role in family or who simply want to do something other than police.

In a recent study (Archbold & Schulz, 2008) I completed with a young colleague of women in the Fargo Police Department, the women avoided promotion not because they were discouraged by male supervisors, but because they were ENCOURAGED. Rather than see this as acceptance, the women declined to consider promotion because they interpreted the encouragement as demeaning of their abilities.

The women believed that any woman – whether she wore a skirt or the now common uniform trousers – would be promoted regardless of her abilities.

This study reinforced what others had already found, namely, that Kanter's premise that

when women reached more than 15 per cent of a workforce, elements of tokenism would disappear, was overly optimistic – something many of you know from your own experiences.

Obviously, numbers and percentages do not tell the complete story. Research comparing token men in female-dominated professions such as nursing or librarianship, found that token men were advantaged rather than disadvantaged. This was attributed primarily to men having higher status simply because they are men (Ott, 1989; Yoder, 1991) or to sexism in the workplace (Zimmer, 1988).

Fear of being seen as different as well as lacking institutional support for their decision-making abilities may also account for findings in both policing (Engel, 2000) and corrections (Zimmer, 1986) that women supervisors tend to adhere more closely to rules, and be less daring than some of their male colleagues. Many researchers from outside the uniformed services were surprised at this, thinking that women, less acculturated into what the British call “the canteen culture” and what we in the U.S. simply call the “police subculture” would be less traditional in their thinking.

In theory this seemed reasonable, but it is likely that as tokens, women supervisors, particularly those at the first or second level of supervision, perceive themselves as lacking support from higher-ranking officers and, therefore, are not as likely to be supported when they make a mistake. Thus, rather than become change-agents, they become risk averse.

Some of these observations may, of course, be generational or may reflect the differences between mid-ranks and higher ranks. The chiefs I interviewed went out of their way to avoid being labelled the first woman chief, the first black woman chief, the first gay woman chief, etc. Many were familiar with having been labelled earlier in their careers and found it unhelpful.

As human resource personnel have moved away from acceptance of numerical boundaries, they have turned to socialization issues more than tokenism to discuss who succeeds and who does not. It has been suggested that younger women (O'Brien, 1998) who were not pioneers have loftier goals regardless of their numbers because they have already seen women succeed and would be more comfortable using both male and female mentors, role models, and networks.

The need for women to assume greater control of their careers has also been highlighted by two economists (Babcock and Laschever, 2003), who theorised that women's careers fell behind men's because women were uncomfortable asking for what they felt they deserved. This failure led, over time, to greater disadvantage because each move or promotion the women did not seek put them further from the next step up the ladder.

These discussions tend to center on promotion, but the same can be said for lateral mobility into high-status assignments. Now that there is a considerable body of research in the U.S. and Canada that promotion is

often not the goal of either men or women in law enforcement (Whetstone and Wilson, 1999; Whetstone, 2001; Murphy, 2006 [for Canada]), lateral mobility needs to be more carefully considered. Are researchers at fault for presuming women haven't made progress solely by counting up the numbers in higher ranks? Of course, going beyond numbers also begs the question of the type of women making it to the top. Might we be asking too much of successful women to turn their backs on an environment that they learned to negotiate even if this were to make it easier for other women to climb the greasy pole? Why change the brand of the product if you have been successful using it?

“The women avoided promotion not because they were discouraged by male supervisors, but because they were ENCOURAGED. Rather than see this as acceptance, the women declined to consider promotion because they interpreted the encouragement as demeaning of their abilities.”

Would we even be asking these questions if we were not still mired in the tangle of tokenism?

Considering the conference themes of connecting with communities and doing work that an individual considers important and fulfilling, we might pause to ask whether counting heads – and voicing concern over what is in those heads – is the only – or even the best – way to measure progress.

I want to impress upon you two key lessons. Throughout our history in policing, women have been warned against becoming little men. However, there are important things we can learn from our male colleagues.

First, shed the attitudes of a token. See yourself as an individual – not a stereotypical representative of a group. We are different ethnicities, different colors, and we have different attitudes and goals. But, since the majority continues to lump us together, try to support one another despite personal dislikes or questions about whether other women have been too accommodating or chose to stand out for reasons that are not to your liking.

On the other hand, if you continue to be seen as a token by others, use it to your advantage; do not follow the Fargo women. Before you turn down what we call a perk – consider whether a male co-worker would say, “No, I don't want to be promoted or have a more interesting or more important assignment because you only selected me to represent the department, or join the major case squad, or become a dog handler, because I am a man and you want to show me off.”

Do not wait to be asked or recognised. If you want that assignment to major case, or as a dog handler, ask for it – find out the requirements and meet them. Do not fall into the trap of

“women don't ask.” Do not wait for someone to tap you on the shoulder because you are the best – or even the most visible. That is as unlikely to happen as your male colleague turning down something because he is worried about being a man.

Finally, do not worry about standing out as one among many – consider that you are standing out and requesting your due not because you are one among many, but because you are the best among many.

If you remember these guidelines you will achieve personal success – you will break brass or climb the greasy pole and along the way you will benefit yourself, your family, your police service, and your community.

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MARGARET BEARE

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Policing For Women

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I have been asked to speak specifically on 'policing for women' to complement Dorothy Schulz's discussion about women in policing. It is important to see a relationship between how women are treated within policing organisations and how policing services treat women in the community. All police services are not the same in this regard and the differences may be instructive for our purposes. The "Making it Happen" theme of the 2011 conference suggests that some individuals or groups *must* serve as the driving force behind desired, well-considered change – how women and men make things better for women in need of policing services – providing a safer, more just, more respectful, more appropriate response.

A difficulty that we have with this topic is a critical piece of missing data – will more female police officers make a fundamental difference to how policing is done? We may think so – we may hope so – and we may have some limited offence-specific evidence to support this vision. What we do not have in any of our jurisdictions – so far as I am aware – is a critical mass of female officers to allow for research that moves beyond offence specific evidence. Will more women impact what is generally

seen to be aspects of a police culture that could be made more effective in serving a wider and extremely diverse community – a culture that in some of our jurisdictions appears to have moved away from negotiated discussions for achieving compliance. These interpersonal skills are being replaced with the quick use of weaponry for enforcement including tasers, guns, gas and high-tech 'tactical' options. This year is the 100 year anniversary of the birth of the Canadian Marshall McLuhan whose famous quotes includes, "We shape our tools and afterwards our tools shape us."

The July 2011 *UN Report* title "*Justice Still out of reach for Millions of Women*"¹ found that globally, women average just 9% of police. Referring to the 'steady climb' in the numbers of female police in Canada, the figures reveal that we now average about 20% female in Canada and 23% in Australia². The breakdown of ranks is less encouraging: 9% of senior officers in Canada and 8% in Australia fall within the senior ranks.³ There has been relatively slow movement up through the ranks – and the typical response to the slow movement is that 'it takes time' to move women up. It appears to take quite a bit of time! However, the Australian Institute of Criminology did find that

women took approximately 13 years to reach inspector rank while men on average took 15.

Whether or not the females in leadership positions and the increasing number of female members across the country and in international police services have 'left their mark' is open for debate. The changes may be more subtle than the boastful exploits of male police leaders that we are perhaps more used to. As one tribute to Christine Nixon stated:

"Even leadership researchers who should know better remain attached to a masculine kind of leadership sometimes termed 'heroic leadership'; those who lead from the front with a loud voice and over-confident vision."⁴

Internationally, we are gradually acquiring empirical evidence that supports our belief that more women in policing will impact how policing is done. The UN In Pursuit of Justice calls for putting "women on the frontline of justice delivery" and provides examples of campaigns for reforms led by women pertaining to issues from equal pay, inheritance rights, labour rights, abortion rights, and perhaps closest to our topic, rights to be secure against violence.

The report argues that in fulfilling the roles as police, judges, legislators and activists, women in every region are making a difference and bringing about change.

Community policing remains relevant in bettering the policing of women. Sir Robert Peel (1829) famously said “police are the public and the public are the police”. This sounds wonderful and forms the roots to at least the rhetoric of community-based policing. The problem comes from the fact that some of our ‘publics’ hold views – and in some cases these views are put into laws – that work against women or against some women. ‘Women’ are not a uniform group and the age categories and to a lesser extent cultural differences may require different policing responses.

I sit as a member of my local Police-Community Liaison Committee with representatives from the various community groups in our neighbourhood. The membership on the committee is largely white, middle-class, seemingly well-educated, and forthcoming in their likes and dislikes – they dislike most everything that does not reflect their lifestyle and what they want is more policing, more laws and more surveillance to ensure that ‘their’ community is not altered or diluted in any manner. A statistical look at ‘their’ community would reveal a different demographic and a demographic that is more concerned with racial profiling, and aggressive surveillance techniques. The ‘community’ can on occasion be an intolerant and aggressive collective.

SEXUAL ASSAULT

The first topic I will look at is the policing of sexual assault cases. Since my town and my university was the ‘epicentre’ of the global ‘slut-walk’ movement, I really must comment on it. I certainly realise that the terminology that the organisers have used is not to everyone’s liking and, perhaps more alarming, these slut-walks will provide the fodder to endless graduate feminist theses—however, the terminology comes from the word that the police officer used and the originators of the slut-walk argued that

“If ‘slut’ is thrown around at so many people day in and day out . . . we will take it and take it to mean someone who is in control of their sexuality.”

Regardless of the terminology, I do however think the movement has some merit. Recently at least three female students had been sexually assaulted at

York University—two in their beds after they had gone to sleep and one wearing overalls while crossing the campus. Members of Toronto Police were invited to the campus to speak to the students at a ‘Safety and Security’ session at Osgoode Hall Law School on 24 January 2011.

There are several unfortunate aspects to the comments from one of the two officers. First he was speaking at a law school and one might have thought he would have spoken with a degree of care. He began by saying “I’ve been told I shouldn’t say this”...and then he went on to say that in order to avoid sexual assault, a woman should not “dress like a slut”. This suggests that the message that “slut” clothing was in part to blame for the rapes had been part of conversations that he had had with his colleagues and that somehow the advice he received was that it would be merely “politically incorrect” to mention it—although they “really knew” what was to blame. Likewise, the police response following the incident revealed the lack of seriousness with which the police service took the comments and a disregard for the response from the law school. Like so many things the Canadian police have done recently, the issue might have gone immediately away if there had been an immediate apology. However, numerous phone calls from Osgoode to the police service asking for a response and an apology went unanswered. A letter from Osgoode brought forth a delayed comment from a police spokesperson that “if these comments were made, it is definitely something that we will act on”. On 17 February 2011, an official apology came from the Inspector from the specific division - but not from the Chief - and delivered not in person but rather by a constable. Ignore...minimise...acknowledge with a belated and/or inadequate apology.⁵ The result of this response was of course the now global ‘slut-walks’ that have graced Australia as well as Europe, UK, parts of Asia, South/Central America and most recently India.

No city did a slut-walk as well or at least as colourfully as Melbourne...Melbourne put her soul into the event.⁶

Now—what if anything does this mean to women, to policing, to policing **for** women? I included this discussion on slut-walks because to me the comments by the Toronto police officer demonstrated how *entrenched* the idea



'SlutWalking' movement takes off in Australia.



Toronto.



Headlines announced that the 'SlutWalking' phenomenon was coming to the UK on June 4, with demonstrations in four cities: Cardiff, Newcastle, Edinburgh and Glasgow.⁹



And most recently India:¹⁰



"In India, no matter what we wear, even if we are covered head to toe in a sari or a burka, we get molested and raped," Ms Sabarwal said before the protest. "If we are victimised, it is justified by saying we asked for it."¹¹

is that rape is a sexual act of passion that occurs when women entice men to act upon their seemingly uncontrollable urges. The fact that women of all ages and all physical descriptions are raped does not appear to change these beliefs. In both of our countries—Canada and Australia, aboriginal women and aboriginal children are disproportionately

the victims of sexual assault and death.

Sexual assault is a power-based crime. In a judgement in the Supreme Court of Canada, Justice Peter Cory stated:

Sexual assault is in the vast majority of cases gender based. It is an assault upon human dignity and constitutes a denial of any concept of equality for women. The reality of the situation can be seen from the statistics which demonstrate that 99 per cent of the offenders in sexual assault cases are men and 90 per cent of victims are women.⁷

Statistics Canada found that only 20% of sexual assaults are by strangers – with 41% by an acquaintance, 28% by family members, 10% by a friend.⁸ The majority (80%) of cases in each of these categories are committed within the woman's home.

Why therefore would the police make such a statement? When the women were raped in their residence dormitory, the male officer on the scene commented that “the lesson here is to keep your doors locked.” At least that accurately related to how the rapist got in – although even then the fault was placed on the failure of the women to prevent the rape.

TORONTO POLICE DEPARTMENT

A table in the 2010 report outlined the changes that were made to the policies in the investigation of sexual assaults.⁹ There still appeared to be *slippage* between policies and practices. There remained an issue with “unfounded” cases. In an evaluation of the Sexual Assault and Child Abuse course, Beverly Bain and Nora Currie attended the training and wrote an *Executive Summary of the Assessment of the Course*.¹⁰ They note that there was still no reference to sexual assault as being a crime of power and control and a repeated theme that as a starting point the police ought to take the position that “women lie” and somehow the police must separate the liars from the rest. *The Baeza False Report Index* (The BAFRI) or aspects of this index are still being used to ‘red flag’ liars. The flags that identify potential liars include rape victims who:

- ask to speak to a female police officer or to a female investigator
- females who cannot identify the suspect or provide details of the crime
- a victim who focuses on moving to a new home or apartment during the investigation

- a victim who cries at various stages during the interview to avoid answering questions
- a woman who displays ‘TV behaviour’ when initiating a complaint – i.e. hysterical, demanding a female officer, catatonic etc.

And the list goes on...¹¹

The over-all theme is that the police should go into the interview “bearing in mind the possibility that the woman is making a false charge”. CTV did a two-part series on the Ottawa Police Force interrogation of two sisters who had claimed they had been given a date-rape drug and raped. Through access to information the videos of the police interrogation of the “victims” reveal the strategies that women fear. In this case the interrogator is a female.¹²

The issue of unfounded cases is too large to go into in this paper but the comparisons between unfounded rape cases and all other criminal cases is too large to be ignored. According to the *General Social Survey on Victimization* (a national Canadian survey), the non-reporting rate of sexual assault in Canada has risen from 78% in 1999 to 88% in 2004 and one of the factors that contribute to such low reporting rates is the higher proportion of allegations that are classified as “unfounded” by police, compared to other violent offences.¹³

When rates of “unfounded” sexual assault reports are compared with “unfounded” rates for other crimes and other assaults, sexual assault reports have been shown to be “unfounded” at much higher rates. For example, in 2002, Statistics Canada determined that 16% of all sexual offences reported to police were deemed to be “unfounded”, while other types of violent offences were “unfounded” at a rate of 7%. In the UK and US out of nine studies published between 1996 and 2007, five found that reports of sexual assault were “unfounded” at rates ranging from 25 to 43% and none fell below 10%.¹⁴

DuBois concludes:

“Radical changes are required in order to stop the wrongful “unfounding” of sexual assault reports and ensure that women who are sexually assaulted are not re-victimised when they report to police. Police forces will not be held accountable until the problem of wrongful “unfounding” is given more attention. No Canadian police force has

been scrutinised in the same way that the Toronto Police Service has since the *Jane Doe* decision. Yet, even in Toronto, sexual assault reports continue to be classified as “unfounded” at a higher rate than reports of other crimes.”

All of this focus on sexual assault – and yet still the officer could come in and refer to sluts asking to be raped. Therefore – how might women receive better policing? So – back to slut-walks! As stated by Lauren Rosewarne at the University of Melbourne, rape mythology isn’t something we can relegate to the bad old days.¹⁵ However – there is some good news. The UN In Pursuit of Justice Report presents the data that indicates that in 39 countries the presence of women police officers correlated with a reporting of sexual assaults.¹⁶

What all of these figures appear to mean is that more women are entering into police work and maybe at some time in the future there will be a critical mass large enough so that one can reasonably hope for a wider change in policing cultures rather than a mere difference in isolated – while essential – responses – and that these changes will address current issues that reduce the satisfaction women receive from our policing services. However, while some victims express a strong preference for female officers, research also indicates that ‘any woman will do’ is not necessarily good enough. It is essential that women as well as men obtain the proper training. Research such as the study published by Jan Jordan in New Zealand found that the gender of the police officer who responded to the rape victim was less important than a demonstrated ‘professionalism, warmth, and sensitivity’ of the responding officer. Well selected men as well as well selected women are what are required.¹⁷

POLICING DOMESTIC VIOLENCE

This topic is as complex as policing sexual assault against women because they both relate most specifically to how the society regards women – as property or as equals. We therefore ask the police to respond in ways that might be quite contrary to the beliefs within the very society from which the police officer comes. Quoting the UN Report: “In 17 out of 41 countries, a quarter or more people think it is justified for a man to beat his wife”.

Police have traditionally shown a reluctance to interfere in domestic cases.¹⁸ Some police officers do not share the professed governmental opinion that

private matters between husbands and wives are the business of the police and they therefore attend reluctantly with little enthusiasm for “righting” the situation rather than merely stopping the immediate violence.

What appears to be well considered policies, which turned into laws, may result in quite different results than anticipated, again to the detriment of some women. Research by Canadian criminologists such as Laureen Snider and Dianne Martin have looked at the impact of the “mandatory charging” (called pro-charging officially in Canada) policies which were introduced into Canada with the support of a significant percent of the feminist scholars and others. These policies appeared to reflect the need to address the serious societal problem of spousal assault. The policy was introduced in Canada with the same fan fare as in many other countries – at last, a recognition that spousal assault was not the private domain of the male dominated household but was in fact a legal matter. The police were to lay charges where there are reasonable grounds to believe that an offence has been committed.

Critical research now indicates that this charging policy worked best for middle-class employed women who had options besides the economic support of their husbands and who had the legal and financial resources to ensure that they would be safe after the spouse returned to the home. However, the policy also did not take into account the likelihood that the police would charge both partners and in cases where the women refused to testify, that she could herself be charged. In Canada there has been some limited “fine tuning” of the policy. Following a review of the application of the policy, recommendations were made that “Where the facts of a particular case initially suggest dual charges against both parties, police should apply a ‘primary aggressor’ screening model, seek Crown review and approval of proposed dual charges for spousal violence...”¹⁹ These consequences could and should have been anticipated – and perhaps anticipated most clearly by women working within the justice fields as lawyers, judges and police officers. The important of the policy was in part symbolic in bringing spousal or domestic assault into the realm of the formal justice system. However, it ignored a

resistant acceptance of “discipline” for misbehaving spouses.

A separate issue is domestic abuse and violence that disproportionately targets aboriginal women. The issues here go far beyond policing into the conditions in some of those communities, systemic racism, unemployment and illiteracy – and the violence that comes from the males, often elders, within the communities. Efforts to institute alternative dispute resolution and community justice models rather than the formal justice system and First Nations policing instead of the Canadian public police forces (RCMP or Ontario Provincial Police etc) can have the effect of leaving the women to the mercy of the abusive men. An awareness of all of these issues and viable options for the most vulnerable within these communities is essential. In many of our countries, discrimination and violence against indigenous women is a major problem. Police forces must learn to work better with indigenous organisations.

Because violence against women has been criminalised, protection of women in many societies is now under the jurisdiction of the police. What happens in multicultural communities? The notion that community policing might be used to understand the community norms and values and therefore to improve the safety of minority women from violence has been questioned by research that looked at the violence in Israel against Arab women. The researchers found that there were tensions between the arguments that societies ought to respect the beliefs of the various cultural, racial/ethnic or religious segments within the society *versus* recognising the rights of each individual to be safe and share equally in the protections of the state. They found evidence that the police ‘expected’ Arab women to be more passive and tolerate more violence and they accepted the Arab men’s excuses for their violence. The researchers refer to the double bind of “gendered racism and racialised sexism” – minority women were subjected to racism *and* sexism in the dominant culture and sexism and male domination in their own community.²⁰ Similar to the realities of violence with aboriginal communities in Canada, ill-conceived community policing that focuses on empowering local community leaders can exacerbate pre-existing inequalities.

DOMESTIC ASSAULT BY POLICE

Some of the most difficult cases involve spousal assault by police officers against their spouses. A literature review acknowledges that this may be a particularly serious issue within police departments since some United States studies have found that domestic violence by police officers is higher than in the general population. In 2003 legislators in Washington State drafted a law that they claimed would make Washington the first state in the nation to *require* every police department to have a domestic-violence policy for its officers.²¹ The fatal shooting of his estranged wife by Tacoma police chief David Brame served as the catalyst for this legislation. He had been accused of repeatedly choking and threatening his wife in the months leading up to the murder-suicide. A survey of 78 US police departments²² revealed that the existing policies varied greatly but only a third of the policies included the removal of an officer’s gun at the scene (and removed for the duration of the investigation), offering counselling or automatically launching internal investigations and only three addressed victim safety or how to assess the danger posed by an abusive officer. None of the policies included tools to prevent such violence—from screening applicants for past abuse or doing regular criminal/civil background checks. Whether or not the policies were being followed, even where they were in place, given the lack of an independent oversight body in most of the services.

In 2005, Commissioner Gwen Boniface of the Ontario Provincial Police, together with the Commissioner of the RCMP (Zaccardelli) and the Chiefs of Police for Toronto (Blair) and Ottawa (Bevan), formed a committee to study police-perpetrated domestic violence. Among 35 police agencies surveyed across Canada, 80% did not specifically track incidents of police-perpetrated domestic violence nor did they have comprehensive directives addressing what the police response should be to violence by police in domestic situations and obviously no standardised Canadian response protocol. Among the 20% that did track this form of violence, 92% had recorded at least one incidence of police officer perpetrated domestic violence—and some forces had many such incidents. Regardless of the rate as compared with the general population,

the Canadian police forces involved in the study feared that the rate was increasing *and* that there was evidence that there was an even higher rate of unreported police officer perpetrated domestic violence.²³

While stress on the job may be one of the reasons, there are additional factors that may more directly speak to the prevalence and in some cases the deadly nature of these assaults when they involve police officers. Police agencies deliver training to show power and control, training to intimidate, training in the use of weapons and techniques to inflict violence, training in “empty hand” and “pressure point” techniques that may terrorise but leave no marks, and perhaps most importantly police will have knowledge of the law of evidence, and contacts within the justice system. If the victim is also a police officer, there is concern that reporting the violence will jeopardise both of their careers and spouses may fear the reaction of police officers colleagues – either after reporting the crime in the form of retaliation, or in coming to the scene and failing to take any action and allowing the assaults to continue or to escalate.²⁴ Ensuring that policies are in place and that the policies are strictly adhered to in cases involving spousal abuse by police is the necessary first step.

POLICING YOUTH

This category relates more to the style of preferred policing rather than gender issues per se and I shall use Toronto again as the example. Thirteen communities have been identified as ‘Priority Areas’ (PAs) across Toronto (and other identified areas reaching across the Province). The city’s own statistics illustrate that these so-called “high risk” communities are distinct in the percentages of: un/under employment, single parents (predominantly mothers), visible minorities/ recent immigrants.²⁵ Communities’ resources, rather than enforcement, would seem to be required and yet, the “guns and gangs” task force approach to community safety is the crime prevention strategy of choice.

Beginning in earnest in 2006, the Toronto Anti-Violence Intervention Strategy (TAVIS) presented the “on-the-ground” presence – with surveillance cameras, and rapid response teams of highly training police officers.²⁶ These teams target key neighbourhoods in a manner that critics claim stigmatise and

terrorise whole areas of the city. Large scale swoops result in arrests that the courts and the legal-aid system cannot cope with. For those who are actually convicted and sentenced to jail time – prisons prove to be excellent arenas for gang recruitment and the cycle therefore continues. To date the Toronto Police have received over \$37 million and the Province of Ontario received over \$30 million for the “gangs and guns” task forces. Guns are taken off the street and some essential arrests are made – but at a cost in addition to the dollars.

Some criticism focused on the discretionary use of what are called ‘208 cards’ – index cards used to collect information on mainly young black males regardless of where they are or what they are doing. Chief Blair in Toronto explains that this is all part of “getting to know the neighbourhood.” He acknowledges that these are often “racialised” areas and hence he is “getting to know” a disproportionate number of black males. This “getting to know” practice can obviously be counter- productive. Canadian Civil Liberties Association general counsel Nathalie Des Rosiers argues that the questioning and carding practice regardless of the intentions can be intimidating and coercive:

“When perceived as excessive or discriminatory, it can create distrust in law enforcement, undermine public faith in police, and, ultimately, weaken efforts to root out and punish crime (Rankin 2010).”

Chief Blair admits there are issues with this approach:

“...nine out of 10 youths stopped and documented on a street corner may be perfectly good kids, and the encounter might leave them pissed at us ... Those relationships are the toughest things.”

He expects his officers to be sensitive to how the youth feel and explain themselves. Even then, he acknowledges, the encounters may not go well (Rankin 2010).

In Canada we think of ourselves as having a somewhat enlightened community-oriented type of justice system and yet the following chart reveals that in terms of youth justice, we must do much better. While Canada is not a country that massively incarcerates citizens we put a far higher percentage of youth in prison than any other country that we aspire to be compared with – especially in comparison to Australia

and five times more than England/ Wales.²⁷ Like most criminal justice issues, incarceration rates are vulnerable to political will. Youth incarceration in Australia apparently was going down until about four years ago – with an upward trend that was claimed to be caused in part by the Bail Act. There has apparently been an outcry – not heard outside of academics in Canada – that has caused the NSW State Premier to change the trend. Even Texas has reduced youth incarceration institutions from 15 to 6. Youth are recognised as the group that are the most amenable to rehabilitation – unless they do prison time and are then recycled into more offending.

Policing operates within a political environment. We currently have a “get tough” government in power in Canada – and in power with a large majority of support that in contrast to international trends has proposed new legislation that will result in more youth going to jail and for longer periods of time, with less possibility of bail, and in cases where the youth is diverted into non-judicial measures, the police will be required to keep a record so that criminal tendencies can be documented.

Prevention is a boring topic! It is boring for the public to read about and it is boring for the police to be involved in. It was boring when the police were supposed to be committed to community policing and any notion of actual *prevention* of gang violence remains boring! Community policing morphed into community mobilisation so that police could remain the enforcement arm that linked in some vague sort of way with community concerns. In the “at risk” communities the “getting to know” carding that stigmatises entire communities is being sold as something akin to community policing while allowing the police to do enforcement.

Alternatively, what is not boring is “gangs and guns” and the resources allocated to this enforcement activity accentuates the drama of this policing strategy. The label, the resources, the specially built but secretly located Operations Centre, all speak to an elite crime fighting operation . While the governments and the police will list off a series of prevention-type initiatives, closer examination reveals that in some cases the best of intentions fail

because of a lack of commitment, a lack of coordination between the police activities and other agencies within the communities, and the lack of interest on the part of the police to provide policing rather than to police the declared high-risk areas.

A 2008 Ontario Government report titled, *The Review of Roots of Youth Violence* (conducted by the Honourable Roy McMurtry and Dr. Alvin Curling) concluded that the roots of youth violence are “widespread and pervasive” and only a serious effort and a sincere commitment to actually bring about change will have any impact.²⁸ Similar points have been made by virtually every other serious project that has looked at youth violence. The answers lie in boring old prevention that unfortunately requires fundamental changes within the society i.e. housing, job opportunities (real jobs), mental health facilities, and a policy of zero tolerance—not zero-tolerance for school misbehaving that gets vulnerable youth expelled, but zero-tolerance on racism and discrimination.

At the very least, police officers ought to treat youth in these communities as they would treat adults in any other part of the city. Would female police officers work to enlist the support of the mothers within these targeted areas? Would female police officers bring greater sensitivity to these policing strategies? Would a stronger cohort of female police officers help to shift the balance from the aggressive “guns and gangs” approach to community prevention via an insistence on resources for the community and community security via the winning over of the community to work with, rather than against, the police? Would the result be less imprisonment of young girls and boys and more empowerment for their mothers who are trying to raise them?

CONCLUSION

Better policing for women—what can we conclude?

- Slutwalks may not be everyone’s answer for better policing for sexual assault victims but years of ‘training talk’, and hand wringing has also not had a major impact on some of our

police forces and even less of an impact on the behavior of men in our societies. The treatment that women in society receive from the police is related to the treatment women receive in the communities BUT with the right direction and leadership—and carefully selected officers—police can serve as a powerful catalyst for change. Given that the change has not been amazing to date—the change catalyst may need to be female police officers—female lawyers, judges, legislators.

- Domestic assaults have been brought out of the home and into the criminal courts—with uneven results in terms of the gains felt by the female victims. The criminal justice cannot be the answer to all societal problems and alternative forms of dispute resolution may in some circumstances be more appropriate. Getting the balance right between going the route of the formal justice system and looking for alternatives will be the challenge. Domestic assault by police officers must now be brought out of the homes and into the criminal courts and driven by a commitment to clear department policies. The most vulnerable women in our societies are still the most victimised by domestic assaults—aboriginal communities, the disabled, the poor, and otherwise marginalised groups must be heard.
- Working with youth in a committed community policing manner with well-funded initiatives may be less macho than the ‘gangs and guns’ approach, but may make a greater contribution to the safety and sense of security of the communities and serve to empower the mothers trying to cope within those neighbourhoods.

One does not have to be a female police officer to operate with professionalism, warmth and sensitivity – but it improves your chances!

Footnotes

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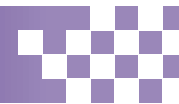
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